

THE SURVIVORS' NETWORK LIMITED

England & Wales · Charity number 1144878

Details

Other names THE SURVIVORS' NETWORK

Status Registered

Legal form Charitable company

Company number [07780363](#)

Registered 2011-12-01

Register [View on the Charity Commission register](#)

Contact

Address Survivors Network
6A Pavilion Buildings
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Website www.survivorsnetwork.org.uk

Activities

Objects: TO RELIEVE THE DISTRESS OF SURVIVORS OF ALL FORMS OF SEXUAL VIOLENCE BY PROVIDING COUNSELLING, ADVICE AND SUPPORT TO SUCH SURVIVORS, THEIR PARTNERS AND THEIR FAMILIES AND BY RAISING AWARENESS OF SEXUAL VIOLENCE.

Activities: Services and support for people who have experienced any form of sexual abuse or sexual violence including a telephone/e-mail helpline, Counselling, advocacy/practical support, drop in service, therapeutic group work. We also provide training for professionals and campaign to end the future abuse of women and children and lessen the taboo around sexual abuse.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Disability, Other Charitable Purposes
- **Who:** Children/young People, People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- Brighton And Hove
- East Sussex
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,794,964	£1,751,765	£511,398	47
2024-03-31	£1,771,142	£1,835,113	£468,199	49
2023-03-31	£1,742,985	£1,718,640	£532,170	49
2022-03-31	£1,491,723	£1,421,460	£507,825	40
2021-03-31	£1,205,081	£1,087,525	£437,562	26

Trustees

Name	Role	Appointed
Bec Davison		2024-06-10
Em Hayler		2025-06-17
Gray Hutchins		2025-07-17
Priscilla Grant		2026-01-20
Sara Jones		2019-12-01

THE SURVIVORS' NETWORK LIMITED

England & Wales - Charity number 1144878

Accounts

Company registration number 07780363 (England and Wales)

Charity registration number 1144878 (England and Wales)

THE SURVIVORS' NETWORK
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

THE SURVIVORS' NETWORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Sara Jones (Co-Chair) Bec Davison (Co-Chair) Paige Lewis Emily Hayler Naina Bahl Gray Hutchins	{Appointed 10 June 2024} {Appointed 17 June 2025} {Appointed 17 June 2025} {Appointed 18 June 2025} {Appointed 17 July 2025}
Senior management	Jay Breslaw Sarah Brennan (OBE) Antonia Madden Aimee Pepper Helen Race	CEO (resigned May 2024) Interim CEO (July to December 2024) Joint Head of Operations (June 2024 to June 2025) Joint Head of Operations (from January 2025) Head of Business Development (from January 2025)
Country of incorporation	United Kingdom (England and Wales)	07780363
Charity registration	England and Wales	1144878
Registered office	6a Pavilion Buildings Brighton BN1 1EE	
Auditor	West & Berry Limited Nile House Nile Street Brighton BN1 1HW	

THE SURVIVORS' NETWORK

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THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

To relieve the distress of survivors of all forms of sexual violence by providing counselling, advice and support to such survivors, their partners and their families and by raising awareness of sexual violence.

To achieve these aims we develop, provide and manage all of our services within a feminist analysis of sexual violence and an empowerment principle. We recognise that sexual violence disproportionately affects women and girls and is both a cause and consequence of inequality and discrimination. We are committed to challenging such discrimination and to delivering services which are run by women for women and women-only spaces form part of our service offer.

However, we recognise that sexual violence impacts on people of all genders in unique ways and work to provide our services accordingly. Trans-inclusive feminism is key to our values and central to our service. We consider the lack of services and funding for people of all genders is a feminist issue. We are actively part of the solution to this inequality through direct service delivery and partnerships.

Vision

Uniting to confront sexual violence, abuse and harassment so that no one has to face the impact alone.

Mission

- Delivering accessible, survivor-centred services across Sussex
- Empowering our communities to stand up against sexual violence, abuse and harassment through education, training and campaigning
- Demonstrating and advocating for intersectional feminist leadership

Our work is underpinned by our core values:

We are compassionate

We hear, we listen and we believe survivors. We take care of ourselves so that we can support others. We set boundaries and we uphold them too, while always striving to understand the needs and perspectives of our communities.

We are empowering

We create space for all voices to be heard. We lift each other up and believe that we are all leaders. We understand the importance of communication and feel confident to challenge and to ask questions. We are transparent and take ownership of our decisions, even the difficult ones.

We are collaborative

We are stronger together, so we work with others to build valuable relationships. Many of us are survivors ourselves and survivor voices are woven into everything we do. We are constantly learning, understanding our own privileges and seek to dismantle bias and discrimination both within and outside our organisation.

We are brave

We seek out new ideas and speak up for our beliefs. With the courage to try new ways of doing things, we learn and unlearn as we go. Our feminist leadership empowers us to be creative and innovative, celebrating our successes and learning from our mistakes.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

To support Survivors' Network to uphold our mission and achieve our vision, the Trustees developed their strategic priorities for the five-year period 2023 - 2028:

- We'll achieve financial freedom through our creative approach to income generation
- Justice and healing will be defined by survivors and we will be led by them in the co-creation of our services
- We will ensure representation for all survivors of sexual abuse by creating solidarities with UK Rape Crisis centres that reflect our intersectional understanding of power and vulnerabilities

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The trustees have considered how the planned activities will contribute to the overall aims and objectives they have set and how benefit is provided to the public. Survivors' Network provides independent services open to any professional / statutory and/or self-referral.

All services are open to all women, including trans women.

The Welcome Team, ISVA Service, Children & Young People's Services, Helpline / Email and our training are open to people of any gender.

Activities

Survivors' Network is the Rape Crisis Support Service for Sussex.

The main activities include the provision of therapeutic and support services for survivors of rape and sexual violence of all ages and genders. These include:

1. Adult Therapeutic Support

- 1:1 Therapy
- Therapeutic group work

2. Psychoeducation and Peer Support

- Groupwork

3. Holistic Support including Art, Yoga, Homeopathy, Trauma sensitive mindfulness

- Groupwork
- 1:1 support

4. Independent Sexual Violence Advisors (ISVAs) supporting survivors going through the criminal justice process, supporting people who have experienced church-based abuse, supporting people who experience racism (PWER) and those who have multiple and complex needs (MCN)

5. Children and Young People's specialist service

- CYP Independent Sexual Violence Advisor (ISVA)
- YP Counselling
- Outreach and Groupwork

6. Telephone helpline and email service

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7. Training and Awareness raising

- Delivering training on a wide range of topics related to sexual violence to individuals, local businesses and educational establishments
- Raising awareness through targeted outreach, fundraising, communications and social media

8. Welcome Team Assessors

- 1 to 1 assessment including signposting and service support

We have continued to expand our outreach into communities across the three Sussex local authority areas and we have developed informal and formal partnerships with a range of agencies and organisations across the county.

Informally we act as a critical friend to Sussex Police, amplifying service user voices to effect tangible process change.

We offer our services through a range of methods: face to face support, online direct support, phone support and online resources. We have adopted a hybrid model of home / office working and we have two offices in Brighton and one in Eastbourne.

Volunteers

Volunteers

Volunteers make an important contribution to SN's work; we would not be able to deliver our Groupwork, Helpline and Email support service without their dedicated commitment. All volunteers are DBS checked and receive training relevant to their role. 16 volunteers (not counting the trustees) supported the work at Survivors' Network during 2024-25.

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the trustees to present a strategic report.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

Significant activities and achievements against objectives

Ongoing need for support

Our referrals have stabilised this past year, despite a number of high profile conversations around sexual violence and abuse in the press. One issue we face despite the referrals not further increasing, is a "bunching up" of clients and support access. As our therapeutic waiting list remains closed, additional pressure is put on our other services such as our groupwork and peer support. Within the ISVA services the client journey is protracted due to matters such as the court waiting times being extended for those who have had positive charging decisions. The court waiting times have increased year on year, reaching a record high and have increased by 196% since 2019. This affects the throughput within the service meaning allocations are more challenging, but most importantly it frequently has an adverse impact on clients' mental health and safety from the perpetrator, which the team seek to support with. We must ensure we are adapting our support offer to address the dynamic nature of client need, looking at innovative but safe ways to practice across our services.

The cost-of-living crisis, the long term consequences of the pandemic and more than a decade of austerity, with its corresponding reduction in the number and range of services available has seen an increase both in the numbers of people needing our services, but also the level of need and compounded and more complex presentations of needs amongst our clients. Parallel to this, wages in the charity sector have very much stagnated and we are no exception. The level of skill, experience and knowledge we require within our staff team to support well the needs with which we are presented is being met with wages that are below what someone with such expertise could command elsewhere. We have seen ensuing challenges in recruitment across paid staff teams, volunteers and freelance therapists. Our reputation in the community and care for our staff team cushions this somewhat as we do succeed in appointing to posts despite the challenges and have a high staff retention rate.

Individuals Supported and referrals in 2024-25

We supported 2,489 individuals across 2024-25 (this includes direct and indirect victims - indirect, such as family / supporters) and received 1,762 referrals, a steady figure from the previous year.

Most of our referrals are female (84.7%), but we do see nearly 7% male survivors within our clients, and 4.1 of our clients are non-binary with regards to their gender.

This year we saw a drop in our professional referrals from 65% of our referrals to 53%, and this was compensated by a rise in our self-referrals to 41%. This may be due to our increase in comms and community engagement work.

Staff Wellbeing

We know that the work we do is important, and that it has a significant impact on us all.

This year has been particularly challenging with the ongoing impact of cost cutting measures alongside a variety of movement and absence within Senior Management. We made it our focus to speak about burnout, vicarious trauma and self- / collective-care at our organisation's team day in lieu of some of the usual strategic work we may have undertaken, as the focus elsewhere would have been ill-timed and experienced as such. We continue to have high staff retention rates despite the challenging landscape of our particular area of work.

Going into the 2025-26 year, we will continue to prioritise staff wellbeing and have set aside some funds to allow for this. The work in this area was stalled in previous years due to the changes in Senior Management, so we are ensuring it remains on the agenda, as well as being in a place it can be picked up more simply should any further changes arise.

We are also looking at designing a Staff Benefits Package to clearly outline the benefits we have in place already, as well as incorporating further staff benefits currently being worked on.

Organisation development

Alongside our ongoing considerations of the shape of the Senior Management structure at Survivors' Network, we have been looking at the opportunities for additional roles that support the internal scaffolding and operations of the charity. We have created an additional Office Management role, as with an organisation of so many staff, freelancers and volunteers, alongside three office bases, one part-time member of staff undertaking this work was not sufficient.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

We have also been able to divert some funding in the new financial year to invest in our Volunteer-Led Services, as they have suffered from a lack of attention and investment over the years, whilst other services have grown. This will help us provide more "immediate access" support services, as well as developing a more holistic arm of the organisation, recognising that healing can look different to different people.

Partnership working

We continue to uphold strong partnership working, which elevates our work and assists us in securing necessary funding. Some key local partners include Lifecentre and Mankind, and also Sussex Police, the local Police and Crime Commissioner's Office and the local Trauma Pathway (linking statutory health services with voluntary sector partners).

SERVICES

Volunteer Led Services

- Ran a weekly in-person peer support group (PSG) for self-id women survivors aged 50 and over
- Ran a weekly in-person PSG for all women and gender diverse people
- Run 1 x 8- week Trauma Sensitive Mindfulness Group, in-person, plus 2 meet ups
- Run 3-week self-care groups, 2 week It's My Journey groups
- 3 Workshops on Increasing Feelings of Safety and Wellbeing Tool kit

We are pleased to say our newer groups for specific demographics have been well attended. These include a group for self-identified women aged 50 and over and a peer support group for self-identified women and gender diverse people.

We value our amazing volunteers so much. This year we trained 6 new groupwork and helpline volunteers (five-day induction training). Volunteers also attended training in Rape & the Legal System.

Our volunteers offered a total of 1,800 hours of volunteering which would have cost us around £36,000.

Adult Therapeutic Support

The adult therapy waiting list has been closed since November 2022 and will remain so for the duration of the current Trauma Pathway contract, expected to end in September 2025. The decision for the closure was supported by commissioners and other local service providers and came with a comprehensive restructure plan which prioritised triage and digital innovation as well as expanding the capacity of the service. We are currently expecting the Trauma Pathway Acting Commissioner to confirm the extension of the current funding for 18-24 months beyond September 2025. The competitive tender has again been delayed, hence the additional extension.

For clients on the waiting list, we have successfully established a quarterly communication process which includes an update on waiting times, eligibility checks, links to relevant resources, and options for direct feedback and queries to the service. This enables us to also prompt clients for the start of the therapeutic work and for them to consider what they may need to organise in their life to be able to access the service.

We also have a direct internal referral process with the Wellbeing Service (primary care) and are contacting all clients on the waiting list individually to reassess them and offer the possibility of transferring to that service and access support sooner, if they meet the eligibility criteria.

During the 2024-25 year we conducted 57 initial assessments with individual clients.

92 clients started therapy.

1,132 therapy sessions were delivered (online and in-person).

We continue to benefit from having a Senior Administrator for the Adult Therapeutic Service, which enabled us to improve internal and external processes.

Five therapists left the service in 2024, and we recruited five new therapists who started client work in September 2024. The therapeutic team comprises 12 freelance sessional therapists.

We have a 60/40 proportion of online and in-person therapeutic work.

We ran two Online Self-Compassion groups in 2024.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Adult Independent Sexual Violence Advisors (ISVA)

In the year 2024-25 we received 261 referrals into the Adult ISVA team. 35 of these referrals were for the Specialist ISVA roles for Multiple Compound Needs, People Who Experience Racism, Men's ISVA and Diocese of Chichester ISVA.

It has been a very busy year for the Adult ISVA service. Our Criminal Justice ISVAs continued to receive high numbers of referrals and in June 2024, after a long period of planning and preparation, we launched a reporting options drop-in (RODI) based at The Brighthelm Centre in partnership with Sussex Police, for people who would like to talk to someone about the criminal justice process before they report to the police. This runs on a fortnightly basis and is currently funded until September 2025.

Our specialist teams also continued to be busy: Our ISVA for People Who Experience Racism (PWER ISVA) regularly attended outreach and drop-in clinics across Brighton and Hove and East Sussex and has delivered specialist sessions and workshops in collaboration with a specialist IDSVAs who is the BME Domestic Abuse Capacity Building Co-ordinator for Stonewater, as well as the Muslim Women's Centre and the BMECP. The MCN and Men's ISVAs also completed outreach and worked with partner organisations across Sussex to offer drop-in opportunities for harder to reach clients.

Going into the 2025-26 year, in line with other changes at SN, we underwent a team restructure. Sadly, at the very end of the 2024-25 financial year we no longer have a male ISVA role and have changed the offer to clients facing multiple disadvantages, but we have boosted our Criminal Justice ISVA capacity in the team and continue to offer two specialist ISVA roles. The team is now made up of two ISVA co-managers, one Cross-Team Senior ISVA (who sits across three teams, Adult ISVA, CYP and Welcome Team), seven criminal justice ISVAs, one ISVA who supports people who experience racism (PWER ISVA) and one Diocese of Chichester ISVA.

We continue to deliver training to all three local authorities within Sussex, including first disclosures and sexual violence and the legal system.

We regularly attend the RASSO Operations meetings set up as a multi-agency forum with the police and other SV services to increase and improve communication and relationships and we attend the CPS VAWG LSIP - Local Scrutiny Involvement Panel - run by the CPS South East Region. We are working on re-establishing our regular meetings with our CPS and Police colleagues at John Street. We also attend the CJS reference group meetings run by Rape Crisis nationally so that we can feed into national concerns, campaigns and issues raised by Rape Crisis.

Children and Young People's Service (CYP)

We have delivered direct work to **170 young people and parents** so far this year.

CYP Groupwork

We now run a rolling programme of young survivor groups each week in three locations across Sussex: one in Eastbourne, one in Hastings, and two in Brighton (we added a second group in Brighton due to high demand).

A recent development from our groupwork is the launch of 'Room for Resilience' (RFR). This project was created in response to feedback from young people and parents who told us that trauma related to sexual violence — and the impact of the criminal justice process — was making home life challenging and often sad.

RFR offers a space for the parent / carer, the child, and our group facilitator to meet together over up to six sessions, focusing on building connection, improving communication, and strengthening their relationship in a positive way.

We were also invited by a Traveller group in Hastings to run a bespoke rollout of group sessions in their community. We adapted our approach to use **song, colour, and oral storytelling** in place of written communication, and initial feedback has been powerful and encouraging.

Additionally, we now offer **weekly drop-in spaces** for parents and carers in Eastbourne and Brighton, where they can come for a coffee and a chat in a supportive, informal setting.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

CYP ISVA work

West Sussex asked for our support with their long waiting lists, so we have taken on **YP ISVA referrals from that area**. Despite this additional pressure, we have kept our waiting lists relatively short — around **two months throughout the year**.

The CHISVA service continues to regularly clear its waiting list. We are also proud to share that one of our CHISVAs has been selected to receive a **Sussex Police Departmental Recognition Award** for their exemplary work last year.

CYP Therapy

We successfully cleared the CYP therapy waiting list last year, and the service is now preparing to reopen it in 2025. As part of this, we are conducting a review of the therapy service and building a new **CYP trauma pathway**.

This pathway will include:

- our current trauma therapy offer,
- a new '**safety and stabilisation**' programme for more complex clients, and
- a closer integration with our groupwork provision.

We began this work in late 2024 and aim to launch the updated pathway by **summer 2025**.

The Welcome Team (WT)

The Welcome Team is the front door to Survivors Network. With the exception of outreach referrals, all new clients referred into Survivors Network (either via professional or self referral) will come to the Welcome Team. Each new referral will be assessed for safeguarding at Duty stage (and then checked at the multi-agency police meetings as appropriate); once processed, they will then be assessed by a Welcome Worker. This Initial Assessment offers signposting, wellbeing support and safeguarding for identified risks like domestic abuse, stalking or suicidal ideation and referrals to other agencies for identified needs. The welcome workers also complete assessments for various services at Survivors' Network like group work. The team currently consists of a Welcome Team Manager, 4 full time Welcome Workers and 1 part-time Welcome Worker.

In 2024-25 we received 1,755 referrals for support, brief advice interventions and consultation. We completed full assessment support to 630 clients.

We attend outreach clinics weekly at Solar Clinic – a Sexual Health Clinic at the Sussex County Hospital in Brighton. Here the Welcome Team assess clients on an ad hoc basis. This service offers support to those who would not normally access Survivors' Network, often hard to reach communities.

Business Development Team

Our Business Development Team brings together training, fundraising, communications, data monitoring / evaluation and, within this financial year, service user involvement.

Training:

- We delivered training to over 3,641 participants (2,167 in live sessions and 1,474 watching our pre-recorded webinars), a significant increase on previous years.
- We delivered training to a variety of NHS trusts following implementation of their Sexual Safety Charter; this was accompanied by us speaking on news and radio on this matter.
- Across all training, 95% of participants said the session was 'good' or 'excellent'.
- We delivered training to Higher Educational Establishments all over the country.
- Our Consent training has been adopted by three universities and we are in discussion with two more.
- We spoke at four large-scale events, such as conferences, and delivered a bespoke piece of work to a Premier League football club.

Fundraising:

- We participated in the Big Give campaign and raised £22,619, as well as receiving donations from organisations including Brighton District Nurses Association and Garfield Weston.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Donations and Grants

• The total income from donations and legacies reached £326,692 which was above the forecasted amount for this year.

Small Donations and Fundraising

• We collected £57,654, an increase of £20,158 on the amount collected in the previous year.

Other Grants

- We received £53,500, which includes a significant receipt of £30,000 towards core services from Garfield Weston, demonstrating the impact of successful grant applications and establishing relationships with funding bodies
- We continue to hold a strong community presence, which increases our support from community-led fundraising.

Communications:

In line with our communications strategy, we continue to produce survivor-centred content across our social media, newsletter and website - both regularly and as part of powerful, values-driven campaigns.

Since April 2024, we have welcomed over 1,200 new followers on Instagram and seen significant growth on LinkedIn due to focused engagement. Our targeted efforts have also helped drive more visitors to our website, with 69% of web traffic now coming directly from our social media channels. We currently have 1,377 subscribers to our monthly newsletter that has a focus on fundraising campaigns, news and training opportunities.

Our communications work remains key to raising awareness, building trust and ensuring survivors feel seen, heard, and supported.

Data

- We are constantly monitoring our data recording process to ensure the most competent data accuracy is being fulfilled across the board, with training and guidance being created where relevant, to support staff in the long run of this process.
- More extensive data analysis has begun to offer each part of the service some bespoke reports in order to identify strengths and weaknesses which can help further and strengthen the support SN offer.
- Investigation and analysis into service user demographics, mapping out 'hot areas' for where service users reside, to identify other factors that may be of importance (i.e. financial deprivation / poverty line, access to services, etc.).
- Review of case management system to ensure the platform offers the most user-friendly approach for ease of day-to-day staff usage.

Service User Involvement:

- We hold regular Survivors' Network User Group (SNUG) meetings both online and in person to solicit essential feedback on daily operations.
- We have continued to hold the Lived Experience Advisory Panel (LEAP), which includes current and former service users guiding our organisation's strategic direction alongside senior management and trustees. This has been stalled somewhat with changes to Senior Management but remains a priority.
- We continue to run the Women's Lived Experience Network (WLEN), commissioned by the NHS, to capture insights from marginalised women and align healthcare initiatives with community needs.
- We obtain service user feedback from a variety of channels, with client calls being made on this in the past year, feedback surveys given, and informal channels and pathways to provide feedback.

Service User voice

We actively seek **service user feedback**, to help ensure our support is as meaningful as it can be. In the 2024-25 year, a snapshot of what we heard back included:

"I feel that I am understood and never judged. Friday is my safe place and also where I can show understanding to others." - Peer Support Group Member

"It's been amazing. She really helped me to process the trauma and to understand so many different parts of my trauma. She also helped me to accept it - all these years I've been burying it. She helped me to accept the trauma instead of ignoring it. Made me feel empowered and free. I've been able to let go. I feel freer and lighter. I can now own it a bit more and acknowledge it. Very grateful for the support of SN. Janice is just lovely - give her all my love and thanks. She was really talented. She is also very professional. I made a lot of progress with her, even in just a single session." - Adult Therapy client

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

"CISVA has been remarkable in every way. I truly could have never been able to go or survive the court if it wasn't for her. She has been a complete rock for me and my children and the one soul person I could completely rely on! I can't say thank you enough! *CISVA* has helped me and my children through the darkest time imaginable and I can't thank her enough!" - Mum of Children's ISVA client*

*"There is a lot that I've learned from having the sessions. The biggest thing was learning about my boundaries, being aware and strong enough to make them known. I felt understood and heard, there was no judgement whatsoever. *ISVA* was absolutely brilliant." – Adult ISVA client*

"We're continuing to get resoundingly good feedback about the women and gender diverse group and the SNUG, not just from TNBI members, but also in passing from allies visiting our stall and friends at other charities." – professional feeding back about our peer support groupwork

"The peer support group is somewhere where I feel safe and others understand how difficult some things can be. It has helped me have confidence in myself and begin to enjoy life again" – Peer Support Group member

"I feel very grateful, thank you for making me feel less alone – Feeling so much better and more capable than I did a few days ago before our appointment. I've been reflecting a lot about some of the things you have said during our first appointment. I've been struggling so much in the past 6 months, wanting to give up and you have been amazing. I'm starting to see how far I've come since leaving that relationship. I know there are still many difficulties ahead with court but I'm feeling better about it." – client receiving short-term support through our Welcome Team

*"*Therapist* has seen me through a lot of things in the last months. She opened my eyes to a lot of things. Taught me coping mechanisms that I wasn't aware they were there. I always thought I was good at coping, but so much was compartmentalised and having to open all those boxes and talk about things... She helped me understand my feelings around it." – Adult Therapy client*

"Therapy has opened my mind and opened my heart. Before I started, I was in my own bubble. I've learnt to understand myself and have compassion for myself." – Young People's Counselling client

Financial review

The year ended 31st March 2025 recorded a surplus of £43,199 (2024: deficit of £63,971). Total unrestricted reserves now stand at £509,561 (2024: £468,199) and restricted reserves at £1,837 (2024: £Nil).

Total income for the year ended 31st March 2025 amounted to £1,794,964 compared to £1,771,142 in the previous year, an increase of £23,822. A breakdown of grants received is shown in notes 2 and 3 to the accounts.

Total expenditure for the year ended 31st March 2025 amounted to £1,751,765 compared to £1,835,113 in the previous year, a decrease of £83,348.

In line with SORP FRS (102), expenditure is analysed into two main categories; charitable activities and raising funds for the charity. In the year ended 31st March 2025 the majority of expenditure was on charitable activities, as it was in the previous year.

Reserves policy

Survivors' Network is committed to using its resources in pursuit of its charitable objectives. However, the trustees also place great importance on the long-term sustainability of the charity, particularly at a time when the availability of future funding sources is so uncertain. The reserves policy has been set accordingly.

Survivors' Network seeks to maintain a level of reserves that will enable it to:

- meet ongoing liabilities as they fall due
- ensure that all service delivery commitments can be met and to protect the long-term future of the charity
- enable further investment in the development of the charity
- provide capacity to manage unexpected losses of income or increases in costs to ensure that services can be maintained

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Taking all of the above into consideration, the trustees consider it prudent to maintain a level of free reserves that would cover between 3 and 6 months' worth of expenditure. This would allow the trustees sufficient time to take appropriate action in the event that income fell below operational requirements.

At 31 March 2025 free reserves were £509,561, this is the total of unrestricted reserves less any amounts designated. This represents approximately 3.5 months' worth of expenditure at current levels and is therefore within the target range.

Major risks

The Trustees have conducted their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and events and to ensure consistent quality of delivery for all operational aspects of the charity. These procedures are reviewed periodically to ensure that they still meet the needs of the charity.

Plans for future periods

Looking Forward

The 2024-25 year had some uncertainties and changeable situations, but we remained dedicated to ensuring the core services remained unaffected, and our internal scaffolding remained intact, and continually improved upon. Through this year, we have had a number of changes within the Senior Leadership Team at Survivors' Network, with the CEO resigning at the very start of the year, an Interim CEO holding the fort for six months, ensuring stability and progression of funding opportunities, and a very established Chair of Trustees finishing her second full term. Two other senior managers moved on due to ill-health, but a seasoned and experienced Senior Manager remained, holding consistency and awareness of what the organisation required to not only sustain its work, but develop going forward. We were grateful to have an experienced and familiar board member move into the Co-Chair role, whilst two of the organisation's longest-standing staff members moved to Senior Management, bringing a wealth of skill and experience, as well as fresh perspectives, into these positions.

Looking ahead to the 2025-26 year, this dynamic time has opened opportunity to review what management structures may best align with our organisation's values, ethos and design. Having three experienced members of staff acting up at the helm allows us to not rush into a particular model and rather undertake research and consultation to establish the optimal set up for this charity.

The current acting Senior Leadership Team are well-versed in change management, as well as the experience of "change fatigue" on colleagues, and so are ensuring any transitions are planned as smoothly as possible and not intersecting with other points in which our work and focus heats up more broadly.

We are excited about increased community engagement in 2025-26, to reach more survivors, especially those from demographics we may not be seeing through our doors so naturally. This community engagement also assists us in engaging in prevention work, raising awareness to those surrounding survivors in their day to day lives, assists potential jury members to better understand what they are presented with during a trial, and brings in some additional unrestricted income.

Legal Challenge

The legal case was resolved via mutual agreement with the claimant in July 2025. Part of this agreement included Survivors' Network piloting a new group with support and steer from the Police Crime Commissioner following their Sexual Violence Needs Assessment conducted through Autumn 2025.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management

The Survivors' Network Limited is a charitable company limited by guarantee, registered in England & Wales (company number 07780363); it was incorporated on 20th September 2011 and registered as a charity on 1st December 2011 (charity number 1144878). The organisation was formerly known as Survivors Network (Sussex), an unincorporated charity (charity number 1000961) which was set up in 1990 and which transferred its net assets to the newly constituted company on 1st July 2012.

The Survivors' Network Limited was established under a Memorandum of Association, which describes the objects and powers of the charitable company; it is governed under its Articles of Association. Under those Articles, new Trustees are elected or co-opted by the Trustees on to the Board.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Sophie Gibson	(Retired 15 January 2025)
Trisha Brandon	(Retired 15 January 2025)
Sara Jones (Co-Chair)	
Charlotte Mist	(Resigned 27 March 2025)
Alice Burch	(Resigned 29 May 2025)
Isabel Garvey	(Resigned 30 October 2025)
Lilith Whiley	(Resigned 24 March 2025)
Bec Davison (Co-Chair)	(Appointed 10 June 2024)
Paige Lewis	(Appointed 17 June 2025)
Emily Hayler	(Appointed 17 June 2025)
Naina Bahl	(Appointed 18 June 2025)
Gray Hutchins	(Appointed 17 July 2025)

Recruitment and appointment of trustees

Trustee positions are advertised via a wide range of channels including:

- social media;
- Community Works (the voluntary sector membership organisation for Brighton and Hove and West Sussex);
- partner agencies across Sussex;
- organisations supporting equalities groups; and
- trustee networks.

When appropriate the trustees will advertise for trustees with specific skills or expertise. An induction programme is provided for all new trustees. Coming into 2025-26 we have prepared a round of recruitment for new trustees to launch in the new financial year.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The Board of Trustees governs The Survivors' Network Limited and meets at least 4 times a year to discuss and review strategy, planning, development and financial matters. Trustees have two away sessions each year to focus specifically on Governance and Strategy respectively. Day-to-day management of the organisation is delegated to the Senior Management. Each trustee is appointed for a term of three years, and trustees can stand for no more than two full terms.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Remuneration policy

Pay policy for senior staff

The pay of the CEO is reviewed annually by the Nominations and Remuneration Committee. Staff pay structures are reviewed by the full board. Frameworks for pay review include: the current cost of living crisis, the need to incentivise staff, remuneration trends in the sector, salary mapping to comparable roles and any statutory or legal requirements.

Other matters

Auditor

In accordance with the company's articles, a resolution proposing that West & Berry Limited be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

Sara Jones (Co-Chair)

Trustee

15 December 2025

THE SURVIVORS' NETWORK

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors of The Survivors' Network for the purpose 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 which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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 judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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.

THE SURVIVORS' NETWORK

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE SURVIVORS' NETWORK

Opinion

We have audited the financial statements of The Survivors' Network (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

THE SURVIVORS' NETWORK

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE SURVIVORS' NETWORK

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 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 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 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 statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks. In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charitable company and the sector in which it operates. We determined that the following laws and regulations were most significant: the Charities SORP (FRS 102), Companies Act 2006, Data Protection Act, safeguarding legislation and UK employment laws.
- We obtained an understanding of how the charitable company is complying with the legal and regulatory frameworks by making inquiries to management.
- We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur.

THE SURVIVORS' NETWORK

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF THE SURVIVORS' NETWORK

Audit procedures performed by the engagement team included:

- identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- made enquiries with management, including consideration of known or suspected instances of fraud or non-compliance;
- assessing the extent of compliance with the relevant laws and regulations.
- challenging assumptions and judgments made by management in its significant accounting estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual account combinations;
- performed analytical procedures to identify any unusual or unexpected relationships; and
- investigated the rationale behind significant or unusual transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). For instance, the further removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognise non-compliance.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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.

Michelle Westbury FCCA (Senior Statutory Auditor)

For and on behalf of West & Berry Limited, Statutory Auditor
Chartered Certified Accountants
Nile House
Nile Street
Brighton
BN1 1HW
18 December 2025

THE SURVIVORS' NETWORK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income from:							
Donations and legacies	3	48,411	278,281	326,692	30,812	269,511	300,323
Charitable activities	4	165,526	1,291,278	1,456,804	170,192	1,288,919	1,459,111
Investments	5	11,468	-	11,468	11,708	-	11,708
Total income		<u>225,405</u>	<u>1,569,559</u>	<u>1,794,964</u>	<u>212,712</u>	<u>1,558,430</u>	<u>1,771,142</u>
Expenditure on:							
Raising funds	6	46,926	-	46,926	49,221	-	49,221
Charitable activities	7	137,117	1,567,722	1,704,839	227,462	1,558,430	1,785,892
Total expenditure		<u>184,043</u>	<u>1,567,722</u>	<u>1,751,765</u>	<u>276,683</u>	<u>1,558,430</u>	<u>1,835,113</u>
Net income/(expenditure) and movement in funds		41,362	1,837	43,199	(63,971)	-	(63,971)
Reconciliation of funds:							
Fund balances at 1 April 2024		468,199	-	468,199	532,170	-	532,170
Fund balances at 31 March 2025		<u>509,561</u>	<u>1,837</u>	<u>511,398</u>	<u>468,199</u>	<u>-</u>	<u>468,199</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 20 to 35 form part of these financial statements.

THE SURVIVORS' NETWORK

BALANCE SHEET

AS AT 31 MARCH 2025

		2025		2024	
	Notes	£	£	£	£
Current assets					
Debtors	13	43,156		35,654	
Cash at bank and in hand		601,466		550,587	
		<u>644,622</u>		<u>586,241</u>	
Creditors: amounts falling due within one year	14	<u>(133,224)</u>		<u>(118,042)</u>	
Net current assets			<u>511,398</u>		<u>468,199</u>
The funds of the charity					
Restricted income funds	17		1,837		-
Unrestricted funds	18		<u>509,561</u>		<u>468,199</u>
			<u>511,398</u>		<u>468,199</u>

The notes on pages 20 to 35 form part of these financial statements.

The financial statements were approved by the trustees on 15 December 2025

Sara Jones (Co-Chair)
Trustee

THE SURVIVORS' NETWORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	23		39,411		(104,305)
Investing activities					
Investment income received		11,468		11,708	
Net cash generated from investing activities			11,468		11,708
Net cash generated from financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			50,879		(92,597)
Cash and cash equivalents at beginning of year			550,587		643,184
Cash and cash equivalents at end of year			<u>601,466</u>		<u>550,587</u>

The notes on pages 20 to 35 form part of these financial statements.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

The Survivors' Network is a charitable company limited by guarantee incorporated in England and Wales. The registered office is 6a Pavilion Buildings, Brighton, BN1 1EE.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are unrestricted funds that have been set aside at the discretion of the Trustees for a specific purpose.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from government grants and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from contracts is recognised on an earned basis in the year in which the conditions for receipt are met.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Expenditure on raising funds includes the costs of fundraising activities and events, as well as the costs for seeking donations.

The charity operates a de minimis policy whereby only items costing £1,000 and above are capitalised.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies (Continued)

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	48,411	278,281	326,692	30,812	269,511	300,323
Donations and gifts						
Small donations	48,411	9,243	57,654	25,812	11,684	37,496
Necessity	-	5,000	5,000	-	-	-
University of Sussex	-	2,500	2,500	-	-	-
Brighton District Nurses Association (BDNAT)	-	5,000	5,000	-	-	-
Chalk Cliff Trust	-	-	-	5,000	-	5,000
Garfield Weston	-	30,000	30,000	-	-	-
Sussex Community Fund	-	10,000	10,000	-	5,000	5,000
National Lottery Community Fund	-	183,204	183,204	-	177,233	177,233
Children In Need	-	33,334	33,334	-	66,666	66,666
The Brook Trust	-	-	-	-	5,000	5,000
Other	-	-	-	-	3,928	3,928
	<u>48,411</u>	<u>278,281</u>	<u>326,692</u>	<u>30,812</u>	<u>269,511</u>	<u>300,323</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Income from donations and legacies (Continued)

4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Service delivery						
Services provided under contract	-	494,748	494,748	-	563,877	563,877
Performance related grants	99,900	796,530	896,430	131,761	725,042	856,803
Ancillary trading income	65,626	-	65,626	38,431	-	38,431
	<u>165,526</u>	<u>1,291,278</u>	<u>1,456,804</u>	<u>170,192</u>	<u>1,288,919</u>	<u>1,459,111</u>

Performance related grants analysis

	Service delivery	
	2025 £	2024 £
Brighton & Hove City Council - Trauma Pathway (previously Talking Therapies)	99,900	131,761
PCC DVSA	424,576	371,008
Mankind	47,452	47,452
Rape Support Fund - Office for Criminal Justice Reform	282,382	253,057
NHS Additional funding	12,600	24,005
The Diocese of Chichester	29,520	29,520
Other	-	-
	<u>(896,430)</u>	<u>(856,803)</u>

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	<u>11,468</u>	<u>11,708</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	2,512	1,828
Staff costs	44,414	47,393
	<u>46,926</u>	<u>49,221</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

	7 Expenditure on charitable activities													
	Business Development		ISVA Service		Counselling		Volunteer Led		Children & Young People		Welcome Workers		Total	
	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Direct costs														
Staff costs	119,271	432,175	89,947	70,146	292,752	195,191	1,199,482							
Client services	70	-	2,300	525	272	-	3,167							
Freelance counselling	-	-	57,480	-	-	-	57,480							
Interpreting costs	-	746	768	-	-	456	1,970							
Supervision	945	8,195	9,124	4,613	7,746	3,438	34,061							
Staff training and welfare	1,339	4,550	1,573	926	2,755	7,480	18,623							
Volunteer and therapist training	-	-	270	-	-	-	270							
Room hire	54	23	33	5,250	825	-	6,185							
Professional costs	1,104	3,864	828	552	2,484	2,748	11,580							
Office and computer equipment	1,548	4,791	1,060	724	3,062	2,652	13,837							
Printing, postage and stationery	4	50	35	79	106	12	286							
Telephone and internet costs	1,239	4,544	977	685	2,923	2,566	12,934							
Subscriptions	1,330	805	1,550	1,197	673	550	6,105							
Travel and subsistence	2,181	827	14	59	7,744	88	10,913							
Sundry expenses	747	-	219	861	-	-	1,827							
Advertising and marketing	866	-	-	-	-	-	866							
	130,698	460,570	166,178	85,617	321,342	215,181	1,379,586							
Share of support and governance costs (see note 8)														
Support	39,731	103,016	37,170	19,150	71,876	48,130	319,073							
Governance	770	1,995	720	371	1,392	932	6,180							
	171,199	565,581	204,068	105,138	394,610	264,243	1,704,839							

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

7	Expenditure on charitable activities	(Continued)					
	Analysis by fund						
	Unrestricted funds	137,117	-	-	-	-	137,117
	Restricted funds	34,082	565,581	204,068	105,138	394,610	264,243
		171,199	565,581	204,068	105,138	394,610	264,243
		<u>1,704,839</u>					

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Expenditure on charitable activities

(Continued)

	Business ISVA Service		Counselling	Volunteer Led	Children & Young People	Welcome Workers	Total
	Development	2024					
Previous year:	2024	2024	2024	2024	2024	2024	2024
	£	£	£	£	£	£	£
Direct costs							
Staff costs	109,842	456,149	85,437	75,076	276,044	227,310	1,229,858
Client services	-	3	7,365	972	109	-	8,449
Freelance counselling	-	-	66,831	-	-	-	66,831
Interpreting costs	-	408	-	-	75	202	685
Supervision	2,535	8,415	20,096	1,265	6,695	4,070	43,076
Staff training and welfare	1,038	1,205	1,300	470	1,232	98	5,343
Volunteer and therapist training	-	-	-	206	45	-	251
Room hire	-	225	10	5,043	-	45	5,323
Professional costs	-	2,120	200	-	-	10,378	12,698
Office and computer equipment	2,578	5,952	1,567	834	3,823	3,735	18,489
Printing, postage and stationery	111	7	14	56	20	2	210
Telephone and internet costs	1,711	6,068	1,253	835	3,967	3,943	17,777
Subscriptions	759	933	1,499	999	981	916	6,087
Travel and subsistence	933	3,608	5	651	7,933	441	13,571
Sundry expenses	151	74	6	363	-	-	594
Advertising and marketing	315	342	-	232	335	-	1,224
	119,973	485,509	185,583	87,002	301,259	251,140	1,430,466
Share of support and governance costs (see note 8)							
Support	40,024	114,849	43,900	20,581	71,264	59,408	350,026
Governance	617	1,772	677	318	1,099	917	5,400
	160,614	602,130	230,160	107,901	373,622	311,465	1,785,892

THE SURVIVORS' NETWORK

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025**

7 Expenditure on charitable activities

(Continued)

Analysis by fund							
Unrestricted funds	160,614	-	230,160	-	107,901	-	66,848
Restricted funds	-	602,130	230,160	-	107,901	373,622	244,617
	<u>160,614</u>	<u>602,130</u>	<u>230,160</u>	<u>107,901</u>	<u>373,622</u>	<u>311,465</u>	<u>1,785,892</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	204,798	233,655
Client services, including counselling, supervision, interpreting and room hire	2,170	7,668
HR support, recruitment, staff and volunteer training and welfare	24,497	18,169
Travel, subsistence and sundry expenses	3,514	6,195
Rent, rates, insurance, light and heat	47,966	46,442
Repairs and maintenance, cleaning, telephone and internet	14,049	12,007
IT support and website	2,025	2,502
Small office and computer equipment, printing, postage and stationery	4,107	4,816
Advertising and marketing	-	2,088
Bookkeeping and payroll	-	4,499
Legal and professional, subscriptions and bank fees	15,947	11,985
Governance costs	6,180	5,400
	<u>325,253</u>	<u>355,426</u>
Analysed between:		
Business Development	40,501	40,641
ISVA Service	105,011	116,621
Counselling	37,890	44,577
Volunteer Led	19,521	20,899
Children & Young People	73,268	72,363
Welcome Workers	49,062	60,325
	<u>325,253</u>	<u>355,426</u>

	2025	2024
	£	£
Governance costs comprise:		
Audit fees	3,780	3,600
Accountancy	2,400	1,800
	<u>6,180</u>	<u>5,400</u>

Support costs are allocated on a proportion basis of direct costs for each activity.

9 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable to the charity's auditor:		
- for the audit of the charity's financial statements	3,780	3,600
- for other financial services	2,400	1,800
	<u>6,180</u>	<u>5,400</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

None of the trustees received any reimbursed expenses from the charity during the year.

11 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Business Development Team	5	6
ISVA Service	14	15
Therapy	3	3
Volunteer Led Services	2	2
Children & Young Peoples Services	9	9
Welcome Team	7	8
Core team	7	6
Total	<u>47</u>	<u>49</u>

Employment costs	2025 £	2024 £
Wages and salaries	1,300,791	1,353,889
Social security costs	121,230	126,623
Other pension costs	26,673	30,394
	<u>1,448,694</u>	<u>1,510,906</u>

There were no employees whose annual remuneration was more than £60,000.

There were no staff whose emoluments exceeded £60,000 in the current year or prior year.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	<u>114,542</u>	<u>60,726</u>

The charity considers that key management personnel comprises the CEO and, under the new flat structure introduced in the year, the Joint Heads of Operations and the Head of Business Development.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	13,633	15,130
Other debtors	14,637	8,472
Prepayments and accrued income	14,886	12,052
	<u>43,156</u>	<u>35,654</u>

14 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Other taxation and social security		28,519	30,227
Deferred income	15	59,869	49,692
Trade creditors		21,789	12,964
Other creditors		5,050	5,665
Accruals		17,997	19,494
		<u>133,224</u>	<u>118,042</u>

15 Deferred income

	2025	2024
	£	£
Other deferred income	59,869	49,692
	<u>59,869</u>	<u>49,692</u>

Deferred income is included in the financial statements as follows:

National Lottery Community Fund	£30,658
National Lottery SNUG funding	£20,000
Other income in advance	£9,211

Amounts deferred last year and released into income this year are as follows:

WMDR funding	£1,000
NHS funding	£10,000
National Lottery Community Fund	£38,692

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	59,869	49,692
	<u>59,869</u>	<u>49,692</u>
Movements in the year:		

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15	Deferred income	(Continued)	
	Deferred income at 1 April 2024	49,692	139,176
	Released from previous periods	(49,692)	(139,176)
	Resources deferred in the year	59,869	49,692
		<u>59,869</u>	<u>49,692</u>
	Deferred income at 31 March 2025	<u>59,869</u>	<u>49,692</u>

16	Retirement benefit schemes	2025	2024
	Defined contribution schemes	£	£
	Charge to profit or loss in respect of defined contribution schemes	26,673	30,394
		<u>26,673</u>	<u>30,394</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
PCC DVSA	-	424,576	(424,576)	-
Necessity	-	5,000	(5,000)	-
University of Sussex	-	2,500	(2,500)	-
Garfield Weston	-	30,000	(30,000)	-
Sussex Community Fund	-	10,000	(10,000)	-
Small grants and donations	-	8,243	(7,140)	1,103
Ministry of Justice - Rape Support Fund	-	282,382	(282,382)	-
Sussex PCC	-	494,748	(494,748)	-
The Diocese of Chichester	-	29,520	(29,520)	-
National Lottery Community Fund	-	183,204	(183,204)	-
NHS additional funding	-	12,600	(12,600)	-
Mankind	-	47,452	(47,452)	-
Brighton District Nurses Association	-	5,000	(5,000)	-
Children In Need	-	33,334	(33,334)	-
Sussex EMDR	-	1,000	(266)	734
	<u>-</u>	<u>1,569,559</u>	<u>(1,567,722)</u>	<u>1,837</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17 Restricted funds (Continued)

Previous year:	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
PCC DVSA	-	371,008	(371,008)	-
Sussex Community Fund	-	5,000	(5,000)	-
Small grants and donations	-	11,684	(11,684)	-
Ministry of Justice - Rape Support Fund	-	253,057	(253,057)	-
Sussex PCC	-	563,877	(563,877)	-
The Diocese of Chichester	-	29,520	(29,520)	-
National Lottery Community Fund	-	177,233	(177,233)	-
NHS additional funding	-	24,005	(24,005)	-
Mankind	-	47,452	(47,452)	-
Pebble Trust	-	3,928	(3,928)	-
The Brook Trust	-	5,000	(5,000)	-
Children In Need	-	66,666	(66,666)	-
	-	1,558,430	(1,558,430)	-

Purpose of restricted funds:

PCC DVSA - commission for the provision of a range of sexual violence support services

Necessity - funding for groupwork, secured by the Children and Young Persons team

University of Sussex - project partner collaboration and co-creation of sustainable feminist leadership principles

Garfield Weston - contribution to core services

Sussex Community Foundation - for the provision of groupwork

Small grants and donations - to support services for survivors of sexual violence and abuse

Ministry of Justice Rape Support Fund - for the provision of services to survivors of sexual violence

Sussex PCC - the delivery of a variety of support services for survivors of sexual violence and abuse

The Diocese of Chichester - the provision of an advocacy service for those who have experienced sexual violence or abuse within the context of the Diocese of Chichester

National Lottery Community Fund - the provision of a specialist service for young people

NHS Additional funding - to support the management of the adult counselling waiting list

Mankind - for the provision of an ISVA to support male-identifying survivors

Brighton District Nurses Association - contribution towards therapist salaries, training and clinical supervision

Children In Need - for the provision of a specialist service for young people

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
General funds	468,199	225,405	(184,043)	-	509,561
	<u>468,199</u>	<u>225,405</u>	<u>(184,043)</u>	<u>-</u>	<u>509,561</u>
Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Business Development fund	120,000	-	(46,602)	(73,398)	-
General funds	412,170	212,712	(230,081)	73,398	468,199
	<u>532,170</u>	<u>212,712</u>	<u>(276,683)</u>	<u>-</u>	<u>468,199</u>

19 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	2025	2025	2025
	£	£	£
At 31 March 2025:			
Current assets/(liabilities)	509,561	1,837	511,398
	<u>509,561</u>	<u>1,837</u>	<u>511,398</u>
	<u>509,561</u>	<u>1,837</u>	<u>511,398</u>
	Unrestricted funds	Restricted funds	Total
	2024	2024	2024
	£	£	£
At 31 March 2024:			
Current assets/(liabilities)	468,199	-	468,199
	<u>468,199</u>	<u>-</u>	<u>468,199</u>
	<u>468,199</u>	<u>-</u>	<u>468,199</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025	2024
	£	£
Within one year	29,626	32,547
Between two and five years	51,388	9,966
	<u>81,014</u>	<u>42,513</u>

21 Events after the reporting date

In April 2022, The Survivors' Network became aware via social media of a legal action being taken against the charity for alleged breach of the Equality Act for welcoming trans women into our women only services. The claim was resolved via mutual agreement with the claimant in July 2025, shortly after the March 2025 year end.

This is a non-adjusting event.

22 Related party transactions

There were no related party transactions during the year (2024: £1,125).

23 Cash generated from/(absorbed by) operations

	2025	2024
	£	£
Surplus/(deficit) for the year	43,199	(63,971)
Adjustments for:		
Investment income recognised in statement of financial activities	(11,468)	(11,708)
Movements in working capital:		
(Increase)/decrease in debtors	(7,502)	46,029
Increase in creditors	5,005	14,967
Increase/(decrease) in deferred income	10,177	(89,622)
Cash generated from/(absorbed by) operations	<u>39,411</u>	<u>(104,305)</u>

24 Analysis of changes in net funds

The charity had no material debt during the year.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.

THE SURVIVORS' NETWORK LIMITED

England & Wales - Charity number 1144878

Accounts

Charity registration number 1144878

Company registration number 07780363 (England and Wales)

THE SURVIVORS' NETWORK
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

THE SURVIVORS' NETWORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Sophie Gibson Trisha Brandon Sara Parsonage Charlotte Mist Alice Burch Isabel Garvey Lilith Whiley Bec Davison	(Appointed 15 February 2024) (Appointed 15 February 2024) (Appointed 15 February 2024) (Appointed 10 June 2024)
Senior management	Jay Breslaw Sarah Brennan (OBE)	CEO (resigned May 2024) CEO (from July 2024)
Charity number	1144878	
Company number	07780363	
Registered office	6a Pavilion Buildings Brighton BN1 1EE	
Auditor	West & Berry Limited Nile House Nile Street Brighton BN1 1HW	

THE SURVIVORS' NETWORK

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THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

To relieve the distress of survivors of all forms of sexual violence by providing counselling, advice and support to such survivors, their partners and their families and by raising awareness of sexual violence.

Vision

Uniting to confront sexual violence, abuse and harassment so that no one has to face the impact alone.

Mission

- Delivering accessible, survivor-centred services across Sussex
- Empowering our communities to stand up against sexual violence, abuse and harassment through education, training and campaigning
- Demonstrating and advocating for intersectional feminist leadership

To achieve these aims we develop, provide and manage all of our services within a feminist analysis of sexual violence and an empowerment principle. We recognise that sexual violence disproportionately affects women and girls and is both a cause and consequence of inequality and discrimination. We are committed to challenging such discrimination and to delivering services which are run by women for women and women-only spaces form part of our service offer.

However, we recognise that sexual violence impacts on people of all genders in unique ways and work to provide our services accordingly. Trans-inclusive feminism is key to our values and central to our service. We consider the lack of services and funding for people of all genders is a feminist issue. We are actively part of the solution to this inequality through direct service delivery and partnerships.

Our work is underpinned by our core values:

We are compassionate

We hear, we listen and we believe survivors. We take care of ourselves so that we can support others. We set boundaries and we uphold them too, while always striving to understand the needs and perspectives of our communities.

We are empowering

We create space for all voices to be heard. We lift each other up and believe that we are all leaders. We understand the importance of communication and feel confident to challenge and to ask questions. We are transparent and take ownership of our decisions, even the difficult ones.

We are collaborative

We are stronger together, so we work with others to build valuable relationships. Many of us are survivors ourselves and survivor voices are woven into everything we do. We are constantly learning, understanding our own privileges and seek to dismantle bias and discrimination both within and outside our organisation.

We are brave

We seek out new ideas and speak up for our beliefs. With the courage to try new ways of doing things, we learn and unlearn as we go. Our feminist leadership empowers us to be creative and innovative, celebrating our successes and learning from our mistakes.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

To support Survivors Network to uphold our mission and achieve our vision, the Trustees developed their strategic priorities for the five-year period 2023 - 2028:

- We'll achieve financial freedom through our creative approach to income generation
- Justice and healing will be defined by survivors and we will be led by them in the co-creation of our services
- We will ensure representation for all survivors of sexual abuse by creating solidarities with UK Rape Crisis centres that reflect our intersectional understanding of power and vulnerabilities

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The trustees have considered how the planned activities will contribute to the overall aims and objectives they have set and how benefit is provided to the public:

- Survivors' Network provides independent services open to any professional and/or self-referral.
- All services are open to all women, including trans women.
- The Welcome Team, ISVA Service, Children & Young People's Services, Helpline / Email and our training are open to people of any gender.

Activities

Survivors' Network is the Rape Crisis Support Service for Sussex.

The main activities include the provision of therapeutic and support services for survivors of rape and sexual violence of all ages and genders. These include:

Adult Therapeutic Support

- 1:1 Therapy
- Therapeutic group work

Psychoeducation and Peer Support

- Groupwork

Holistic Support including Art, Yoga, Homeopathy, Trauma sensitive mindfulness

- Groupwork
- 1:1 support

Independent Sexual Violence Advisors (ISVA's) supporting survivors going through the criminal justice process, supporting people who have experienced church-based abuse, supporting people who experience racism (PWER) and those who have multiple and complex needs (MCN)

Children and Young People's specialist service

- CYP Independent Sexual Violence Advisor (ISVA)
- YP Counselling
- Outreach and Groupwork

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Telephone helpline and email service

Training and Awareness raising

- Delivering training on a wide range of topics related to sexual violence to individuals, local businesses and educational establishments
- Raising awareness through targeted outreach, fundraising, communications and social media

We have continued to expand our outreach into communities across the three Sussex local authority areas and we have developed informal and formal partnerships with a range of agencies and organisations across the county.

Informally we act as a critical friend to Sussex Police, amplifying service user voices to effect tangible process change.

We offer our services through a range of methods: face to face support, online direct support, phone support and online resources. We have adopted a hybrid model of home / office working and we have two offices in Brighton and one in Eastbourne.

Volunteers

Volunteers make an important contribution to SN's work; we would not be able to deliver our Groupwork, Helpline and Email support service without their dedicated commitment. All volunteers are DBS checked and receive training relevant to their role. During the 2023-24 year 18 volunteers (not counting the trustees) supported the work at Survivors' Network.

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the trustees to present a strategic report.

Achievements and performance

Significant activities and achievements against objectives

Rising need for support

Increasing coverage in the media of sexual violence and abuse raises awareness within society and we are seeing increasing numbers of people seeking support from our services, accessing our training and resources, and an increase in the impact of vicarious trauma on staff and volunteers.

The cost-of-living crisis, the long term consequences of the pandemic and more than a decade of austerity, with its corresponding reduction in the number and range of services available has seen an increase both in the numbers of people needing our services and in the levels of need presented. Whilst rising numbers and complexity of need creates internal challenges, we continue to remain responsive.

We have significantly increased our reach with an improved social media presence, regular posts on a variety of platforms, a regular newsletter, a roll-out of our training packages, and improved connections into our community. In 2023-24 we supported 2,042 clients, 1,652 identified as female, 168 identified as male, 11 identified as transgender female, 9 identified as transgender male and 48 identified as non-binary. We supported 1540 adults, 203 young people aged 13-17 and 83 children aged 12 and under.

Referrals in 2023-2024

We received 1763 referrals, with 65% of all referrals being made by a professional, highlighting improved referral pathways and good working relationships with professionals.

Whilst some of our referrals were from people living in Brighton and Hove (40%) our referrals are increasingly coming from East and West Sussex, because of increased reach and services in these areas.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

We receive referrals for clients of all ages. We recognised that we were under-represented in clients aged 50+ and have undertaken many activities to increase accessibility to this group, including a specific peer support group space.

Staff Wellbeing

We know that the work we do is important, and that it has a significant impact on us all.

This year has been particularly challenging, managing a long CEO absence and cost cutting measures. We recognise the impact of vicarious trauma and the necessity of staff wellness in the work we do.

We invested in a Champion's Group who consulted with the team on priorities for organisational improvement. As a result of this work, we improved our response to the cost-of-living crisis.

We are undertaking a full review of our policies, and we are improving the workplace for our disabled colleagues. We know that we can only do our job well when we feel supported.

Organisation development

We recognise that with the rapid growth in recent years, it is essential to have a core staff team to ensure the smooth running of the organisation. Having a salaried Head of Finance has been an important development for the size and aspirations of the organisation.

Building on the work started around Intersectional Feminist Leadership (IFL) in 22/23, we have worked with a consultant to explore how we can embed a sustainable model of IFL across the organisation.

Partnership working

We are delighted with our partnership working and we have successfully won a significant, multi-year partnership bid with Lifecentre, Mankind and Hersana to deliver sexual violence support services across Sussex.

SERVICES

Volunteer Led Services

- Run 3 x weekly in-person Peer Support Groups (PSG)
- Started a weekly in-person PSG for self-identified women survivors aged 50 and over
- Started a weekly in-person PSG for all women and gender diverse people
- Run 2 x 8-week Trauma Sensitive Mindfulness Groups, in-person, plus 3 meet ups and one day retreat
- Run 6-week self-care groups, 8 week It's My Journey groups
- 3 Workshops on Increasing Feelings of Safety and Wellbeing Tool kit
- Supported the running of Creative groups and Trauma Sensitive Dance groups

We are always seeking to diversify our groupwork offer our clients and this year we started delivering in-person groups for self-identified women aged 50 and over. We also started a new in-person peer support group for self-identified women and gender diverse people.

We value our amazing volunteers so much. This year we trained 5 new groupwork and helpline volunteers (five-day induction training). Our volunteers offered a total of 1800 hours of volunteering which would have cost us around £36,000.

Volunteer satisfaction in 23/24 was high:

- 86% rated their overall experience of being a SN Volunteer as excellent.
- 100% said they felt part of the wider SN team.
- 100% said they felt valued and appreciated.
- 100% said they would recommend being a SN Volunteer

Adult Therapeutic Support

The adult therapy waiting list has been closed since November 2022 and will remain so for the duration of the current Trauma Pathway contract, expected to end in March 2025. The decision for the closure was supported by commissioners and other local service providers and came with a comprehensive restructure plan which prioritised triage and digital innovation as well as expanding the capacity of the service.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

For clients on the waiting list, we have successfully established a quarterly communication process which includes an update on waiting times, links to relevant resources, and options for direct feedback and queries to the service. This enables us to also prompt clients for the start of the therapeutic work and for them to consider what they may need to organise in their life to be able to access the service.

During the year, we conducted 85 initial assessments with individual clients.

- 105 clients started therapy.
- 21 clients accessed therapeutic online Self-Compassion Groups.
- 1,589 therapy sessions were delivered (online and in-person).

We continue to benefit from having a Senior Administrator for the Adult Therapeutic Service, which enabled us to improve internal and external processes.

We recruited 3 new therapists in December 2023, who started client work in January 2024, taking the therapeutic team up to 13 sessional therapists.

We have a 60/40 proportion of online and in-person therapeutic work.

Adult Independent Sexual Violence Advisors (ISVA)

In the year 23-24, we received 217 referrals into the Adult ISVA team. 40 of those referrals were into the Specialist ISVA team. The team consists of an ISVA Team Manager, 2 Senior ISVAs managing 6 Criminal Justice ISVAs & 1 Senior ISVA managing 4 Specialist ISVAs. We have also recently recruited a volunteer to support the team in contacting clients on our waiting lists.

This year, we recruited a male-identified ISVA offering specialist support to men. This is a joint offer with our partners at Mankind. The ISVA has been working on building up a caseload, delivering training internally and externally, and networking to ensure good partnership working.

We attend outreach clinics in Brighton & Hove & East Sussex with our People Who Experience Racism Worker & Multiple and Complex Needs Workers. We attend the Police-led 'No Further Action' (NFA) Panels advocating for survivors and checking on due diligence of cases where the police have judged that there was not enough evidence to proceed to a conviction. We also regularly meet with police and CPS colleagues in forums such as the RASSO meeting and Scrutiny Panels to provide updates on the service, and to offer feedback on how clients experience the criminal justice process. Recently funding was obtained from the PCC to establish a drop in for survivors to explore their reporting options; this will be co-run with Sussex Police.

In the past year our team have contributed to Operation Soteria, a national research and best practice project looking at police teams supporting survivors of sexual violence. We contributed to focus groups to share our expertise and to bring survivor voices to inform change on a systemic level.

Children and Young People's Service (CYP)

In 2023 -24 we have directly worked with 518 children and young people. This number does not include the parents, social workers, police officers, staff in schools and colleges, and parents, carers and peers of clients who we also support. We recruited into the vacant CHISVA role. We have also reduced our waiting time for the ISVA services to two months.

This year, we were able to recruit into our Groupwork Facilitator role and running groups for survivors, trauma recovery groups and parents & carers groups across East Sussex and Brighton and Hove. We continue to deliver workshops on relationships, sex and consent in schools and colleges.

In 2024 we began to implement a new methodology for gathering feedback called Transformative Evaluation. This is a model which centres the survivor by asking them to tell us their own story, from their own perspective. This is to help us to gather soft outcomes and evidence impact of our service, and to help survivors recognise their own progress and resilience.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

The Welcome Team (WT)

The Welcome Team is the front door to Survivors Network. With the exception of outreach referrals, all new clients referred into Survivors Network (either via professional or self referral) will come to the Welcome Team. Each new referral will be assessed for safeguarding at Duty stage (and then checked at the multi-agency police meetings as appropriate); once processed, they will then be assessed by a Welcome Worker.

This Initial Assessment offers signposting, safeguarding checks for identified risks like domestic abuse or stalking and referrals to other agencies for identified needs. The welcome workers also complete assessments for various services at Survivors' Network like group work. The team currently consists of a Welcome Team Manager, Senior Welcome Worker & 4 full time Welcome Workers & 1 part-time Welcome Worker.

In 2023-24, we received 1,755 referrals for support, brief advice interventions and consultation. We completed full assessment support to 679 clients. We attend outreach clinics weekly at Solar Clinic – a Sexual Health Clinic at the Sussex County Hospital and a Young People's Sexual Health Clinic in Brighton. Here the Welcome Team assess clients on an ad hoc basis. This service offers support to those who would not normally access Survivors Network, often hard to reach communities.

Business Development Team

Our Business Development Team brings together training, fundraising, communications, data monitoring / evaluation and service user involvement and sits at the heart of Survivors' Network. The team consists of 6 members of staff: Head of Business Development, Fundraising Officer, Communications Officer, Training Officer, Data, Monitoring & Evaluation Officer and Service User Involvement Officer. The team also has 1 Outcomes & Feedback Volunteer. In 23-24 we generated £89,049 of which £69,242 was unrestricted.

Training:

- We delivered training to over 2,310 participants (2,248 in live sessions & 62 watching our pre-recorded webinars).
- We created new content, such as a package for journalists on "Sensitive Reporting of Sexual Offences" which has already been delivered to a national newspaper company, and a Consent Webinar for universities.
- We delivered training to 13 higher education establishments; with Brighton University adopting our Consent webinar for their students.
- Across all training, 95% of participants said the session was 'good' or 'excellent'.
- We spoke at four large-scale events, such as conferences.

Fundraising:

- We participated in the Big Give campaign and raised £20,268 to fund our Therapy Service.
- Over the course of the year, we received funding from the Pebble Trust, The Brook Trust, The Miss A Lacey Charitable Trust, the Blackmore Foundation, The Julia and Hans Rausing Foundation, Another Way Women's Foundation and the Chalk Cliff Trust.
- 25% of our unrestricted income was raised in the local community by supporters hosting their own events or taking on challenges. This included runners in the Brighton and Hove Triathlon and Brighton Half Marathon as well as events such as bake sales, cabaret shows and pub quizzes.
- We ran a successful online auction with donations for local artists and businesses. We also ran successful campaigns throughout 16 days of activism against gender-based violence including a match take over and bucket shake at Lewes Football Club.

Communications:

In line with our communications strategy, we have produced survivor-centred social media, newsletter and website content, both regularly and part of evocative campaigns. Since April 2023 we have over 1,000 new followers on Instagram, and 219 new subscriptions to our mailing list. During the year 23-24, 67% of our website traffic came from our social media content.

Data:

We improved the quality of our data to drive our data-led approach and ensure we keep improving our services and delivered training to SN staff to ensure continued data integrity year on year. Our Data, Monitoring & Evaluation Officer plays a key role in quarterly and biannual reporting to key funders including the MoJ and LA.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Service User Involvement:

- We have reviewed our process for gathering outcomes and feedback from service users, achieving a 62% success rate in collecting end-of-service feedback from clients.
- We hold regular Survivors' Network User Group (SNUG) meetings both online and in person to solicit essential feedback on daily operations.
- We have established the Lived Experience Advisory Panel (LEAP), which includes current and former service users guiding our organisation's strategic direction alongside senior management and trustees.
- We have launched the Women's Lived Experience Network (WLEN), commissioned by the NHS, to capture insights from marginalised women and align healthcare initiatives with community needs.
- We have published the first issue of the Speak Out e-zine, providing a transformative platform for survivors of sexual violence to share stories, spark conversations, and advocate for societal change through diverse artwork and vital discussions.

Service User voice

We regularly ask our clients about the differences our services make to their lives. Clients reported an improvement in the following:

85% of clients have told us that they feel more informed and empowered to act because of the support:

- 88% felt more empowered to make decisions about their future
- 84% have a better understanding of what happened to them and how it affected them
- 72% said that they felt better able to recognise abusive relationships / behaviours
- 81% felt more able to access further support and resources

As a result of the support, 83% of clients said that they felt less alone and / or isolated.

- 93% of clients told us that they felt that the service that they received from us was effective.
- 94% said that they felt heard and believed
- 97% would recommend the service to someone else
- 99% said that the service listened to them and respected their opinion
- 98% said that staff gave them enough information when they needed it

- 74% of client said that they felt better able to engage with the criminal justice system.
- 78% said that the support had helped their understanding the legal system and procedures
- 75% said that the support had helped in feeling able to go through legal proceedings

We ask our service users what they think about the support they received, and this year they told us:

"I cannot overstate how the dignity, empathy and understanding I was treated with not only made a confusing and traumatic experience less so but my wonderful support worker helped me realise many things about myself which I have been able to take forward to improve my self-esteem and I can now see a brighter, more confident future" - Adult ISVA Client

"I want to get across that I felt so isolated and all the organisations I reached out to hadn't given any help at all, my friends and family weren't there for me. SN was the only help, it was so integral for my healing and feeling capable" - Adult ISVA Client

"I think she's benefited from just having anyone that would listen. For a child to not feel believed is extremely hard. Feeling believed is a form of empowerment that is so important for a child that has been abused. The psychological impact of years of not being believed is huge, and it is worse when it is family members that don't believe you - it can be worse than the abuse" - Children and Young People's ISVA Mum

"It gave me a safe space to talk through how I felt and help me understand how and why these things were affecting me and how to get through them in a safe way for me" - Children and Young People's Therapy client

"I felt safe, and this allowed me to be honest and open with my therapist. (...). SN is extremely valuable and I am grateful of the opportunity of support, it has changed my life and helped me heal parts of me that I never thought could heal" - Therapy Client

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

I have seen specialists in the past, but they have never been able to help me. My counsellor was the specialist of specialists. (...). Now, if I am unsure, I can think about the conversations we had and it allows me to understand myself better. I am so grateful: she has saved my life(...). Also, thanks to counselling, I have managed to access support from other services. This is very helpful to help me move to safety. (...) - Therapy client

I have struggled with anxiety for such a long time and talking to [Welcome Worker] has made me feel much better. I shared the truth cards I wrote with [Welcome Worker] with my boyfriend has noticed that they are helping me/ he even now reminds me to use them when I feel anxious. I feel I am coping much better than I have been - Short Term Advocacy Sessions (STAS) client

A big thank you to everyone at the welcome team for being so responsive to referrals and so supportive to those people they refer in, she said it was lovely to know that the survivors they see are passed to such a caring and professional team! - Partner organisation

Survivors Network and Peer groups are a lifeline to those who have suffered sexual assault. The simple fact of having a space to go, where others may understand or listen. Even just to feel a sense of belonging and not alone in your trauma – Peer Support Group client

Financial review

The year ended 31st March 2024 recorded a deficit of £63,971 (2023: surplus £24,345). Total unrestricted reserves now stand at £468,199 (2023: £532,170) and restricted reserves at £Nil (2023: £Nil).

Total income for the year ended 31st March 2024 amounted to £1,771,142 compared to £1,742,985 in the previous year, an increase of £28,157. A breakdown of grants received is shown in notes 3 and 4 to the accounts.

Total expenditure for the year ended 31st March 2024 amounted to £1,835,113 compared to £1,718,640 in the previous year, an increase of £116,473.

In line with SORP FRS (102), expenditure is analysed into two main categories; charitable activities and raising funds for the charity. In the year ended 31st March 2024 the majority of expenditure was on charitable activities, as it was in the previous year.

Reserves policy

Survivors' Network is committed to using its resources in pursuit of its charitable objectives. However, the trustees also place great importance on the long-term sustainability of the charity, particularly at a time when the availability of future funding sources is so uncertain. The reserves policy has been set accordingly.

Survivors' Network seeks to maintain a level of reserves that will enable it to:

- meet ongoing liabilities as they fall due
- ensure that all service delivery commitments can be met and to protect the long-term future of the charity
- enable further investment in the development of the charity
- provide capacity to manage unexpected losses of income or increases in costs to ensure that services can be maintained

Taking all of the above into consideration, the trustees consider it prudent to maintain a level of free reserves that would cover between 3 and 6 months' worth of expenditure. This would allow the trustees sufficient time to take appropriate action in the event that income fell below operational requirements.

At 31 March 2024 free reserves were £468,199, this is the total of unrestricted reserves less any amounts designated. This represents approximately 3 months' worth of expenditure at current levels and is therefore within the target range.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

In 2020 the Trustees made the decision that during the year 2020-2021 they would invest £120,000 of the reserves in business development and in recruiting a dedicated team to work on education, training, campaigning and income diversification. This project took longer to roll out than we had anticipated, and this, along with the immediate increase in income generation meant that we took the decision to roll over the income from our reserves into the year to 31st March 2024. In the year to March 2024 £46,603 was spent on the development of the BDT. The balance of the £120,000 designated reserves has been released back into general reserves.

Major risks

The Trustees have conducted their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and events and to ensure consistent quality of delivery for all operational aspects of the charity. These procedures are reviewed periodically to ensure that they still meet the needs of the charity.

Plans for future periods

Looking Forward

With the long term absence of our CEO this has been a challenging year for all at Survivors Network. We are excited about further developing and embedding a model and practice of sustainable intersectional feminist leadership. We will be working alongside specialists in this area and ensuring we have a representative steering group to guide this important development. We recognise that to continue to provide high quality accessible services for survivors and a supportive workplace for staff and volunteers this work is essential.

We are excited about developing Survivors' Network further to ensure we continue to provide high-quality services for survivors and a supportive workplace for your staff and volunteers.

We continue to look at who is missing from our data and adapt our services to welcome under-represented groups into our services, such as older people, people who experience racism and people with disabilities.

We know that as service providers, we can only effectively serve our communities by listening, and we are listening to survivors and our communities.

We are also committed to diversifying our income to ensure that we are able to continue to provide high quality services and to support our community to unite to confront sexual violence, abuse and harassment so that no one has to face the impacts alone.

Legal Challenge

In 2022, Survivors' Network received legal papers in relation to action being taken against us in the Brighton County Court by one of our clients. The client alleges that by recognising trans women as women and welcoming them into our women-only spaces this has led to breaches of the Equality Act 2010.

We wholeheartedly disagree with these allegations and we will be vigorously defending them. We are being represented on a pro bono basis by a City of London law firm, Reed Smith, and two barristers, Antony White QC and Robin White.

Structure, governance and management

The Survivors' Network Limited is a charitable company limited by guarantee, registered in England & Wales (company number 07780363); it was incorporated on 20th September 2011 and registered as a charity on 1st December 2011 (charity number 1144878). The organisation was formerly known as Survivors Network (Sussex), an unincorporated charity (charity number 1000961) which was set up in 1990 and which transferred its net assets to the newly constituted company on 1st July 2012.

The Survivors' Network Limited was established under a Memorandum of Association, which describes the objects and powers of the charitable company; it is governed under its Articles of Association. Under those Articles, new Trustees are elected or co-opted by the Trustees on to the Board.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Sophie Gibson	
Trisha Brandon	
Sara Parsonage	
Caroline Elliker	(Retired 16 November 2023)
Caryn Swart	(Retired 16 November 2023)
Jenny Stone	(Retired 16 November 2023)
Shalini Nair	(Retired 16 November 2023)
Charlotte Mist	
Alice Burch	(Appointed 15 February 2024)
Isabel Garvey	(Appointed 15 February 2024)
Lilith Whiley	(Appointed 15 February 2024)
Bec Davison	(Appointed 10 June 2024)

Recruitment and appointment of trustees

Trustee positions are advertised via a wide range of channels including: social media; Community Works (the voluntary sector membership organisation for Brighton and Hove and West Sussex); partner agencies across Sussex; organisations supporting equalities groups; trustee networks. When appropriate the trustees will advertise for trustees with specific skills or expertise. An induction programme is provided for all new trustees.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The Board of Trustees governs The Survivors' Network Limited and meets at least 4 times a year to discuss and review strategy, planning, development and financial matters. Trustees have two away sessions each year to focus specifically on Governance and Strategy respectively. Day-to-day management of the organisation is delegated to the CEO. Each trustee is appointed for a term of three years, and trustees can stand for no more than two full terms.

Remuneration policy

Pay policy for senior staff

The pay of the CEO is reviewed annually by the Nominations and Remuneration Committee. Staff pay structures are reviewed by the full board. Frameworks for pay review include: the current cost of living crisis, the need to incentivise staff; remuneration trends in the sector and any statutory or legal requirements.

Auditor

In accordance with the company's articles, a resolution proposing that West & Berry Limited be reappointed as auditor of the company will be put at a General Meeting.

THE SURVIVORS' NETWORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



.....
Sophie Gibson
Trustee

Date: 15th August 2024
.....

THE SURVIVORS' NETWORK

STATEMENT OF TRUSTEES' RESPONSIBILITIES *FOR THE YEAR ENDED 31 MARCH 2024*

The trustees, who are also the directors of The Survivors' Network for the purpose 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 which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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 judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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.

THE SURVIVORS' NETWORK

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE SURVIVORS' NETWORK

Opinion

We have audited the financial statements of The Survivors' Network (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

THE SURVIVORS' NETWORK

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF THE SURVIVORS' NETWORK

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks. In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charitable company and the sector in which it operates. We determined that the following laws and regulations were most significant: the Charities SORP (FRS 102), Companies Act 2006, Data Protection Act, safeguarding legislation and UK employment laws.
- We obtained an understanding of how the charitable company is complying with the legal and regulatory frameworks by making inquiries to management.
- We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur.

Audit procedures performed by the engagement team included:

- identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- made enquiries with management, including consideration of known or suspected instances of fraud or non-compliance;
- assessing the extent of compliance with the relevant laws and regulations.
- challenging assumptions and judgments made by management in its significant accounting estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual account combinations;
- performed analytical procedures to identify any unusual or unexpected relationships; and
- investigated the rationale behind significant or unusual transactions.

THE SURVIVORS' NETWORK

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF THE SURVIVORS' NETWORK

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). For instance, the further removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognise non-compliance.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Michelle Westbury FCCA

**Michelle Westbury FCCA (Senior Statutory Auditor)
for and on behalf of West & Berry Limited**

12th September 2024
.....

**Chartered Certified Accountants
Statutory Auditor**

Nile House
Nile Street
Brighton
BN1 1HW

West & Berry Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE SURVIVORS' NETWORK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	3	30,812	269,511	300,323	34,860	197,180	232,040
Charitable activities	4	170,192	1,288,919	1,459,111	210,307	1,299,260	1,509,567
Investments	5	11,708	-	11,708	1,378	-	1,378
Total income		<u>212,712</u>	<u>1,558,430</u>	<u>1,771,142</u>	<u>246,545</u>	<u>1,496,440</u>	<u>1,742,985</u>
Expenditure on:							
Raising funds	6	49,221	-	49,221	-	-	-
Charitable activities	7	227,462	1,558,430	1,785,892	219,329	1,499,311	1,718,640
Total expenditure		<u>276,683</u>	<u>1,558,430</u>	<u>1,835,113</u>	<u>219,329</u>	<u>1,499,311</u>	<u>1,718,640</u>
Net income/(expenditure) and movement in funds		(63,971)	-	(63,971)	27,216	(2,871)	24,345
Reconciliation of funds:							
Fund balances at 1 April 2023		532,170	-	532,170	504,954	2,871	507,825
Fund balances at 31 March 2024		<u>468,199</u>	<u>-</u>	<u>468,199</u>	<u>532,170</u>	<u>-</u>	<u>532,170</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 35 form part of these financial statements.

THE SURVIVORS' NETWORK

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	14	35,654		81,683	
Cash at bank and in hand		550,587		643,184	
		<u>586,241</u>		<u>724,867</u>	
Creditors: amounts falling due within one year	15	(118,042)		(192,697)	
Net current assets			468,199		532,170
Net assets excluding pension liability			468,199		532,170
			<u><u> </u></u>		<u><u> </u></u>
The funds of the charity					
Unrestricted funds			468,199		532,170
			<u>468,199</u>		<u>532,170</u>
			<u><u> </u></u>		<u><u> </u></u>

The notes on pages 19 to 35 form part of these financial statements.

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

15th August 2024

The financial statements were approved by the trustees on



.....
Sophie Gibson
Trustee

Company registration number 07780363 (England and Wales)

THE SURVIVORS' NETWORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash absorbed by operations	23		(100,911)		(40,085)
Investing activities					
Investment income received		8,314		1,378	
Net cash generated from investing activities			8,314		1,378
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(92,597)		(38,707)
Cash and cash equivalents at beginning of year			643,184		681,891
Cash and cash equivalents at end of year			550,587		643,184

The notes on pages 19 to 35 form part of these financial statements.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

The Survivors' Network is a charitable company limited by guarantee incorporated in England and Wales. The registered office is 6a Pavilion Buildings, Brighton, BN1 1EE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are unrestricted funds that have been set aside at the discretion of the Trustees for a specific purpose.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from government grants and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from contracts is recognised on an earned basis in the year in which the conditions for receipt are met.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies (Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Expenditure on raising funds includes the costs of fundraising activities and events, as well as the costs for seeking donations.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	straight line basis over 4 years
Computers	straight line basis over 4 years
Bike 2 Work	straight line basis over 3 years

The charity operates a de minimis policy whereby only items costing £1,000 and above are capitalised.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies (Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	30,812	269,511	300,323	34,860	197,180	232,040

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

3 Income from donations and legacies (Continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts						
Small donations	25,812	11,684	37,496	23,360	19,820	43,180
Neighbourly Foundation	-	-	-	1,000	-	1,000
Proceeds of Crime Fund	-	-	-	10,000	-	10,000
Another Way Women	-	-	-	-	5,000	5,000
Chalk Cliff Trust	5,000	-	5,000	-	5,000	5,000
Lawson Trust	-	-	-	-	5,000	5,000
Sussex Community Fund	-	5,000	5,000	-	5,000	5,000
National Lottery Community Fund	-	177,233	177,233	-	157,360	157,360
Children In Need	-	66,666	66,666	500	-	500
The Brook Trust	-	5,000	5,000	-	-	-
Pebble Trust	-	3,928	3,928	-	-	-
	30,812	269,511	300,323	34,860	197,180	232,040
	30,812	269,511	300,323	34,860	197,180	232,040

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Service delivery						
Services provided under contract - Sussex PCC	-	563,877	563,877	70,833	537,976	608,809
Performance related grants (see below)	131,761	725,042	856,803	97,500	761,284	858,784
Ancillary trading income	38,431	-	38,431	41,974	-	41,974
	170,192	1,288,919	1,459,111	210,307	1,299,260	1,509,567
	170,192	1,288,919	1,459,111	210,307	1,299,260	1,509,567

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

4 Income from charitable activities (Continued)

Performance related grants analysis

	Service delivery 2024 £	Service delivery 2023 £
Brighton & Hove City Council - Trauma Pathway (previously Talking Therapies)	131,761	97,500
PCC DVSA	371,008	371,278
Mankind	47,452	23,726
Rape Support Fund - Office for Criminal Justice Reform	253,057	224,405
NHS Additional funding	24,005	112,921
The Diocese of Chichester	29,520	28,954
Other	-	-
	<u>856,803</u>	<u>858,784</u>

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	<u>11,708</u>	<u>1,378</u>

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Other fundraising costs	1,828	-
Staff costs	47,393	-
	<u>49,221</u>	<u>-</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7 Expenditure on charitable activities	Business Development		ISVA Service		Counselling		Volunteer Led		Children & Young People		Welcome Workers		Total	
	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Direct costs														
Staff costs	109,842	456,149	85,437	75,076	276,044	227,310	1,229,858							
Client services	-	3	7,365	972	109	-	8,449							
Freelance counselling	-	-	66,831	-	-	-	66,831							
Interpreting costs	-	408	-	-	75	202	685							
Supervision	2,535	8,415	20,096	1,265	6,695	4,070	43,076							
Staff training and welfare	1,038	1,205	1,300	470	1,232	98	5,343							
Volunteer and therapist training	-	-	-	206	45	-	251							
Room hire	-	225	10	5,043	-	45	5,323							
Professional costs	-	2,120	200	-	-	10,378	12,698							
Office and computer equipment	2,578	5,952	1,567	834	3,823	3,735	18,489							
Printing, postage and stationery	111	7	14	56	20	2	210							
Telephone and internet costs	1,711	6,068	1,253	835	3,967	3,943	17,777							
Subscriptions	759	933	1,499	999	981	916	6,087							
Travel and subsistence	933	3,608	5	651	7,933	441	13,571							
Sundry expenses	151	74	6	363	-	-	594							
Advertising and marketing	315	342	-	232	335	-	1,224							
	119,973	485,509	185,583	87,002	301,259	251,140	1,430,466							
Share of support and governance costs (see note 8)														
Support	40,024	114,849	43,900	20,581	71,264	59,408	350,026							
Governance	617	1,772	677	318	1,099	917	5,400							
	160,614	602,130	230,160	107,901	373,622	311,465	1,785,892							

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7 Expenditure on charitable activities	(Continued)					
Analysis by fund						
Unrestricted funds	160,614	-	-	-	-	66,848
Restricted funds	-	602,130	230,160	107,901	373,622	244,617
	<u>160,614</u>	<u>602,130</u>	<u>230,160</u>	<u>107,901</u>	<u>373,622</u>	<u>311,465</u>
	<u>160,614</u>	<u>602,130</u>	<u>230,160</u>	<u>107,901</u>	<u>373,622</u>	<u>1,785,892</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7 Expenditure on charitable activities	(Continued)														
	Previous Year:	Business Development		SVSA Service		Counselling		Volunteer Led		Children & Young People		Welcome Workers		Total	
	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Direct costs															
Staff costs	187,395	414,575	77,536	65,838	234,297	206,784	1,186,425								
Client services	-	5	6,851	1,030	24	-	7,910								
Freelance counselling	-	-	50,832	-	-	-	50,832								
Interpreting costs	-	601	-	-	-	826	1,427								
Supervision	5,204	6,859	16,638	1,284	6,141	3,995	40,121								
Staff training and welfare	1,688	4,164	1,139	546	1,513	1,273	10,323								
Volunteer and therapist training	250	-	-	773	-	3	1,026								
Room hire	100	63	-	2,754	-	144	3,880								
Professional costs	535	-	400	-	-	-	935								
Office and computer equipment	41	3,380	194	76	51	328	4,070								
Printing, postage and stationery	78	2	-	142	-	-	222								
Telephone and internet costs	2,678	5,189	907	835	3,310	2,896	15,815								
Subscriptions	70	-	283	-	-	96	449								
Travel and subsistence	184	2,924	105	969	8,545	917	13,644								
Sundry expenses	88	29	-	90	381	27	615								
Advertising and marketing	959	-	-	-	-	-	959								
	199,270	437,791	155,704	74,337	254,262	217,289	1,338,653								
Share of support and governance costs (see note 8)															
Support	56,028	123,094	43,778	20,901	71,491	61,095	376,387								
Governance	536	1,177	419	200	684	584	3,600								
	255,834	562,062	199,901	95,438	326,437	278,968	1,718,640								

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7 Expenditure on charitable activities	(Continued)					
Analysis by fund						
Unrestricted funds	219,329	-	-	-	-	219,329
Restricted funds	36,505	562,062	199,901	95,438	326,437	1,499,311
	<u>255,834</u>	<u>562,062</u>	<u>199,901</u>	<u>95,438</u>	<u>326,437</u>	<u>1,718,640</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

8 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	233,655	184,240
Depreciation	-	272
Client services, including counselling, supervision, interpreting and room hire	7,668	16,791
HR support, recruitment, staff and volunteer training and welfare	18,169	33,075
Travel, subsistence and sundry expenses	6,195	4,140
Rent, rates, insurance, light and heat	46,442	43,123
Repairs and maintenance, cleaning, telephone and internet	12,007	23,064
IT support and website	2,502	11,348
Small office and computer equipment, printing, postage and stationery	4,816	14,171
Advertising and marketing	2,088	1,108
Bookkeeping and payroll	4,499	25,557
Legal and professional, subscriptions and bank fees	11,985	19,498
Governance costs	5,400	3,600
	<u>355,426</u>	<u>379,987</u>
Analysed between:		
Business Development	40,641	56,564
ISVA Service	116,621	124,271
Counselling	44,577	44,197
Volunteer Led	20,899	21,101
Children & Young People	72,363	72,175
Welcome Workers	60,325	61,679
	<u>355,426</u>	<u>379,987</u>

Support costs are allocated on a proportion basis of direct costs for each activity.

9 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable to the charity's auditor:		
- for the audit of the charity's financial statements	3,600	3,600
- for other financial services	1,800	-
Depreciation of owned tangible fixed assets	-	272
	<u>5,400</u>	<u>3,872</u>

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

None of the trustees received any reimbursed expenses from the charity during the year.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

11 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Business Development Team	6	7
ISVA Service	15	15
Therapy	3	3
Volunteer Led Services	2	2
Children & Young Peoples Services	9	8
Welcome Team	8	9
Core team	6	5
Total	<u>49</u>	<u>49</u>

Employment costs	2024 £	2023 £
Wages and salaries	1,353,889	1,222,256
Social security costs	126,623	119,183
Other pension costs	30,394	29,226
	<u>1,510,906</u>	<u>1,370,665</u>

Remuneration of higher paid employees does not include employer's national insurance and employer pension costs.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 - £70,000	<u>-</u>	<u>1</u>

Contributions totalling £1,321 in the prior year, 2023, were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	<u>60,726</u>	<u>64,783</u>

The charity considers that key management personnel comprises the Board of Trustees and the CEO.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Plant and equipment	Computers	Bike 2 Work	Total
	£	£	£	£
At 1 April 2023	2,120	28,303	816	31,239
Disposals	(2,120)	(28,303)	(816)	(31,239)
	<u>2,120</u>	<u>28,303</u>	<u>816</u>	<u>31,239</u>
At 1 April 2023	2,120	28,303	816	31,239
Eliminated in respect of disposals	(2,120)	(28,303)	(816)	(31,239)
	<u>2,120</u>	<u>28,303</u>	<u>816</u>	<u>31,239</u>
Carrying amount				
At 31 March 2024	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2023	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

14 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	15,130	67,065
Other debtors	8,472	4,303
Prepayments and accrued income	12,052	10,315
	<u>35,654</u>	<u>81,683</u>

15 Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Other taxation and social security		30,227	29,555
Deferred income	16	49,692	139,314
Trade creditors		12,964	4,531
Other creditors		5,665	6,041
Accruals and deferred income		19,494	13,256
		<u>118,042</u>	<u>192,697</u>

16 Deferred income

	2024	2023
	£	£
Other deferred income	49,692	139,314
	<u>49,692</u>	<u>139,314</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

16 Deferred income

(Continued)

Deferred income is included in the financial statements as follows:

EMDR funding	£1,000
NHS funding	£10,000
National Lottery Community Fund	£27,548
National Lottery cost of living uplift	£11,144

Amounts deferred last year and released into income this year are as follows:

NHS additional funding	£24,005
National Lottery Community Fund	£28,216
Children In Need	£33,333
Ministry of Justice	£53,760

	2024	2023
	£	£
Deferred income is included within:		
Current liabilities	49,692	139,314
	<u>49,692</u>	<u>139,314</u>
Movements in the year:		
Deferred income at 1 April 2023	139,314	139,176
Released from previous periods	(139,314)	(139,176)
Resources deferred in the year	49,692	139,314
	<u>49,692</u>	<u>139,314</u>
Deferred income at 31 March 2024	<u>49,692</u>	<u>139,314</u>

17 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	30,394	29,226
	<u>30,394</u>	<u>29,226</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
PCC DVSA	-	371,008	(371,008)	-
Sussex Community Fund	-	5,000	(5,000)	-
Small grants and donations	-	11,684	(11,684)	-
Ministry of Justice - Rape Support Fund	-	253,057	(253,057)	-
Sussex PCC	-	563,877	(563,877)	-
The Diocese of Chichester	-	29,520	(29,520)	-
National Lottery Community Fund	-	177,233	(177,233)	-
NHS additional funding	-	24,005	(24,005)	-
Mankind	-	47,452	(47,452)	-
Pebble Trust	-	3,928	(3,928)	-
The Brook Trust	-	5,000	(5,000)	-
Children In Need	-	66,666	(66,666)	-
	-	1,558,430	(1,558,430)	-
	-	1,558,430	(1,558,430)	-
Previous Year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
Sussex EMDR Group	2,871	-	(2,871)	-
PCC DVSA	-	371,278	(371,278)	-
Another Way Women	-	5,000	(5,000)	-
Chalk Cliff Trust	-	5,000	(5,000)	-
Lawson Trust	-	5,000	(5,000)	-
Sussex Community Fund	-	5,000	(5,000)	-
Small grants and donations	-	19,820	(19,820)	-
Ministry of Justice - Rape Support Fund	-	224,405	(224,405)	-
Sussex PCC	-	537,976	(537,976)	-
The Diocese of Chichester	-	28,954	(28,954)	-
National Lottery Community Fund	-	157,360	(157,360)	-
NHS additional funding	-	112,921	(112,921)	-
Mankind	-	23,726	(23,726)	-
	2,871	1,496,440	(1,499,311)	-
	2,871	1,496,440	(1,499,311)	-

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

18 Restricted funds (Continued)

Purpose of restricted funds:

Sussex EMDR Group - this is for resources for the therapists, memberships and attending the EMDR conference and training

PCC DVSA - commission for the provision of a range of sexual violence support services

Another Way Women - to support group and holistic work

Chalk Cliff Trust - to support group and holistic work

Lawson Trust - to support group and holistic work

Sussex Community Foundation - for the provision of groupwork

Small grants and donations - to support services for survivors of sexual violence and abuse

Ministry of Justice Rape Support Fund - for the provision of services to survivors of sexual violence

Sussex PCC - the delivery of a variety of support services for survivors of sexual violence and abuse

The Diocese of Chichester - the provision of an advocacy service for those who have experienced sexual violence or abuse within the context of the Diocese of Chichester

National Lottery Community Fund - the provision of a specialist service for young people

NHS Additional funding - to support the management of the adult counselling waiting list

Mankind - for the provision of an ISVA to support male-identifying survivors

Pebble Trust - for the provision of Therapeutic services

The Brook Trust - for the provision of Therapeutic services

Children In Need - for the provision of a specialist service for young people

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Business Development fund	120,000	-	(46,602)	(73,398)	-
General funds	412,170	212,712	(230,081)	73,398	468,199
	<u>532,170</u>	<u>212,712</u>	<u>(276,683)</u>	<u>-</u>	<u>468,199</u>

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

19 Unrestricted funds (Continued)

Previous Year:	At 1 April 2022	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
Business Development fund	120,000	-	-	-	120,000
General funds	384,954	246,545	(219,329)	-	412,170
	<u>504,954</u>	<u>246,545</u>	<u>(219,329)</u>	<u>-</u>	<u>532,170</u>

Purpose of designated funds:

Business Development fund - in 2020 the trustees made the decision that during the year 2020-21 they would invest £120,000 of reserves in business development and recruiting a dedicated team to work on education, training, campaigning and income diversification. This project took longer to roll out than we had anticipated, and this along with the immediate increase in income generation meant that we took the decision to roll over the income from our reserves into the year to 31st March 2024.

During this year £46,602 was spent by the business development team. A decision was taken at the end of the year to transfer the remaining balance of £73,398 back to unrestricted reserves as it is forecast that the team will break even in the coming year.

20 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	32,547	32,547
Between two and five years	9,966	42,506
	<u>42,513</u>	<u>75,053</u>

21 Events after the reporting date

In April 2022, The Survivors' Network became aware via social media of a legal action being taken against the charity for alleged breach of the Equality Act for welcoming trans women into our women only services. The charity has since received details of the claim and is very grateful to have been offered and accepted pro bono legal support from the law firm, Reed Smith LLP. The charity has notified the Charities Commission of the claim.

This is a non-adjusting event.

22 Related party transactions

During the year fee income totalling £1,125 (2023: £2,020) was received from an organisation called Social Finance, the director of which is also a trustee of the charity.

The transactions were conducted at arms length.

THE SURVIVORS' NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

23 Cash generated from operations	2024	2023
	£	£
(Deficit)/surplus for the year	(63,971)	24,345
Adjustments for:		
Investment income recognised in statement of financial activities	(11,708)	(1,378)
Depreciation and impairment of tangible fixed assets	-	272
Movements in working capital:		
Decrease/(increase) in debtors	49,423	(73,410)
Increase in creditors	14,967	9,948
(Decrease)/increase in deferred income	(89,622)	138
Cash absorbed by operations	(100,911)	(40,085)

24 Analysis of changes in net funds

The charity had no material debt during the year.

THE SURVIVORS' NETWORK LIMITED

England & Wales - Charity number 1144878

Accounts

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THE SURVIVORS' NETWORK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees (who are also directors): Trisha Brandon
Sophie Gibson (Chair)
Caroline Elliker
Caryn Swart
Jenny Stone
Shalini Nair
Charlotte Mist
Sara Parsonage

Registered Company Number: 07780363

Registered Charity Number: 1144878

Registered Office: 6a Pavilion Buildings
Brighton
BN1 1EE

CEO: Jay Breslaw

Bankers: The Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Auditor: West & Berry
Mocatta House
Trafalgar Place
Brighton
BN1 4DU

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

ORGANISATIONAL STRUCTURE AND MANAGEMENT

The trustees present their annual report and financial statements for the year ended 31 March 2023.

These have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The Survivors' Network Limited is a charitable company limited by guarantee, registered in England & Wales (charity number 1144878); it was incorporated on 20th September 2011 and registered as a charity on 1st December 2012. The organisation was formerly known as Survivors Network (Sussex), an unincorporated charity (charity number 1000961) which was set up in 1990 and which transferred its net assets to the newly constituted company on 1st July 2012.

The Survivors' Network Limited was established under a Memorandum of Association, which describes the objects and powers of the charitable company; it is governed under its Articles of Association. Under those Articles, new Trustees are elected or co-opted by the Trustees on to the Board.

Governance and Decision Making

The Board of Trustees governs The Survivors' Network Limited and meets at least 4 times a year to discuss and review strategy, planning, development and financial matters. Trustees have two away sessions each year to focus specifically on Governance and Strategy respectively. Day-to-day management of the organisation is delegated to the CEO. Each trustee is appointed for a term of three years, and trustees can stand for no more than two full terms.

The Trustees who served during the year are:

Caroline Elliker
Caryn Stewart
Sara Parsonage
Jenny Stone
Shalini Nair
Sophie Gibson
Trisha Brandon
Charlotte Mist

Recruitment, appointment, induction and training of Trustees

Trustee positions are advertised via a wide range of channels including: social media; Community Works (the voluntary sector membership organisation for Brighton and Hove and West Sussex); partner agencies across Sussex; organisations supporting equalities groups; trustee networks. When appropriate the trustees will advertise for trustees with specific skills or expertise. An induction programme is provided for all new trustees.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

Pay policy for senior staff

The pay of the CEO is reviewed annually by the Nominations and Remuneration Committee. Staff pay structures are reviewed by the full board. Frameworks for pay review include: the current cost of living crisis, the need to incentivise staff; remuneration trends in the sector and any statutory or legal requirements.

OBJECTS, ACTIVITIES AND BENEFITS

Objects

To relieve the distress of survivors of all forms of sexual violence by providing counselling, advice and support to such survivors, their partners and their families and by raising awareness of sexual violence.

To achieve these aims we develop, provide and manage all of our services within a feminist analysis of sexual violence and an empowerment principle. We recognise that sexual violence disproportionately affects women and girls and is both a cause and consequence of inequality and discrimination. We are committed to challenging such discrimination and to delivering services which are run by women for women and women-only spaces form part of our service offer.

However, we recognise that sexual violence impacts on people of all genders in unique ways and work to provide our services accordingly. Trans-inclusive feminism is key to our values and central to our service. We consider the lack of services and funding for people of all genders is a feminist issue. We are actively part of the solution to this inequality through direct service delivery and partnerships.

Vision

Uniting to confront sexual violence, abuse and harassment so that no one has to face the impacts alone.

Mission

- Delivering accessible, survivor-centred services across Sussex
- Empowering our communities to stand up against sexual violence, abuse and harassment through education, training and campaigning
- Demonstrating and advocating for intersectional feminist leadership

Our work is underpinned by our core values:

We are compassionate

We hear, we listen, and we believe survivors. We take care of ourselves so that we can support others. We set boundaries and we uphold them too, while always striving to understand the needs and perspectives of our communities.

We are empowering

We create space for all voices to be heard. We lift each other up and believe that we're all leaders. We understand the importance of communication and feel confident to challenge and to ask questions. We're transparent and take ownership of our decisions, even the difficult ones.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

We are collaborative

We're stronger together, so we work with others to build valuable relationships. Many of us are survivors ourselves and survivor voices are woven into everything we do. We're constantly learning, understanding our own privileges and seek to dismantle bias and discrimination both within and outside our organisation.

We are brave

We seek out new ideas and speak up for our beliefs. With the courage to try new ways of doing things, we learn and unlearn as we go. Our feminist leadership empowers us to be creative and innovative, celebrating our successes and learning from our mistakes.

To support Survivors Network to uphold our mission and achieve our vision, the Trustees developed their strategic priorities for the five-year period 2023 – 2028:

- We'll achieve financial freedom through our creative approach to income generation.
- Justice and healing will be defined by survivors and we will be led by them in the co-creation of our services.
- We'll ensure representation for all survivors of sexual abuse, by creating solidarities with UK Rape Crisis centres that reflect our intersectional understanding of power and vulnerabilities.

Main Activities

Survivors' Network is the Rape Crisis Support Service for Sussex.

The main activities include:

The provision of therapeutic and support services for survivors of rape and sexual violence of all ages and genders. These include:

Adult Therapeutic Support

- 1:1 Therapy
- Therapeutic group work

Psychoeducation and Peer Support

- Groupwork

Holistic Support

- Art, Yoga, Homeopathy, Trauma sensitive mindfulness
- Groupwork
- 1:1 support

Independent Sexual Violence Advisors (ISVA's)

Supporting survivors going through the criminal justice process, supporting people who have experienced church-based abuse, supporting People Who Experience Racism (PWER) and those who have Multiple and Complex Needs (MCN).

Children and Young People's Specialist Service

- CYP Independent Sexual Violence Advisor (ISVA)
- YP Counselling
- Outreach and Groupwork

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

Telephone Helpline and Email Service

Training and Awareness-raising

- Delivering training on a wide range of topics related to sexual violence to individuals, local businesses and educational establishments
- Raising awareness through targeted outreach, fundraising, communications and social media.

We have continued to expand our outreach into communities across the three Sussex local authority areas and we have developed informal and formal partnerships with a range of agencies and organisations across the county. Informally we act as a critical friend to Sussex Police, amplifying service user voices to effect tangible process change.

We offer our services through a range of methods: face to face support, online direct support, phone support and online resources. We have adopted a hybrid model of home/office working and we have two offices in Brighton and one in Eastbourne.

Volunteers

Volunteers make an important contribution to SN's work; we would not be able to deliver our Groupwork, Helpline and Email support service without their dedicated commitment. All volunteers are DBS checked and receive training relevant to their role. 18 volunteers (not counting the trustees) supported the work at Survivors' Network during 2022-23.

Delivery of public benefit

- The Trustees have considered how the planned activities will contribute to the overall aims and objectives they have set and how benefit is provided to the public. Survivors' Network provides independent services open to any professional and/or self-referral.
- All services are open to all women, including trans women.
- The Welcome Team, ISVA Service, Children & Young People's Services, Helpline / Email and our training are open to people of any gender.
- The Trustees have complied with their duty as per the Charities Act 2011 to have due regard to Public Benefit guidance published by the Charity Commission

ACHIEVEMENTS AND PERFORMANCE IN 2022-2023

Rising Need for Support

Increasing coverage in the media of sexual violence and abuse raises awareness within society and we are seeing increasing numbers of people seeking support from our services, accessing our training and resources, and an increase in the impact of vicarious trauma on staff and volunteers.

The cost-of-living crisis, the long-term consequences of the pandemic and more than a decade of austerity, with its corresponding reduction in the number and range of services available has seen an increase both in the numbers of people needing our services and in the levels of need presented. Whilst rising numbers and complexity of need creates internal challenges, we continue to remain responsive.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

We have significantly increased our reach with an improved social media presence, regular posts on a variety of platforms, a regular newsletter, a roll-out of our training packages, and improved connections into our community.

Since April 2022, we have over 1,200 new followers on Instagram, and 327 new subscriptions to our mailing list. During the year 22-23, 64% of our website traffic came from our social media content.

In 2022-23, we supported 3,163 clients in total (177 male identified people, 60 trans identified and 96 people who identified as Nonbinary). We supported 2,731 adults, 331 young people aged 13-17 and 101 children aged 12 and under.

Referrals in 2022-2023

We received 1,770 referrals, with 60% of all referrals being made by a professional, highlighting improved referral pathways and good working relationships with professionals. Whilst most of our referrals were from people living on Brighton and Hove (49%) our referrals are increasingly coming from East and West Sussex, as a result of increased funding from these areas. 80% of our clients are female. We receive referrals for clients of all ages, but we are putting in strategies to do more to engage older people who remain under-represented in our referral numbers.

Staff Wellbeing

We know that the work we do is important, and that it has a significant impact on us all. This year, we have rolled out a raft of measures to support the wellbeing of all staff. This work was underpinned by our training in Intersectional Feminist Leadership, and the adoption of feminist leadership principles. The whole team was involved in training and discussions about what makes a good workplace, the importance of listening to individuals and ensuring a tailored approach to staff wellbeing.

We invested in a **Champion's Group** who consulted with the team on priorities for organisational improvement. As a result of this work, we improved our response to the cost-of-living crisis.

We are undertaking a full review of our policies, and we are improving the workplace for our disabled colleagues. We know that we can only do our job well when we feel supported.

Organisation development

We recruited to a salaried Head of Finance (moving away from a consultancy model) in line with the current size and aspirations of the organisation.

Partnership working

We are delighted with our partnership working and we have successfully won a significant, multi-year partnership bid with Lifecentre, Mankind and Hersana to deliver sexual violence support services across Sussex.

SERVICES

Volunteer Led Services

The volunteer-led services deliver our helpline and email support and our groupwork for adults. The service comprises of 3 paid staff – Volunteer Service Manager, Groupwork Facilitator, Admin Support and 18 Volunteers.

We received 284 contacts to the helpline & email support service.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

We ran over 150 groupwork sessions.

We supported 280 survivors at groups.

We are constantly looking at new groups to offer our clients and this year we started delivering in-person Trauma Sensitive Mindfulness 8-Week courses for Survivors and ran two groups.

We also started delivering 'It's my Journey', an online psycho-educational course

We value our amazing volunteers so much. This year we trained 10 new groupwork and helpline volunteers (five-day induction training).

Our volunteers offered a total of 1,800 hours of volunteering which would have cost us around £36,000. Our volunteer survey told us that 92% rated their experience as excellent. 100% said they felt part of the wider team.

Adult Therapeutic Support

In November 2022, we took the difficult decision to close the adult therapy waiting list, due to the high numbers of clients waiting for support. This decision was supported by commissioners and other local service providers and came with a comprehensive restructure plan which prioritised triage and digital innovation as well as expanding the capacity of the service (subject to future funding).

For clients on the waiting list, we have established a quarterly communication process which includes an update on waiting times, links to relevant resources and options for feedback and queries.

The Adult Therapeutic Service received 220 referrals from April 2022 until November 2022, when the waiting list was closed.

During the year, we conducted 104 initial assessments with individual clients.

106 clients started therapy.

22 clients accessed therapeutic online Self-Compassion Groups.

1,728 therapy sessions were delivered (online and in-person).

We recruited a Senior Administrator for the Adult Therapeutic Service in January 2023 which improved internal and external processes.

We recruited 4 new therapists in December 2022, who started client work in January 2023, taking the therapeutic team up to 13 sessional therapists.

We have a 50/50 proportion of online and in-person therapeutic work.

As part the digital innovation, we introduced an online booking system for clients invited to access the service Cliniko.

Adult Independent Sexual Violence Advisors (ISVA)

In the year 22-23, we received 453 referrals into the Adult ISVA team. 75 of those referrals were into the Specialist ISVA team. The team consists of an ISVA Team Manager, 1 Senior ISVA managing 5 Criminal Justice ISVAs & 1 Senior ISVA managing 5 Specialist ISVAs and 1 triage ISVA contacting clients on waiting lists for both CJ ISVAs & Specialist ISVA.

This year, we recruited a Male-identified ISVA offering specialist support to men.

We have set up outreach clinics in Brighton & Hove & East Sussex with our People Who Experience Racism Worker & Multiple and Complex Needs Workers

We attend the Police-led 'No Further Action' (NFA) Panels advocating for survivors and checking on due diligence of cases where the police have judged that there was not enough evidence to proceed to a conviction.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

Children and Young People's Service (CYP)

Within this service, we offer wraparound support for children and young people aged 0-18 who have experienced sexual violence and abuse in their lives. This includes therapeutic support, support with reporting to the police, outreach support and support for schools.

The team includes a CYP Manager, CYP Senior, 2 YP ISVA's, 2 Children's Independent Sexual Violence Advisor (CISVA), 2 YP therapists and soon to add a CYP support worker & Groupwork Facilitator (formerly the YP outreach role)

In 2022-23 we worked with 432 Children and Young People.

Coming out of the pandemic has been extremely complex and challenging for children and young people, and for the services that support them. This has led us to make strategic decisions this year including closing the counselling waiting list for young people in East Sussex due to the number of young people on the waiting list, recruiting a worker to support the waiting list and the young people who are waiting for support, recruiting a Senior Worker to support the line management of the team to ensure safe and high-quality services and an ability to expand and develop the service.

Children and young people want to be supported in person, and near to their homes, and this year, our workers travelled 15,211 miles across Sussex to support their clients.

We developed and delivered bespoke training on Trauma Responses in Children for Sussex Police as part of their Specialist Child Abuse Investigators Development Programme. We received outstanding feedback.

We delivered training on consent, sexual violence and healthy relationships to over 1,000 students and to 36 staff at BHASVIC college in Brighton. This was a brilliant example of cross organisational partnership working with the Business Development Team.

We attended the Harmful Sexual Behaviours Recognition and Response group advocating for best practice, Rape and Serious Sexual Offences (RASSO) meetings and the new Child and Adolescent Mental Health Service Trauma Pathway meeting group that covers Brighton and Hove.

The Welcome Team (WT)

The Welcome Team consists of nine staff, Welcome Team Manager, Senior Welcome Worker, 5 Welcome Workers & 2 Duty Workers, who support all clients on their entry into the organisation. In 2022-23, we received 1551 referrals for support, brief advice interventions and consultation. We completed full assessment support to 693 clients.

This year, we started offering Short-Term Advocacy Sessions to adult clients and we delivered 25 sessions from end January 2023 until end March 2023 with an initial focus on Brighton and Hove and East Sussex.

The Short-Term Advocacy Sessions offer emotional and practical support by:

- Connecting a client to specialist services such as housing, social services or mental health
- Providing advocacy letters & follow-up to specialist services already connected to client - GP/housing/student services/mental health
- Providing follow-up calls after a hypothetical chat with a specialist police officer

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

- Exploring self-care strategies and putting these in place via our self-help guide, signposting, counselling referrals and well-being/stay alive apps
- Responding to safeguarding concerns that have arisen from the safety & health/wellbeing checks completed in the Initial Assessment e.g. completing a domestic violence safety plan

We developed and attended a new weekly drop-in at the Young Person's Sexual Health Clinic in Brighton & Hove and a new outreach drop-in clinic weekly at Safehaven in Hastings.

Business Development Team

Our Business Development Team brings together social enterprise, fundraising, communications, training, and qualitative and quantitative feedback and sits at the heart of Survivors' Network. The team consists of 7 members of staff: Head of Business Development, Fundraising Officer, Communications Officer, Training Officer, Data, Monitoring & Evaluation Officer, Service User Involvement Officer, Business Development Administrator and one Outcomes & Feedback Volunteer.

In 22-23, we generated £114,211 of which £74,391 was unrestricted and £39,830 was restricted.

Training:

- We delivered training to 3,813 participants (2,175 in live sessions and 1,638 watching our pre-recorded webinar).
- We delivered training to 21 higher education establishments.
- Across all training, 94% of participants said the session was 'good' or 'excellent'.

Fundraising:

We raised £21,491 during the Big Give campaign. 103 of the 113 donations came from people who have never donated to us before.

The income from individual donations was £13,884.30 - £5,248.67 more than 2021/22.

We had donations from 381 new donors.

We had 20 new direct debit sign ups - double the amount in 2021/22. 109 donors signed up for our mailing list.

Three of our individual donors became regular givers within a month of receiving a personal thank you message for their support.

We received our first legacy donation of £5,168.95.

Communications:

We recruited a new Communications Officer, have a comms & social media strategy in place and our content is inspiring and informative.

Service User Involvement:

We reviewed our process for gathering outcomes & feedback from service users, recruited two specific volunteers & created digital channels to communicate with service users.

We are ready to set up a Lived Experience Panel and expand our service user group to further develop our survivor voice.

Data:

We improved the quality of our data to drive our data-led approach and ensure we keep improving our services.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

Legal Challenge:

In 2022, Survivors' Network received legal papers in relation to action being taken against us in the Brighton County Court by one of our clients. The client alleges that by recognising trans women as women and welcoming them into our women-only spaces this has led to breaches of the Equality Act 2010. We wholeheartedly disagree with these allegations and we will be vigorously defending them. We are being represented on a pro bono basis by a City of London law firm, Reed Smith, and two barristers, Antony White QC and Robin White.

Looking Forward

We are excited about developing Survivors' Network further to ensure we continue to provide high-quality services for survivors and a supportive workplace for our staff and volunteers.

We will continue to look at who is missing from our data and adapt our services to welcome under-represented groups into our services, such as older people, people who experience racism and people with disabilities.

We know that as service providers, we can only effectively serve our communities by listening, and we are listening to survivors and our communities.

We are also committed to diversifying our income to ensure that we are able to continue to provide high quality services and to support our community to unite to confront sexual violence, abuse and harassment so that no one has to face the impacts alone.

Service User Voice

We regularly ask our clients about the differences our services make to their lives.

The key benefits include significant reductions in feelings of isolation, anxiety and depression, alongside substantial reductions in incidents of self-harm and suicidal ideation.

Clients reported a stabilisation or improvement in the following:

- 90% health and wellbeing
- 90% ability to cope with aspects of everyday life
- 94% feeling of safety
- 91% being informed and empowered to act
- 83% ability to cope and build resilience to move forward with daily life.

We ask our service users what they think about the support they received, and this year they told us:

Feeling believed for the first time in four years was monumental. I felt genuinely believed, listened to and empowered. It was the first time I've ever felt like that and was the only positive experience I've had of speaking to someone in four years. To be immediately believed and supported in figuring out what happened was amazing after a long time of those around me minimising my experiences. [My ISVA] talked me through what happened to me and told me my feelings were valid, because I was really not sure if I should use certain terminology and was gaslighting myself into minimising it. It's the first time I've felt I can move on. It's the first time. I've felt robust - I saw my perpetrator on social media and it was the first time I didn't feel triggered, it was monumental for me. (ISVA)

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

[My ISVA] respected my time and my wishes, suggested great coping mechanisms and was just the best support during the worst times of my life. (ISVA).

I am forever grateful to you for helping me make some sense of this horrible process and supporting me through it. You and the Survivors Network team have been incredible, and I can't imagine how I would have gotten through it without you (ISVA)

Just wanted to say a huge thank you. I'm so grateful for your help since you were allocated to assist me. The last two years have been tremendously difficult, and you've been there every step of the way and organized [an out of area ISVA] to be in court with me as well which I am beyond grateful for. This system is truly broken, but you have been a hand to hold through it all and you have no idea how much it has meant. (ISVA) I just want to tell you that what you do matters, and you make a difference and every time I speak to you it reminds me that I'm doing the right thing. (ISVA)

I can't tell you how much having you here has helped through this process. I have Aspergers and ADHS so I'm not great on the phone. I know I can be intense at times with many questions and long messages. I honestly don't think I could have proceeded as I did without having you there. So thank you. (ISVA)

You treated me with dignity and respect and made me feel safe. (ISVA)

Brilliant group, fantastic support. I don't know how I would have got through everything with out survivors network (Group work)

Survivors Network is the most valuable support that I have in my life, I wouldn't be the woman I am today without their help and I've only been accessing their resources for 9 months (Group work) such a caring and compassionate space, it has made a difference to me feeling less isolated (Group work)

I feel more equipped with tricks I can use in my day-to-day life to feel safer and more powerful, especially in situations where I feel unsure or doubt my abilities. I also feel more confident in myself and proud of where I am now. (Psycho-educational group work)

It gave me a safe space to talk through how I felt and help me understand how and why these things were effecting me and how to get through them in a safe way for me. (Therapy)

It's really important to have someone you can talk to about something that you can feel quite embarrassed about, and not want to talk to everyone about. It's a judgement free space and I think that's really important (Therapy)

SN has turned my life on its head and I've never felt so happy and content and free, so myself. It's been lifechanging. (Therapy)

I feel like having someone to listen to was really crucial. I hadn't admitted the severity of what had happened to me before. Having someone I could talk to weekly and work out how I'm going to move forward with that helped. I learned a lot. (Therapy)

It made a big difference having someone to encourage me to stand up for myself and take action rather than shutting down. They had my back and were there supporting me. (Young People's ISVA)

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

[My Young People's ISVA] got me through court. I would have been very lost without her and it helped a lot when she took me to court before to look round it, and to have someone there with me: a friendly face that wasn't anything to do with any of the legal stuff and wasn't a parent or a friend who can sometimes be emotionally quite a lot. I don't think I could have done it without her. (Young People's ISVA)

I would say honestly the thing I feel I benefited most going into it was like great are they just going to fix me. I went into it not knowing what was going to happen but every session laid it out so clearly. I spoke to [my Young People's therapist] about it quite a lot and she was really understanding and patient saying it's not going to get fixed but it can be approached in manageable way, more manageable than I previously thought. (Young People's Therapist)

[My daughter] has selective mutism and so it made it very difficult to go through this process. The only person that she spoke to was [the children's ISVA]

FINANCIAL REVIEW

The year ended 31st March 2023 recorded net income over expenditure of £24,345 (2022: £70,263), of which £27,216 was unrestricted and £ (2,871) restricted. Total unrestricted reserves now stand at £532,170 (2022: £504,954) and restricted reserves at £Nil (2022: £2,871).

Total income for the year ended 31st March 2023 amounted to £1,742,985 compared to £1,491,723 in the previous year, an increase of £251,262. A breakdown of grants received is shown in notes 2 and 3 to the accounts.

Total expenditure for the year ended 31st March 2023 amounted to £1,718,640 compared to £1,421,460 in the previous year, an increase of £297,180.

In line with SORP FRS (102), expenditure is analysed into two main categories; charitable activities and raising funds for the charity. In the year ended 31st March 2023 all expenditure was on charitable activities, as it was in the previous year.

Reserves Policy

Survivors' Network is committed to using its resources in pursuit of its charitable objectives. However, the trustees also place great importance on the long-term sustainability of the charity, particularly at a time when the availability of future funding sources is so uncertain. The reserves policy has been set accordingly.

Survivors' Network seeks to maintain a level of reserves that will enable it to:

- meet ongoing liabilities as they fall due
- ensure that all service delivery commitments can be met and to protect the long-term future of the charity
- enable further investment in the development of the charity
- provide capacity to manage unexpected losses of income or increases in costs to ensure that services can be maintained

Taking all of the above into consideration, the trustees consider it prudent to maintain a level of free reserves that would cover between 3 and 6 months' worth of expenditure. This would

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31st MARCH 2023

allow the trustees sufficient time to take appropriate action in the event that income fell below operational requirements.

At 31 March 2023 free reserves were £412,170, this is the total of unrestricted reserves less any amounts designated. This represents approximately 3 months' worth of expenditure at current levels and is therefore within the target range.

In 2020 the Trustees made the decision that during the year 2020-2021 they would invest £120,000 of the reserves in business development and in recruiting a dedicated team to work on education, training, campaigning and income diversification. This project took longer to roll out than we had anticipated, and this, along with the immediate increase in income generation meant that we took the decision to roll over the income from our reserves into the year to 31st March 2024.

RISK REVIEW

The Trustees have conducted their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and events and to ensure consistent quality of delivery for all operational aspects of the charity. These procedures are reviewed periodically to ensure that they still meet the needs of the charity.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees (directors) are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all steps that she ought to have taken as a trustee in order to make herself aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

SMALL COMPANY EXEMPTIONS

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report was approved by the Board on 2023/11/14

Signed on behalf of the Board by 

Sophie Gibson (Chair of Trustees)

THE SURVIVORS' NETWORK LIMITED

STATEMENT OF TRUSTEES RESPONSIBILITIES FOR THE YEAR ENDED 31ST MARCH 2023

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

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that year.

In preparing those 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 judgements and estimates that are reasonable and prudent;
- state whether UK applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to 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.

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

Opinion

We have audited the financial statements of The Survivors' Network Limited ('the charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, Balance Sheet, Cash flow Statement and Notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 charitable company's ability to continue as a going concern for a period of at least 12 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, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 requires us to report to you if, in our opinion:

- adequate and proper 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report.
- We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
 - identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- made enquiries with management, including consideration of known or suspected instances of fraud or non-compliance;
- assessing the extent of compliance with the relevant laws and regulations;
- challenging assumptions and judgements made by management in its significant accounting estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual account combinations;
- performed analytical procedures to identify any unusual or unexpected relationships; and
- investigated the rationale behind significant or unusual transactions.

Owing to the inherent limitations of an audit, there is unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISA's (UK). For instance, the removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognise non-compliance.

A further description of our responsibilities is available 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 trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Michelle Westbury FCCA

.....
Signature

Michelle Westbury FCCA (Senior Statutory Auditor)
For and on behalf of West & Berry Limited
Statutory Auditor
Mocatta House
Trafalgar Place,
Brighton BN1 4DU

Date: 2023/11/14
.....

THE SURVIVORS' NETWORK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted Funds	Restricted Funds	Total 2023	Unrestricted Funds	Restricted Funds	Total 2022
		£	£	£	£	£	£
	Note						
Income from:							
Donations & Fundraising	3	34,860	197,180	232,040	95,587	225,979	321,566
Charitable activities:							
Service delivery	3	168,333	1,299,260	1,467,593	111,667	1,021,918	1,133,585
Fees	4	41,974	-	41,974	36,544	-	36,544
Other trading activities		-	-	-	-	-	-
Bank Interest		1,378	-	1,378	28	-	28
Total		246,545	1,496,440	1,742,985	243,826	1,247,897	1,491,723
Expenditure on:							
Raising funds		-	-	-	-	-	-
Charitable activities	5	219,329	1,499,311	1,718,640	141,734	1,279,726	1,421,460
Total		219,329	1,499,311	1,718,640	141,734	1,279,726	1,421,460
Net (expenditure)/income		27,216	(2,871)	24,345	102,092	(31,829)	70,263
Transfers between funds							
Net movement in funds		27,216	(2,871)	24,345	102,092	(31,829)	70,263
Reconciliation of funds:							
Funds brought forward		504,954	2,871	507,825	402,862	34,700	437,562
Funds carried forward		532,170	-	532,170	504,954	2,871	507,825

All amounts relate to continuing activities.

There have been no recognised gains or losses other than the result for the financial year and all surpluses or deficits have been accounted for on an historical cost basis.

The Statement of Financial Activities also complies with the requirements of an income and expenditure account under the Companies Act 2006.

The notes on pages 21 to 31 form part of these financial statements.

THE SURVIVORS' NETWORK LIMITED
STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2023

	Note	£	2023 £	£	2022 £
Fixed Assets	10		-		272
Current Assets					
Debtors	11	81,683		8,273	
Cash at Bank and in Hand		<u>643,184</u>		<u>681,891</u>	
		724,867		690,164	
Current Liabilities					
Creditors - Amounts falling due within one year	12	192,697		182,611	
Net Current Assets			<u>532,170</u>		<u>507,553</u>
Net Assets	14		<u>532,170</u>		<u>507,825</u>
Represented by:					
Unrestricted Funds:	15				
- General			412,170		384,954
- Designated			120,000		120,000
Restricted Funds	15		<u>-</u>		<u>2,871</u>
			<u>532,170</u>		<u>507,825</u>

The financial statements on pages 20 to 28 were approved by the board of Directors on

2023/11/14

..... and were signed on its behalf by:



.....

Sophie Gibson
 (Chair of Trustees)

Company Number: 07780363

The notes on pages 21 to 31 form part of these financial statements.

THE SURVIVORS' NETWORK LIMITED
CASHFLOW STATEMENT AS AT 31 MARCH 2023

	2023	2022
	£	£
Net Movement in Funds	24,345	70,263
Add back deprecation charge	272	272
Deduct interest income shows in investing activities	(1,378)	(28)
(Increase)/Decrease in debtors	(73,410)	3,570
Increase/(Decrease) in creditors	10,086	72,644
Net cash inflow/(outflow) from operating activities	<u>(40,085)</u>	<u>146,721</u>
Cash flows from investing activities		
Purchase of a fixed asset	-	-
Interest income	<u>1,378</u>	<u>28</u>
Net cash provided by/ (used in) investing activities	(38,707)	146,749
Change in cash and cash equivalents in the year	<u>(38,707)</u>	<u>145,749</u>
Cash and cash equivalents at the beginning of the year	681,891	535,142
Cash and cash equivalents at the end of the year	<u>643,184</u>	<u>681,891</u>

Analysis of cash and cash equivalents	At 1 April 2022	Cash flow	Non-cash changes	At 31 March 2023
	£	£	£	£
Cash at bank and in hand	<u>681,891</u>	<u>(38,787)</u>	-	<u>643,184</u>
	<u>681,891</u>	<u>(38,787)</u>	-	<u>643,184</u>

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies

Charity information

The Survivors' Network is a charitable company limited by guarantee and incorporated in England and Wales. The registered office is the same as the principal address of the charity, 6a Pavilion Buildings, Brighton BN1 1EE.

(a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The charity meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

These financial statements have been prepared on the going concern basis. The charity has sufficient reserves, and the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(b) Income

All income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from contracts is recognised on an earned basis in the year in which the conditions for receipt are met.

(c) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. Support costs include central functions and have been allocated to activity cost categories on the basis consistent with the use of resources. Allocations are predominantly based on usage and staff time expended.

THE SURVIVORS' NETWORK LIMITED

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

1. Accounting Policies (continued)

(d) Tangible Fixed Assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows

Computer Equipment	straight line basis over 4 years
Office Equipment	straight line basis at over 4 year

(e) Fund Accounting

The accounts distinguish between restricted and unrestricted funds. The former have been raised by the charity for specific purposes or are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees for expenditure on its objects or appropriated to reserves for internally designated purposes.

(f) Cash

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

(g) Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

(h) Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

(i) Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

(j) Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards ownership to the leasees. All other leases are classified as operating leases.

(k) Operating Leases

Rentals payable under operating leases are charged on a straight line basis over the terms of the lease.

THE SURVIVORS' NETWORK LIMITED

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

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

3. Voluntary Income

	Unrestricted Funds	Restricted Funds	2023 Total	Unrestricted Funds	Restricted Funds	2022 Total
	£	£	£	£	£	£
Donations	23,360	19,820	43,180	40,866	3,000	43,866
Grants:						
Neighbourly Foundation	1,000	-	1,000	5,000	-	5,000
Proceeds of Crime Fund	10,000	-	10,000	-	-	-
Another Way Women	-	5,000	5,000	-	-	-
Chalk Cliff Trust	-	5,000	5,000	-	-	-
Lawson Trust	-	5,000	5,000	-	-	-
Sussex Community Fund	-	5,000	5,000	-	-	-
National Lottery Community Fund	-	157,360	157,360	-	152,777	152,777
Children in Need	500	-	500	-	40,295	40,295
MOJ Funding – Covid 19	-	-	-	49,721	-	49,721
Lloyd Bank Foundation	-	-	-	-	29,907	29,907
	34,860	197,180	232,040	95,587	225,979	321,566

3. Income from charitable activities –service delivery

	Unrestricted Funds	Restricted Funds	Total 2023	Unrestricted Funds	Restricted Funds	Total 2022
	£	£	£	£	£	£
Brighton & Hove City Council (Talking Therapies)	97,500	-	97,500	97,500	-	97,500
PCC DVSA	-	371,278	371,278	-	371,278	371,278
Mankind Rape Support Fund - Office for Criminal Justice Reform	-	23,726	23,726	-	-	-
NHS Funding – COVID 19	-	224,405	224,405	-	136,081	136,081
Sussex PCC	70,833	-	-	-	30,100	30,100
NHS Additional Funding	-	467,143	537,976	14,167	415,450	429,617
The Diocese of Chichester	-	112,921	112,921	-	40,905	40,905
	-	28,954	28,954	-	28,104	28,104
			1,396,76			
	168,333	1,228,427	0	111,667	1,021,918	1,133,585

THE SURVIVORS' NETWORK LIMITED

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

Received in this year but deferred until
2023/24:

	Unrestricted Funds £	Restricted Funds £	Total 2023
NHS Additional Funding	-	24,005	24,005
Children in Need	-	33,333	33,333
MOJ Safespace Funding	-	53,760	53,760
The National Lottery	-	-	-
Community Fund	-	28,216	28,216
	-	139,314	139,314

Received in 2021/22 but
released to income in this
year:

	Unrestricted Funds £	Restricted Funds £	Total 2022
NHS Additional Funding	-	40,906	40,906
Sussex PCC	-	70,833	70,833
The National Lottery	-	-	-
Community Fund	-	27,437	27,437
	-	139,176	139,176

Income is deferred when any performance conditions attached to the entitlement to funds has not been fully met.

4. Fee Income

	2023 £	2022 £
Fee Income from training delivery	112,807	36,544

5. Expenditure on charitable activities

	Direct cost of running activity		Staff & volunteer support costs		Overhead support costs		Governance support costs		Total	Total
	2023 £	2022 £	2023 £	2022 £	2023 £	2022 £	2023 £	2022 £	2023 £	2022 £
ISVA Service	437,792	388,017	59,426	53,767	63,668	66,821	1,177	2,229	562,063	510,833
Counselling	155,703	147,072	21,135	20,379	22,644	25,327	419	845	199,901	193,622
Volunteer led Children & Young Peoples Business Development Welcome Workers	74,337	57,713	10,090	7,997	10,811	9,939	200	332	95,438	75,981
	254,262	211,086	34,514	29,250	36,977	36,351	684	1,213	326,437	277,900
	199,269	116,388	27,049	16,128	28,979	20,043	536	669	255,833	153,228
	217,289	159,432	29,495	22,092	31,600	27,456	584	916	278,968	209,896
	<u>1,338,652</u>	<u>1,079,708</u>	<u>181,709</u>	<u>149,613</u>	<u>194,679</u>	<u>185,937</u>	<u>3,600</u>	<u>6,202</u>	<u>1,718,640</u>	<u>1,421,460</u>

THE SURVIVORS' NETWORK LIMITED

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

	Total 2023	Total 2022
Analysis of charitable activities by function		
	£	£
Salaries & NI'ers	1,341,439	1,072,292
Pension	29,227	21,235
Staff and volunteer training	20,069	28,693
Staff & volunteer supervision	47,204	30,340
Staff travel and expenses	14,752	7,354
Recruitment	5,050	4,832
Freelance fees	50,922	59,870
Client Services	16,099	11,012
Book-keeping & payroll	25,557	17,317
Room hire & refreshments	7,650	4,405
Rent & management fee	35,838	24,458
Water & rates	1,421	1,951
Light & heat	2,376	1,857
Insurance	3,487	3,119
Repairs & maintenance	12,376	2,717
Cleaning	8,125	3,447
Equipment lease	2,438	2,438
Equipment expensed	6,621	2,918
IT support	14,714	19,250
Office supplies	840	1,272
Printing	2,598	2,761
Website	2,600	1,728
Advertising & promotion	2,066	1,839
Telephone	18,378	23,019
Memberships & subscriptions	9,729	6,873
Depreciation	272	272
Miscellaneous expenses	1,211	3,154
Bank charges	328	18
Staff Welfare	6,224	4,282
Legal & professional	1,140	-
HR Support	13,081	5,588
Trustee Expenses	-	1,080
Consultancy Fees	11,208	44,947
Audit and Accountancy Fees	3,600	5,122
	<u>1,718,640</u>	<u>1,421,460</u>

5. *Net income for the year*

	2023	2022
This is stated after charging:	£	£
Depreciation	272	272
Auditors remuneration	3,600	5,122
	<u>3,872</u>	<u>5,394</u>

THE SURVIVORS' NETWORK LIMITED

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

6. *Staff Costs*

	2023	2022
	£	£
Salaries and wages	1,222,257	991,118
Social Security costs	119,182	81,174
Pension costs	29,227	21,235
	<u>1,370,666</u>	<u>1,093,527</u>

The charity relies on the dedicated support of volunteers in delivering its Helping and Email Support Services, it is not possible to quantify the amount of this contribution.

Breakdown by department:

	2023	2022
	£	£
ISVA Service	15	13
Counselling	3	2
Volunteer Led Services	2	2
Children & Young Peoples Services	8	8
Business Development	7	6
Welcome Workers	9	6
Core team	5	3
	<u>49</u>	<u>40</u>

The average number of persons employed by the company during the year was 49 (2022: 40).

One employee received emolument in excess of £60,000 (2022: one)

Survivors Network considers that the key management personnel comprise the Board of Trustees and the CEO. The total employee benefits of the key management personnel of the charity were £64,783 in the year (2022: £60,775)

7. *Trustees' Remuneration and Reimbursed Expenses*

No trustees received any remuneration or benefits from the charity in the year (2022: £nil). There were no expenses reimbursed to trustees during the year (2022: £nil).

THE SURVIVORS' NETWORK LIMITED

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

8. *Commitments under operating leases*

At 31st March 2023, the charity had the following commitments under non-cancellable operating leases payable as follows:

	2023	2022
	£	£
Premises		
Payments due:		
Within one year	30,200	7,000
Between two and five years	33,117	16,917
After five years	-	-
	<u>63,317</u>	<u>23,917</u>

A lease was taken out for an office in Eastbourne in 2021, this is a 5-year non-cancellable operating lease. The rent payable is £7,000 per year. The lease for the Brighton office is due for renewal on March 2025. The rent payable is £23,200 per year.

Equipment

Payments due:		
Within one year	2,347	2,366
Between two and five years	9,389	3,550
	<u>11,736</u>	<u>5,916</u>

9. *Related party transactions*

Fee income totalling £2,020 was received in the year from an organisation called Social Finance, the director of which is also a trustee of the charity. The transactions were conducted at arms length (2022: £nil).

10. *Tangible Fixed Assets*

	Computer Equipment £	Office Equipment £	Bike 2 Work	Total £
Cost				
At 1st April 2022	28,303	2,120	816	31,239
Additions	-	-	-	-
At 31st March 2023	<u>28,303</u>	<u>2,120</u>	<u>816</u>	<u>31,239</u>
Depreciation				
At 1st April 2022	28,303	2,120	544	30,967
Charge for the year	-	-	272	272
At 31st March 2023	<u>28,303</u>	<u>2,120</u>	<u>816</u>	<u>31,239</u>
Net Book Value				
At 31st March 2023	-	-	-	-
At 31st March 2022	<u>-</u>	<u>-</u>	<u>272</u>	<u>272</u>

THE SURVIVORS' NETWORK LIMITED

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

11. Debtors

	2023	2022
	£	£
Prepayments	10,315	5,693
Other debtors	4,303	1,750
Accounts Receivable	67,065	830
	<u>81,683</u>	<u>8,273</u>

12. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Deferred income (see Note 13)	139,314	139,176
Accounts Payable	4,531	7,180
Accruals	13,256	5,182
PAYE	29,555	25,972
Pensions Payable	6,041	5,101
	<u>192,697</u>	<u>182,611</u>

13. Deferred income

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	<u>139,314</u>	<u>139,176</u>
Movements in the year:		
Deferred income at 1 April 2022	139,176	73,881
Released from previous periods	(139,176)	(73,881)
Resources deferred in the year	139,314	139,176
Deferred income at 31 March 2023	<u>139,314</u>	<u>139,176</u>

14. Analysis of Net Assets between Funds

	Tangible Fixed Assets	Net Current Assets	Total 2023
	£	£	£
Restricted Funds	-	-	-
Unrestricted Funds	-	532,170	532,170
	<u>-</u>	<u>532,170</u>	<u>532,170</u>

THE SURVIVORS' NETWORK LIMITED

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

15. Movement in Funds

	Balance 1 April 2022	Income	Expenditure	Transfer	Balance 31 March 2023
	£	£	£	£	£
Restricted Funds					
PCC DVSA	-	371,278	(371,278)	-	-
Another Way Women	-	5,000	(5,000)	-	-
Chalk Cliff Trust	-	5,000	(5,000)	-	-
Lawson Trust	-	5,000	(5,000)	-	-
Sussex Community Fund	-	5,000	(5,000)	-	-
Small Grants and Donations	-	19,820	(19,820)	-	-
Rape Support Fund – Ministry of Justice	-	224,405	(224,405)	-	-
Sussex EMDR group	2,871	-	(2,871)	-	-
Sussex PCC	-	537,976	(537,976)	-	-
The Diocese of Chichester	-	28,954	(28,954)	-	-
The National Lottery Community Fund	-	157,360	(157,360)	-	-
NHS Additional Funding	-	112,921	(112,921)	-	-
Mankind	-	23,726	(23,726)	-	-
	2,871	1,496,440	(1,499,311)	-	-
Unrestricted Funds					
General	384,954	246,545	(219,329)	-	412,170
Designated Funds					
Fixed Asset Fund	-	-	-	-	-
Business Development Fund	120,000	-	-	-	120,000
	504,954	246,545	(219,329)	-	532,170
Total Funds	507,825	1,742,985	(1,718,640)	-	532,170

Purpose of restricted funds:

PCC DVSA - commission for the provision of a range of sexual violence support services.

Another Way Women – to support group and holistic work

Chalk Cliff Trust – to support group and holistic work

Lawson Trust – to support group and holistic work

Sussex Community Foundation – for the provision of groupwork

Small Grants and Donations – to support services for survivors of sexual violence and abuse

Sussex EMDR Group – this is for resources for the therapists, memberships and attending the EMDR conference and training

Rape Support Fund - the provision of services to survivors of sexual violence.

THE SURVIVORS' NETWORK LIMITED

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

Sussex PCC - the delivery of a variety of support services for survivors of sexual violence and abuse

The Diocese of Chichester - the provision of an advocacy service for those who have experienced sexual violence or abuse within the context of the Diocese of Chichester.

The National Lottery Community Fund – the provision of a specialist service for young people.

NHS Additional Funding – to support the management of the adult counselling waiting list

Mankind – For the provision of an ISVA to support male-identified survivors

Purpose of designated funds:

Business Development Fund - In 2020 the Trustees made the decision that during the year 2020-2021 they would invest £120,000 of the reserves in business development and in recruiting a dedicated team to work on education, training, campaigning and income diversification. This project took longer to roll out than we had anticipated, and this, along with the immediate increase in income generation, meant that we took the decision to roll over the income from our reserves into the year to 31st March 2024.

Movement in Funds – year ended 31st March 2022

	Balance 1 April 2021	Income	Expenditure	Transfer	Balance 31 March 2022
	£	£	£	£	£
Restricted Funds					
BBC Children in Need	-	40,295	(40,295)	-	-
PCC DVSA	-	371,278	(371,278)	-	-
Rape Support Fund – Ministry of Justice	-	136,081	(136,081)	-	-
Sussex EMDR group	-	3,000	(129)	-	2,871
Lloyds Bank Foundation	-	29,907	(29,907)	-	-
Sussex PCC	34,700	415,450	(450,150)	-	-
The Diocese of Chichester	-	28,104	(28,104)	-	-
The National Lottery Community Fund	-	152,777	(152,777)	-	-
NHS Additional Funding	-	40,905	(40,905)	-	-
NHS Covid Funding	-	30,100	(30,100)	-	-
	34,700	1,247,897	1,279,726	-	2,871

THE SURVIVORS' NETWORK LIMITED

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

	Balance 1 April 2021	Income	Expenditure	Transfer	Balance 31 March 2022
	£	£	£	£	£
Unrestricted Funds					
General	282,862	243,826	(141,734)	-	384,954
Designated Funds					
Fixed Asset Fund	-	-	-	-	-
Business Development Fund	120,000	-	-	-	120,000
	<u>402,862</u>	<u>243,826</u>	<u>(141,734)</u>	<u>-</u>	<u>504,954</u>
Total Funds	<u>437,562</u>	<u>1,491,723</u>	<u>(1,421,460)</u>	<u>-</u>	<u>507,825</u>

16. Post Balance Sheet Events

In April 2022 The Survivors' Network became aware via social media of a legal action being taken against the charity for alleged breach of the Equality Act for welcoming trans women into our women only services. The charity has since received details of the claim and is very grateful to have been offered and has accepted pro bono legal support from the law firm, Reed Smith LLP. The charity has notified the Charities Commission of the claim.

This is a non-adjusting event.

THE SURVIVORS' NETWORK LIMITED

England & Wales - Charity number 1144878

Accounts

THE SURVIVORS' NETWORK LIMITED

**Financial Statements
31 March 2022**

**Registered Company Number: 07780363
Registered Charity Number: 1144878**

THE SURVIVORS' NETWORK LIMITED

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THE SURVIVORS' NETWORK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees (who are also directors): Trisha Brandon
Sophie Gibson (Chair)
Caroline Elliker
Caryn Swart
Jenny Stone
Shalini Nair
Charlotte Mist
Sara Parsonage

Registered Company Number: 07780363

Registered Charity Number: 1144878

Registered Office: 6a Pavilion Buildings
Brighton
BN1 1EE

CEO: Jay Breslaw

Bankers: The Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Auditor: West & Berry
Mocatta House
Trafalgar Place
Brighton
BN1 4DU

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

ORGANISATIONAL STRUCTURE AND MANAGEMENT

The trustees present their annual report and financial statements for the year ended 31 March 2022.

These have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The Survivors' Network Limited is a charitable company limited by guarantee, registered in England & Wales (charity number 1144878); it was incorporated on 20th September 2011 and registered as a charity on 1st December 2012. The organisation was formerly known as Survivors Network (Sussex), an unincorporated charity (charity number 1000961) which was set up in 1990 and which transferred its net assets to the newly constituted company on 1st July 2012.

The Survivors' Network Limited was established under a Memorandum of Association, which describes the objects and powers of the charitable company; it is governed under its Articles of Association. Under those Articles, new Trustees are elected or co-opted by the Trustees on to the Board.

Governance and decision making

The Board of Trustees governs The Survivors' Network Limited and meets at least 6 times a year to discuss and review strategy, planning, development and financial matters. Day-to-day management of the organisation is delegated to the CEO.

The Trustees who served during the year are:

Caroline Elliker
Caryn Stewart
Sara Parsonage
Jenny Stone
Shalini Nair
Sophie Gibson
Trisha Brandon
Sarah Tighe-Ford (resigned 21 September 2021)
Charlotte Mist (appointed 16 April 2021)

Recruitment, appointment, induction and training of Trustees

Trustee positions are advertised via a wide range of channels including: social media; Community Works, (the voluntary sector membership organisation for Brighton and Hove and West Sussex); partner agencies across Sussex and a targeted list of organisations supporting equalities groups. When appropriate the trustees will advertise for trustees with specific skills or expertise. An induction programme is provided for all new trustees.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

Pay policy for senior staff

The pay of the CEO is reviewed annually by the remuneration committee. Staff pay structures are currently reviewed by Finance committee. Frameworks for pay review include: the need to incentivise staff; remuneration trends in the sector and any statutory or legal requirements.

OBJECTS, ACTIVITIES AND BENEFITS

Objects

To relieve the distress of survivors of all forms of sexual violence by providing counselling, advice and support to such survivors, their partners and their families and by raising awareness of sexual violence.

To achieve these aims we develop, provide and manage all of our services within a feminist analysis of sexual violence and an empowerment principle. We recognise that sexual violence disproportionately affects women and girls and is both a cause and consequence of inequality and discrimination. We are committed to challenging such discrimination and to delivering services which are run by women for women and women-only spaces form part of our service offer.

However, we recognise that sexual violence impacts on people of all genders in unique ways and work to provide our services accordingly. Trans inclusive feminism is key to our values and central to our service. We consider the lack of services and funding for people of all genders is a feminist issue. We are actively part of the solution to this inequality through direct service delivery and partnerships.

Vision

Uniting to confront sexual violence, abuse and harassment so that no one has to face the impacts alone

Mission

- Delivering accessible, survivor-centred services across Sussex
- Empowering our communities to stand up against sexual violence, abuse and harassment through education, training and campaigning
- Demonstrating and advocating for intersectional feminist leadership

Our work is underpinned by our core values

We are compassionate

We hear, we listen, and we believe survivors. We take care of ourselves so that we can support others. We set boundaries and we uphold them too, while always striving to understand the needs and perspectives of our communities.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

We are empowering

We create space for all voices to be heard. We lift each other up and believe that we're all leaders. We understand the importance of communication and feel confident to challenge and to ask questions. We're transparent and take ownership of our decisions, even the difficult ones.

We are collaborative

We're stronger together, so we work with others to build valuable relationships. Many of us are survivors ourselves and survivor voices are woven into everything we do. We're constantly learning, understanding our own privileges and seek to dismantle bias and discrimination both within and outside our organisation

We are brave

We seek out new ideas and speak up for our beliefs. With the courage to try new ways of doing things, we learn and unlearn as we go. Our feminist leadership empowers us to be creative and innovative, celebrating our successes and learning from our mistakes

Main Activities

Survivors' Network is the Rape Crisis Support Service for Sussex.

The main activities include:

The provision of therapeutic and support services for survivors of rape and sexual violence of all ages and genders. These include

1. Adult Therapeutic Support

- 1:1 counselling
- Therapeutic group work

2. Psychoeducation and Peer Support

- Groupwork

3. Holistic Support including Art, Yoga, Homeopathy, Trauma sensitive mindfulness

- Groupwork
- 1:1 support

4. Independent Sexual Violence Advisors (ISVA's) supporting survivors going through the criminal justice process, supporting People Who Experience Racism (PWER) and those who have Multiple and Complex Needs (MCN)

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

5. Children and Young People's specialist service

- CYP ISVA
- YP Counselling
- Outreach work

6. Telephone helpline and email service

7. Training and Awareness raising

- Delivering training on a wide range of topics related to sexual violence to individuals, local businesses and educational establishments
- Raising awareness through targeted outreach, fundraising, communications and social media.

We have continued to expand our outreach into communities across the three Sussex local authority areas and we have developed informal and formal partnerships with a range of agencies and organisations across the county.

Informally we act as a critical friend to Sussex Police, amplifying service user voices to effect tangible process change.

We offer our services through a range of methods: face to face support, online direct support, phone support and online resources. We have adopted a hybrid model of home/office working and we have two offices in Brighton and one in Eastbourne.

Volunteers

Volunteers make an important contribution to SN's work; we would not be able to deliver our Groupwork, Helpline and Email support service without their dedicated commitment. All volunteers are DBS checked and receive training relevant to their role. 22 volunteers (not counting the trustees) supported the work at Survivors' Network during 2021-22.

Delivery of public benefit

The Trustees have considered how the planned activities will contribute to the overall aims and objectives they have set and how benefit is provided to the public. Survivors' Network provides independent services open to any professional and/or self-referral.

All services are open to all women, including trans women.

The Welcome Team, ISVA Service, Children & Young People's Services and Helpline / Email are open to people of any gender.

The Trustees have complied with their duty as per the Charities Act 2011 to have due regard to Public Benefit guidance published by the Charity Commission

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

ACHIEVEMENTS AND PERFORMANCE IN 2021-2022

This year was another challenging and complex year due to the continued impact of the Covid 19 pandemic. Most staff predominately worked from home although we began to operate a hybrid model where national guidance and local covid rates allowed. Routine and regular face to face contact with clients (including group work and 1:1 work) was reinstated during the period.

The last two years have seen significant change with us finalising our vision and mission, started working on our five-year strategic plan, refreshing our organisational values and doubling our staff team.

Referrals and Demand

We received 1,706 referrals across our services and supported 1,847 clients.

This is a 117% and 74% respective increase from the previous year.

This has been made possible by the increased capacity across the organisation.

Data Collection

We have improved the scope and accuracy of recording the by the Welcome Team, in particular, we now record 'consultancy support' calls to professionals, friends and family who are supporting survivors as 'brief advice interventions' thus counting in our overall referral figures.

We are improving the robustness of our client data with the Data and Monitoring Officer coordinating a 'clean-up' of data on our case management system.

Five-Year Plan

This was the first year of our five-year strategic plan. All of the teams had devolved responsibility to develop their action plans for the year.

Well-being

We have worked with an occupational psychologist to evaluate organisational mental health. There is a good level of staff wellbeing with specific areas for development. We have begun work with consultants at 'We are Feminist Leaders' who will be working with staff to create a road map for collective care and well-being and delivering training to the staff team and trustees on how to embed Intersectional Feminist Leadership.

Values

We have reviewed and refreshed our values. These will be articulated and integrated into all policies, processes and practice throughout 22/23.

Working Groups and Equalities

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

We have expanded the number of working groups from one to three. In addition to the Racial Equality Working Group, we now have an LGBTQIA working group and a Disabilities and Accessibility Working Group. These areas plus age related issues (for older and young people), form the four key areas of equality and diversity work in our five-year plan.

Helpline & Email Support

We received a total of 221 contacts to this service during 20-21.

The pandemic has been particularly impactful for volunteer-led services. Volunteers did not work from home and during the most stringent restrictions, it was challenging to keep this service running. Despite this our committed volunteers have continued to show their dedication to the organisation and the work. We have expanded our volunteer training program from four days to five days. In our last round of recruitment, we trained 10 new Helpline & Groupwork volunteers. This year, volunteers received additional training in Ritual Abuse & Dissociative Identity Disorder and Supporting People who have Experienced Racism. As a result of recruiting and inducting more volunteers, we now offer twice weekly helpline sessions, one in the evening and one in the daytime. We have worked hard to promote this service which is anonymous and supports survivors of all genders.

Groupwork

In July 21 we returned to delivering in-person Peer Support Groups. We were unable to deliver these groups while infection rates of Covid-19 were high, so we were delighted to re-launch this essential aspect of our support package. We ran two groups per week, one evening and one daytime. Sessions are run by the Groupwork Facilitator (GWF) and supported by trained volunteers. The groups have been extremely well received. They are popular and always oversubscribed. We continued to run online groups in self-care and in goal setting as we recognised the benefits of these for a range of clients. We started assessments for Trauma Sensitive Mindfulness in Jan 22. The first course began in April 22. This too was oversubscribed

Adult Counselling

We have supported 107 clients, with 2,075 sessions offered. We have received 246 referrals and conducted 105 assessments.

The service offers face to face and online sessions to clients.

The Adult Therapeutic Service is a mixed-modality team comprised of 11 therapists. The service is continually considering how best to support service users and their needs. This year two additional therapists specialising in Eye Movement Desensitisation and Reprocessing (EMDR) were recruited. EMDR is a specialist therapy designed to reduce the symptoms of Post-Traumatic Stress Disorder. There are now five EMDR therapists in the service. All therapists have received bespoke specialist training on Working with Autism and Trauma.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

Waiting times to access the service are extensive and at the end of March 2022, 831 clients were on the waiting list. The adult therapeutic service has concentrated on strategic approaches and a range of activities to address the issue of the lengthy waiting list. We identified nine activities to assist in stabilising, and in the longer term, reducing the list.

One of these was the development of an internal referral pathway with the Brighton & Hove Wellbeing Service, which allows service users eligible to access trauma work with primary care, to benefit from a streamlined access pathway meaning they can access support in approximately 12 weeks, as opposed to joining our waiting list.

We have worked with two external consultants, who have reviewed service processes and interrogated service users' feedback around their experience of accessing the adult therapeutic service. We are using their findings and recommendations to define the future shape and set up of the service. As always this is dependent on increasing available resources.

Adult Independent Sexual Violence Advisors (ISVA)

In the year, we received 146 referrals to the Adult ISVA service and supported a total of 389 clients.

21/22 saw the commencement of the new local authority contract, which furthered our expansion into West Sussex. We recruited two additional ISVA's to address the increase in client work. We are now an established presence in West Sussex with further service promotion and networking planned. Our specialist roles within the team enable us to meet the diverse needs of survivors. The ISVA for People who Experience Racism (PWER) attends a variety of drop-ins and outreach appointments, holds a full caseload of PWER clients, and is driving changes within the organisation to better support existing and/or potential PWER clients. Similarly, the ISVA's who support clients with Multiple and Complex Needs (MCN) attend established drop-in groups where they are able to see clients who may not previously have accessed SN; provide consultation to other professionals whose clients are not ready to get in touch with us; and work with the Welcome Team to enhance responsiveness to clients with additional support needs at point of entry to the organisation.

The 'No Further Action' Peer Support Group is a unique space for survivors to connect with others who have had their cases closed by the police without charge. The group offers invaluable follow-on support for survivors at a point where much of their other support drops away. The very positive feedback highlights the value of this group. Other ISVA services around the country have shown interest in this model.

The Higher Education leads in the ISVA team have connected the five main universities for Sussex in a working group: sharing best practice in improving responses to survivors from their Higher Education establishment.

The ISVA manager attends various forums to feedback and collaborate on best practice with criminal justice partners, including monthly 'Rape And Serious Sexual Offences' (RASSO) meetings with police detectives covering Sussex; the 'No Further Action' panel offering scrutiny over closed cases; a bimonthly open audience with the Survivors' Network workers, Crown Prosecution Service staff and police detectives and the Local Scrutiny Involvement Panel. She was also invited to speak at the Southeast Crown Prosecution Service Conference in London.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

Children and Young People's Service

We received 155 new referrals, in addition to 352 existing clients.

Young People's Therapeutic Support

Throughout the year we have continued delivering all our services to children and young people and have steadily increased face to face support and decreased our reliance on online support. This has meant that those young people who chose to pause their access to therapeutic support, rather than access online support, have now resumed. However, our therapists continue to offer a mixture of face to face and online support ensuring that young people who would have found accessing support at our offices difficult due to travel are able to access the specialist support they need.

In January we welcomed a new YP Therapist to our team who had a background in working creatively with children and young people. Both therapists weave Eye Movement Desensitisation and Reprocessing (EMDR), with other creative, therapeutic activities such as clay, body/movement work and sand trays.

Children and Young People's ISVA's

The ISVA team actively support children and their families in court and through the criminal justice process. Many of the cases delayed during the pandemic are now reaching the trial stage. We have been supporting children and young people across Sussex who are being introduced to the last special measure for giving evidence to be enacted from the Youth Justice and Criminal Evidence Act 1999, known as 'section 28'. Section 28 allows young and vulnerable victims to pre-record their cross examination to allow it to be used at the trial at a later date and means a child's active involvement is over at a much earlier date. We are giving thought in the team as to how we tailor our support to those children and young people who have completed their evidence but still have to wait for a trial outcome. In May, we were able to increase the capacity for our young people's ISVA service with additional funding.

Young People's Outreach

Young People's Outreach supports young people who have had an unwanted sexual experience but who are not engaged in the criminal justice process and builds relationships and raises awareness with other professionals about the impact of sexual violence and abuse. A Community of Practice has been established, where workers from services across Sussex who work with young people come together to share expertise, discuss what this specific client group are experiencing and share examples of effective multi-agency working. We anticipate going forward that we can identify gaps in service provision and provide targeted support to those who most need it.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

Partnerships

We continue to build relationships with partner agencies which has been more possible with the introduction of online meetings. We attend monthly meetings with the Police to review how we are working collaboratively to support survivors engaged in the criminal justice process. We have started a 'Trauma Pathway' with partner agencies that provide therapeutic support to survivors of sexual abuse. We attend regular multi-agency meetings set up by the local authority to look at the management of sexual harassment and harmful sexual behaviours in school. This year, as a result of 'Everyone's Invited', we have participated in awareness raising events in schools and colleges and provided consultation on how to support students with trauma and disclosures.

The Welcome Team (WT)

We received 1,444 adult referrals and 262 referrals for children and young people.

The WT completed 836 initial assessments – 709 adults, 102 young people and 25 children.

The WT have managed substantial staff and system / process changes over the last year.

The team was restructured at the beginning of the year, dividing the work between Duty (initial intake) and Assessment. A dedicated Duty Welcome Worker focussed on processing new referrals (including safeguarding concerns and eligibility criteria) before allocating a welcome worker for assessment. This has made the whole process much more efficient and streamlined.

In December 2021, a Senior Welcome Worker was recruited to the team. She line-manages the Duty Worker, oversees all intake of new referrals, the three times weekly Victim Hub interface meetings and administration. Hub meetings bring together Violence Against Women and Girls (VAWG) organisations and police to ensure safeguarding concerns are managed safely, duplicate work is avoided and service users receive consistent co-ordinated support. These meetings further embed working relationships and partnerships.

Partnerships

We have re-instated face to face work at the at the sexual health clinic in Brighton allowing a quick entry route to our services as well as offering support and signposting at the time of sexual health appointment.

The Welcome Team manager created a new pathway with an interpreting provider to ensure our service is more accessible to those that need it. This has increased the number of clients we are able to support in terms of completing assessments with interpreters and made our service more accessible.

The team also delivered training to the new specialist police recruits on the impact of sexual abuse and outlining services SN deliver and have been working in partnership with Worth Services in West Sussex to co-deliver support to ISVA clients.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

Business Development Team

We set up our Business Development Team to increase unrestricted income into the organisation and to support us in improving our approach to education, training and campaigning. Over the course of the year, we learnt much and recognised that any development team needs to sit at the heart of the organisation and ensure that there are strong feedback pathways to both service users and service delivery workers. Whilst we were extremely successful with the rolling out of the training element of the business, we recognise that we needed to reframe the income generation arm. With this in mind, the trustees agreed to move a proportion of income from our reserves into the financial year 22/23 in order to have the greatest impact.

Training

Across all our training, we have delivered training to over 900 people this year.

We recruited a Training Officer and expanded the training team to include a Trainer and Training Administrator. We received funding from the Police and Crime Commissioner to develop and deliver a Bystander Intervention package to help services, businesses and the public in Sussex to feel more confident in recognising and challenging misogynistic behaviour and sexism in their everyday lives. Our Training Officer worked closely with SN staff, Hersana CIC and the Anti-Harassment Club to develop this material and we have been delivering it (in pre-recorded and live session format) for 4 months.

The training team also developed and delivered a 2-day training package to Night-time Economy venues across Sussex, including: Revenge, Chalk, Roundhill Pub, Seven Stars Pub, Pryzm and Shooshh, with more delivery still to come. These sessions are aimed at defining the myths surrounding sexual violence, the impact of trauma on survivors and supporting staff in responding to first disclosures. In addition, the training team have fulfilled their contract with the Local Authority by continuing to provide training via the Brighton & Hove, East Sussex and West Sussex Learning Gateways.

Alongside this funded training, we have also delivered our 'Change the Culture' trainings that provide specialist information on trauma and the brain, sexual violence and the legal system and sexual violence and vicarious trauma. These sessions have been well received and are an important part of raising SN's profile as an expert training service.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

We have delivered a range of our packages, and bespoke training packages, in-house to the following organisations across the country:

- Switalskis law firm
- Veritas Justice
- Stay Belvedere Hotels Ltd
- Citizens Advice Bureau Derbyshire
- Switchboard

- Brighton and Sussex Medical School
- Plumpton College
- Sussex Community Development
- ManKind
- Mind in Brighton & Hove

- Sussex interpreting Service
- Sussex University
- Brighton University
- Connection Support
- Hope for Justice

The team have worked closely with the Communications Officer to rebrand the training, ensuring the imagery is inclusive and the slides accessible. They have also worked closely with the wider SN team, and consulted with experts in the areas, to re-instate the Higher Education training package, Sexual Harassment in the Workplace training package, Supporting Men who have experienced Sexual Violence package, and the Pre-Trial Conditions training package.

Looking Forward

We are very excited to move forward our ambitious strategy, and we know that we have much to do. In 2022 and beyond, we will be working to embed feminist leadership into our underlying principles. We will be widening our service user involvement. We will be continuing our impact and reach within other organisations who support survivors and we will continue as a critical friend to the police and Crown Prosecution Service in order to support service improvement. We will continue listening to service users and other agencies to improve our own exceptional support.

We also recognise the importance of continuing to diversify our income and to bringing a greater proportion of unrestricted income into Survivors' Network to continue to provide excellent, responsive services. For this reason, we decided to invest £120k from our reserves into the forthcoming year 22/23 as we are in the best place to have the greatest impact. This money will grow our fledgling Business Development Team who will focus on bringing unrestricted income into the organisation and widen our engagement through education, training and campaigning.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

Our Business Development Team consists of a Head of Business Development; Data, Monitoring and Evaluation Officer; Co-Production and Service User Involvement Officer; Communications and Insight Officer; Training Officer; Trainer and Training Administrator. This team is funded through training income, fundraising and our reserves.

Trans-inclusive feminism

Trans-inclusive feminism has always been one of our core principles and as an organisation we feel very strongly that our women-only services should be available to *all* women. Unfortunately, in April 2022, we found out via social media that legal action was being taken against us for an alleged breach of the Equality Act for welcoming trans women into our women only services. We strongly deny the allegations and are receiving pro bono legal support from the law firm, Reed Smith LLP to defend ourselves. We recognise the risk that this case poses for Survivors' Network and for the charity sector, and we are working hard to ensure that the legal case doesn't divert us from our essential mission supporting survivors of sexual violence, their supporters and the wider community.

Service User voice

We regularly ask our clients to tell us about the difference our service has made to them. In this the second year of the pandemic, the improvements that the service has made in the lives of our service users is comparable with 20/21, when we saw a decline in outcomes for clients. We have noticed a significant decline in the mental health and complexity of clients accessing our service over the two years of the pandemic. This naturally has had an impact on the levels of improvement we have seen as a result of our interventions. We have recruited a Co-Production and Service User Involvement Officer who will begin work on centring marginalised voices as well as developing our processes for collecting feedback and evaluation.

Feedback from clients across all our services tells us that:

64% have experienced an improvement in their health and wellbeing whilst using our services, 28% have experienced no change and 8% have felt their health and wellbeing has deteriorated.

60% feel better able to cope with everyday life, 30% have experienced no change, and 10% feel less able to cope.

67% have increased feelings of safety, 26% have experienced no change and 7% feel more unsafe

70% of clients feel more informed and empowered to act, 23% have experienced no change in this with 7% feeling less informed and empowered to act than they were previously.

We know that our support makes a difference because our clients also tell us.

Here is some of the qualitative feedback we have received over the past year.

Thank you so much for all this thorough information. I have really valued the initial support over the phone with yourself and the service so thank you. It is great to know there is a helpline as I have found some days extremely lonely in this process with a couple of friends who are open to talking but it is still hard to explain and you are not sure how far they really understand the feelings involved.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

Survivors' network have been absolutely amazing, their counsellors are the BEST people I've ever worked with.

The peer support group has been life changing.

Thank you and thank you even more for helping me get through the last few weeks. I will be forever grateful that you phoned me back that day and cared enough to give up your time to make sure that I received some support. Your kindness and gentle way of providing support and understanding has made me realise that there are some lovely people in this world (or in Sussex anyway) at a time when I am finding that almost impossible to believe. I will try and survive this, even if it's just by reminding myself that you did care enough to help me over those 3 weeks...I hope you know that I really really appreciate it all.

I'm deeply appreciative for everything that you have done for me, the resources you have provided and the support you have given me. You've made such a huge impact on me & I wanted you to know how grateful I am.

You've made this so much easier, I will be forever grateful. It has been an incredible comfort to have you in my corner.

Thank you - for listening, for understanding for not judging, for seeing the person behind all of this, for not giving up on me, for putting up with my sorrys, just for everything. I couldn't have done this alone. The fact its hard to end is testament to the impact you had. I'm not sure I would have had any strength or resilience if I didn't have your support. As someone that finds it hard to trust and hard to open up you broke some of the barriers for that I will be forever grateful

When I spoke to [Name] for the first time I think she was the first person that had ever truly listened to me and my story with care and a genuine interest in my circumstances. Throughout my entire case [Name] has been my one and only true support and I will be forever grateful. I truly believe the world sent [Name] to me to give me strength... and that she did! [Name] has been so valued throughout this process and I could not imagine having a better person to have helped me through it.

Went here after being let down by services aimed at individuals who were neuro diverse. The prior services left me at risk. This service actually asked about how my needs and how they could be met. A first.

'The service has just been absolutely amazing, I tried other people and paid for psychotherapy in the past but [counsellor's name] is the best person ever. She is so understanding and helpful. She is incredible, anyone would be lucky to have her as a therapist. She changed my life.'

I'd just like to feedback how much the call has helped me to feel able to come along to the group. I've thought about signing up for groups before but it always felt too scary. I'm now feeling reassured and as if I have all the information I need. ' (re: peer support group IA)

I can't fully put into words how helpful and supportive you have been throughout this process. From the moment you reached out to me things became far more understandable and do-able. Thank you so so much.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

Our door to our cage has finally opened for our journey to start with freedom and no dark clouds over us. We thank you so much [Children's ISVA]. You have been a rock of support for us.

Words really cannot express how thankful we are for your support throughout this very long ordeal. I really don't know how I would of coped or had the strength to keep going without your support.

It's taken me 17 years to find this group and in 3 weeks it's made so much difference to my life as I know I'm not alone in my experience.

Thank you to all of the amazing volunteers that keep the group running. I think the group is a vital service for many survivors' wellbeing. I hope the group continues to run, and that more services are offered if possible, due to the positive impact that it has on our mental health.

I am immensely grateful for the work you do. It's changing my life.

All day I have been trying to think of words to express how grateful and relieved I am to have your support. Obvs nothing has changed with the case yet but last night I slept from midnight until 9am without waking up even once. It's incredible. For the first time since September. I've not been sleeping for more than 3hrs at a time and often waking up every half an hour. I actually woke up feeling like I had a little energy. Thank you so so much. I really can't thank you enough.

FINANCIAL REVIEW

Overview

The year ended 31st March 2022 recorded net income over expenditure of £70,263 (2021: £117,556), of which £102,092 was unrestricted and £ (31,829) restricted. Total unrestricted reserves now stand at £504,954 (2021: £402,862) and restricted reserves at £2,871 (2021: £34,700).

Total income for the year ended 31st March 2022 amounted to £1,491,723 compared to £1,205,081 in the previous year, an increase of £286,642 . A breakdown of grants received is shown in Note 2 and 3 to the accounts.

Total expenditure for the year ended 31st March 2022 amounted to £1,421,460 compared to £1,087,525 in the previous year, an increase of £333,935.

In line with SORP FRS (102), expenditure is analysed into two main categories; charitable activities and raising funds for the charity. In the year ended 31st March 2022 all expenditure was on charitable activities, as it was in the previous year.

Reserves Policy

Survivors' Network is committed to using its resources in pursuit of its charitable objectives. However, the trustees also place great importance on the long-term sustainability of the charity, particularly at a time when the availability of future funding sources is so uncertain. The reserves policy has been set accordingly.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

Survivors' Network seeks to maintain a level of reserves that will enable it to:

- meet ongoing liabilities as they fall due;
- ensure that all service delivery commitments can be met and to protect the long-term future of the charity
- enable further investment in the development of the charity
- provide capacity to manage unexpected losses of income or increases in costs to ensure that services can be maintained

Taking all of the above into consideration, the trustees consider it prudent to maintain a level of free reserves that would cover between 3 and 6 months' worth of expenditure. This would allow the trustees sufficient time to take appropriate action in the event that income fell below operational requirements.

At 31 March 2022 free reserves were £504,682. This represents approximately 4 months' worth of expenditure at current levels, and is therefore within the target range.

In 2020 the Trustees made the decision that during the year 2020-2021 we would invest £120,000 of our reserves in business development and recruiting a dedicated team to work on education, training, campaigning and income diversification. This project took longer to roll out than we had anticipated, and this, along with the immediate increase in income generation meant that we took the decision to roll over the income from our reserves into the following year.

RISK REVIEW

The Trustees have conducted their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and events and to ensure consistent quality of delivery for all operational aspects of the charity. These procedures are reviewed periodically to ensure that they still meet the needs of the charity.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company as at the end of the year and of the surplus or deficit of the company for that period. In preparing those 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 judgements and estimates that are reasonable and prudent;
- State whether UK applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for:

- Keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Companies Act 2006,
- Safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

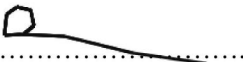
So far as the trustees (directors) are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all steps that she ought to have taken as a trustee in order to make herself aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

SMALL COMPANY EXEMPTIONS

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

17.11.2022

This report was approved by the Board on

Signed on behalf of the Board by


Sophie Gibson (Chair of Trustees)

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

Opinion

We have audited the financial statements of The Survivors' Network Limited ('the charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, Balance Sheet, Cash flow Statement and Notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 charitable company's ability to continue as a going concern for a period of at least 12 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.

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 requires us to report to you if, in our opinion:

- adequate and proper 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report.

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 17], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either

intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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.

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks. In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charitable company and the sector in which it operates. We determined that the following laws and regulations were most significant: the Charities SORP (FRS 102), Companies Act 2006, GDPR, safeguarding and UK employment laws.
- We obtained an understanding of how the charitable company is complying with the legal and regulatory frameworks by making inquiries to management.
- We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur.

Audit procedures performed by the engagement team included:

- identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- made enquiries with management, including consideration of known or suspected instances of fraud or non-compliance;
- assessing the extent of compliance with the relevant laws and regulations.
- challenging assumptions and judgments made by management in its significant accounting estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual account combinations;
- performed analytical procedures to identify any unusual or unexpected relationships; and
- investigated the rationale behind significant or unusual transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). For instance, the further removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognise non-compliance.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Michelle Westbury FCCA

.....
Signature

Michelle Westbury FCCA (Senior Statutory Auditor)
For and on behalf of West & Berry Limited
Statutory Auditor
Mocatta House
Trafalgar Place
Brighton
BN1 4DU

21 November 2022
Date:

THE SURVIVORS' NETWORK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted Funds	Restricted Funds	Total 2022	Unrestric ted Funds	Restricted Funds	Total 2021
		£	£	£	£	£	£
	Note						
Income from:							
Donations & Fundraising	2	95,587	225,979	321,566	45,026	299,454	344,480
Charitable activities:							
Service delivery	3	111,667	1,021,918	1,133,585	97,500	754,651	852,151
Fees		36,544	-	36,544	8,450	-	8,450
Other trading activities		-	-	-	-	-	-
Investments		28	-	28	-	-	-
Total		243,826	1,247,897	1,491,723	150,976	1,054,105	1,205,081
Expenditure on:							
Raising funds		-	-	-	-	-	-
Charitable activities	4	141,734	1,279,726	1,421,460	28,921	1,058,604	1,087,525
Total		102,092	(31,829)	1,421,460	28,921	1,058,604	1,087,525
Net (expenditure)/income		102,092	(31,829)	70,263	122,055	(4,499)	117,556
Transfers between funds		-	-	-	-	-	-
Net movement in funds		102,092	(31,829)	70,263	122,055	(4,499)	117,556
Reconciliation of funds:							
Funds brought forward		402,862	34,700	437,562	280,807	39,199	320,006
Funds carried forward		504,954	2,871	507,825	402,862	34,700	437,562

All amounts relate to continuing activities.

There have been no recognised gains or losses other than the result for the financial year and all surpluses or deficits have been accounted for on an historical cost basis.

The Statement of Financial Activities also complies with the requirements of an income and expenditure account under the Companies Act 2006.

The notes on pages 25 to 35 form part of these financial statements.

THE SURVIVORS' NETWORK LIMITED

BALANCE SHEET AS AT 31 MARCH 2022

	Note	£	2022 £	£	2021 £
Fixed Assets	10		272		544
Current Assets					
Debtors	11	8,273		11,843	
Cash at Bank and in Hand		<u>681,891</u>		<u>535,142</u>	
		690,164		546,985	
Current Liabilities					
Creditors - Amounts falling due within one year	12	182,611		109,967	
Net Current Assets			<u>507,553</u>		437,018
Net Assets	13		507,825		437,562
Represented by:					
Unrestricted Funds:	14				
- General			384,954		282,862
- Designated			120,000		120,000
Restricted Funds	14		<u>2,871</u>		<u>34,700</u>
			507,825		437,562

The financial statements on pages 22 to 35 were approved by the board of Directors on

17.11.2022

..... and were signed on its behalf by:


.....

Sophie Gibson
(Chair of Trustees)

Company Number: 07780363

The notes on pages 25 to 35 form part of these financial statements.

THE SURVIVORS' NETWORK LIMITED

CASHFLOW STATEMENT AS AT 31 MARCH 2022

	2022	2021
	£	£
Net Movement in Funds	70,263	117,556
Add back depreciation charge	272	5,204
Deduct interest income shows in investing activities	(28)	-
(Increase)/Decrease in debtors	3,570	47,487
Increase/(Decrease) in creditors	72,644	12,445
Net cash inflow/(outflow) from operating activities	<u>146,721</u>	<u>182,692</u>
Cash flows from investing activities		
Purchase of a fixed asset	-	(816)
Interest income	<u>28</u>	<u>-</u>
Net cash provided by/ (used in) investing activities	146,749	181,876
Change in cash and cash equivalents in the year	<u>146,749</u>	<u>181,876</u>
Cash and cash equivalents at the beginning of the year	535,142	353,266
Cash and cash equivalents at the end of the year	<u>681,891</u>	<u>535,142</u>

Analysis of cash and cash equivalents	At 1 April 2021	Cash flow	Non-cash changes	At 31 March 2022
	£	£	£	£
Cash at bank and in hand	<u>535,142</u>	<u>146,749</u>	-	<u>681,891</u>
	<u>535,142</u>	<u>146,749</u>	-	<u>681,891</u>

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting Policies

Charity information

The Survivors' Network is a charitable company limited by guarantee and incorporated in England and Wales. The registered office is the same as the principal address of the charity, 6a Pavilion Buildings, Brighton BN1 1EE

(a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. The accounts comply with FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The charity meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

These financial statements have been prepared on the going concern basis. The charity has sufficient reserves, and the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(b) Income

All income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from contracts is recognised on an earned basis in the year in which the conditions for receipt are met.

(c) Expenditure

Expenditure is recognised in the period in which it is incurred.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. Support costs include central functions and have been allocated to activity cost categories on the basis consistent with the use of resources. Allocations are predominantly based on usage and staff time expended.

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 - CONTINUED

1. Accounting Policies (continued)

(d) Tangible Fixed Assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows

Computer Equipment	straight line basis over 4 years
Office Equipment	straight line basis at over 4 year

(e) Fund Accounting

The accounts distinguish between restricted and unrestricted funds. The former have been raised by the charity for specific purposes or are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees for expenditure on its objects or appropriated to reserves for internally designated purposes.

(f) Operating Leases

Rentals payable under operating leases are charged on a straight line basis over the terms of the lease.

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 – CONTINUED

2. Voluntary Income

	Unrestricted Funds £	Restricted Funds £	2022 Total £	Unrestricted Funds £	Restricted Funds £	2021 Total £
Donations	40,866	3,000	43,866	18,927	-	18,927
Grants:						
Neighbourly Foundation	5,000	-	5,000	6,099	-	6,099
Brighton & Hove City Council (Community & Third Sector)	-	-	-	-	-	-
BDNA	-	-	-	-	-	-
BUPA	-	-	-	5,000	-	5,000
Rotary Club	-	-	-	-	-	-
Sussex Community Fund	-	-	-	10,000	-	10,000
One Family Foundation	-	-	-	5,000	-	5,000
National Lottery Community Fund	-	152,777	152,777	-	146,856	146,856
Children in Need	-	40,295	40,295	-	39,919	39,919
MOJ Funding – Covid 19	49,721	-	49,721	-	52,453	52,453
Lloyd Bank Foundation	-	29,907	29,907	-	29,507	29,507
Sussex PCC – Covid 19	-	-	-	-	30,719	30,719
	95,587	225,979	321,566	45,026	299,454	344,480

3. Income from charitable activities –service delivery

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds	Restricted Funds	Total 2021 £
Brighton & Hove City Council (Talking Therapies)	97,500	-	97,500	97,500	-	97,500
PCC DVSA (formerly Brighton & Hove / East Sussex RISE)	-	371,278	371,278	-	133,648	133,648
Brighton & Hove / East Sussex RISE (additional services)	-	-	-	-	43,573	43,573
Rape Support Fund - Office for Criminal Justice Reform	-	136,081	136,081	-	136,080	136,080
NHS Funding – COVID 19	-	30,100	30,100	-	66,799	66,799
Sussex PCC	14,167	415,450	429,617	-	346,447	346,447
NHS Additional Funding	-	40,905	40,905	-	-	-
The Diocese of Chichester	-	28,104	28,104	-	28,104	28,104
	111,667	1,021,918	1,133,585	97,500	754,651	852,151

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 – CONTINUED

Received in this year but deferred until 2022/23:

	Unrestricted Funds £	Restricted Funds £	Total 2022
NHS Additional Funding	-	40,906	40,906
Sussex PCC Training	-	70,833	70,833
The National Lottery Community Fund	-	27,437	27,437
	-	139,176	139,176

Received in 2020/21 but released to income in this year:

	Unrestricted Funds £	Restricted Funds £	Total 2021
NHS Funding Covid	-	30,100	30,100
Children in Need	-	10,074	10,074
The National Lottery Community Fund	-	26,681	26,681
Diocese of Chichester	-	7,026	7,026
	-	73,881	73,881

Income is deferred when any performance conditions attached to the entitlement to funds has not been fully met.

4. Expenditure on charitable activities

	Direct cost of running activity		Staff & volunteer support costs		Overhead support costs		Governance support costs		Total	Total
	2022 £	2021 £	2022 £	2021 £	2022 £	2021 £	2022 £	2021 £	2022 £	2021 £
ISVA Service	388,017	267,347	53,767	56,513	66,821	81,959	2,228	1,123	510,833	406,942
Counselling	147,072	135,910	20,379	28,729	25,327	41,665	844	571	193,622	206,875
Volunteer led Children & Young Peoples Business Development Welcome Workers	57,713	60,259	7,997	12,738	9,939	18,473	332	253	75,981	91,723
	211,086	177,038	29,250	37,423	36,351	54,274	1,213	743	277,900	269,478
	116,388	-	16,128	-	20,043	-	669	-	153,228	
	159,432	73,914	22,092	15,624	27,456	22,659	916	310	209,896	112,507
	<u>1,079,708</u>	714,468	<u>149,613</u>	151,027	<u>185,937</u>	219,030	<u>6,202</u>	3,000	<u>1,421,460</u>	1,087,525

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 – CONTINUED

	Total 2022	Total 2021
Analysis of charitable activities by function		
	£	£
Salaries & NI'ers	1,072,292	729,880
Pension	21,235	14,825
Staff and volunteer training	28,693	41,534
Staff & volunteer supervision	30,340	27,150
Staff travel and expenses	7,354	2,120
Volunteer expenses	-	-
Recruitment	4,832	3,263
Freelance fees	59,870	48,891
Client Services	11,012	16,515
Book-keeping & payroll	17,317	11,261
Room hire & refreshments	4,405	325
Rent & management fee	24,458	22,556
Water & rates	1,951	1,766
Light & heat	1,857	1,697
Insurance	3,119	2,915
Repairs & maintenance	2,717	15,253
Cleaning	3,447	6,745
Equipment lease	2,438	2,366
Equipment expensed	2,918	34,731
IT support	19,250	9,306
Office supplies	1,272	9,683
Printing	2,761	1,479
Website	1,728	2,016
Information & publications	-	-
Advertising & promotion	1,839	1,192
Telephone	23,019	14,043
Memberships & subscriptions	6,873	7,343
Depreciation	272	5,204
Miscellaneous expenses	3,154	3,688
Bank charges	18	47
Staff Welfare	4,282	
Legal & professional	-	908
HR Support	5,588	
Trustee Expenses	1,080	
Consultancy Fees	44,947	45,823
Audit and Accountancy Fees	5,122	3,000
	<u>1,421,460</u>	<u>1,087,525</u>

5. *Net income for the year*

	2022	2021
This is stated after charging:	£	£
Depreciation	272	5,204
Auditors remuneration	3,600	3,000
	<u>3,872</u>	<u>8,204</u>

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 – CONTINUED

6. *Staff Costs*

	2022	2021
	£	£
Salaries and wages	991,118	669,265
Social Security costs	81,174	60,616
Pension costs	21,235	14,825
	<u>1,093,527</u>	<u>744,706</u>

Breakdown by department:

	2022	2021
	£	£
ISVA Service	13	10
Counselling	2	2
Volunteer Led Services	2	1
Children & Young Peoples Services	8	7
Business Development	6	-
Welcome Workers	6	3
Core team	3	3
	<u>40</u>	<u>26</u>

The average number of persons employed by the company during the year was 40 (2021: 26).

One employee received emolument in excess of £60,000 (2021: NIL)

Survivors Network considers that the key management personnel comprise the Board of Trustees and the CEO. The total employee benefits of the key management personnel of the charity were £60,775 in the year (2020: £48,470).

The charity relies on the dedicated support of volunteers in delivering its Helping and Email Support Service. It is not possible to quantify the amount of this contribution.

7. *Trustees' Remuneration and Reimbursed Expenses*

No trustees received any remuneration or benefits from the charity in the year (2021: none). Training of £1,080 related to charity governance was paid for one trustee during the period. There were no expenses reimbursed to trustees during the year (2021: £nil).

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 – CONTINUED

8. *Commitments under operating leases*

At 31st March 2022, the charity had the following commitments under non-cancellable operating leases payable as follows:

	2022	2021
	£	£
Premises		
Payments due:		
Within one year	7,000	25,000
Between two and five years	16,917	23,945
After five years	-	-
	<u>23,917</u>	<u>48,945</u>

A lease was taken out for an office in Eastbourne in 2021, this is a 5 year non-cancellable operating lease. The rent payable is £7,000 per year. The lease for the Brighton office is due for renewal at March 2022.

Equipment

Payments due:		
Within one year	2,366	2,366
Between two and five years	3,550	5,916
	<u>5,916</u>	<u>8,282</u>

9. *Related party transactions*

There were no related party transactions in the year to disclose (2021: £100 was paid to Shalini Nair for speaking at an event run by the charity).

10. *Tangible Fixed Assets*

	Computer Equipment £	Office Equipment £	Bike 2 Work	Total £
Cost				
At 1st April 2021	28,303	2,120	816	31,239
Additions	-	-	-	-
At 31st March 2022	<u>28,303</u>	<u>2,120</u>	<u>816</u>	<u>31,239</u>
Depreciation				
At 1st April 2021	28,303	2,120	272	30,695
Charge for the year	-	-	272	272
At 31st March 2022	<u>28,303</u>	<u>2,120</u>	<u>544</u>	<u>30,967</u>
Net Book Value				
At 31st March 2022	<u>-</u>	<u>-</u>	<u>272</u>	<u>272</u>
At 31st March 2021	<u>-</u>	<u>-</u>	<u>544</u>	<u>544</u>

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 - CONTINUED

11. Debtors

	2022	2021
	£	£
Prepayments	5,693	9,453
Other debtors	1,750	1,750
Accounts Receivable	830	640
	<u>8,273</u>	<u>11,843</u>

12. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Deferred income (see Note 2)	139,176	73,881
Accounts Payable	7,180	12,808
Accruals	5,182	5,899
PAYE	25,972	17,379
Pensions Payable	5,101	-
	<u>182,611</u>	<u>109,967</u>

13. Analysis of Net Assets between Funds

	Tangible Fixed Assets	Net Current Assets	Total 2022
	£	£	£
Restricted Funds	-	2,871	2,871
Unrestricted Funds	272	504,682	504,954
	<u>272</u>	<u>507,553</u>	<u>507,825</u>

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 - CONTINUED

14. Movement in Funds

	Balance 1 April 2021	Income	Expenditure	Transfer	Balance 31 March 2022
	£	£	£	£	£
Restricted Funds					
BBC Children in Need	-	40,295	(40,295)	-	-
PCC DSVA (formerly Brighton & Hove / East Sussex RISE)	-	371,278	(371,278)	-	-
Brighton & Hove / East Sussex RISE (additional services)	-	-	-	-	-
Rape Support Fund - Office for Criminal Justice Reform	-	136,081	(136,081)	-	-
Sussex EMDR group	-	3,000	(129)	-	2,871
Lloyds Bank Foundation	-	29,907	(29,907)	-	-
Sussex PCC	34,700	415,450	(450,150)	-	-
The Diocese of Chichester	-	28,104	(28,104)	-	-
The National Lottery Community Fund	-	152,777	(152,777)	-	-
NHS Additional Funding	-	40,905	(40,905)	-	-
NHS Covid Funding	-	30,100	(30,100)	-	-
	34,700	1,247,897	1,279,726	-	2,871
Unrestricted Funds					
General	282,862	243,826	(141,734)	-	384,954
Designated Funds					
Fixed Asset Fund	-	-	-	-	-
Business Development Fund	120,000	-	-	-	120,000
	402,862	243,826	(141,734)	-	504,954
Total Funds	437,562	1,491,723	(1,421,460)	-	507,825

Movement in Funds – year ended 31st March 2021

	Balance 1 April 2020	Income	Expenditure	Transfer	Balance 31 March 2021
	£	£	£	£	£
Restricted Funds					
BBC Children in Need	-	39,919	(39,919)	-	-
Brighton & Hove / East Sussex RISE	-	133,648	(133,648)	-	-
Brighton & Hove / East Sussex RISE (additional services)	-	43,573	43,573	-	-
Rape Support Fund - Office for Criminal Justice Reform	-	136,080	(136,080)	-	-
Lloyds Bank Foundation	-	29,507	29,507	-	-
Sussex PCC	14,375	377,166	(356,841)	-	34,700
The Diocese of Chichester	-	28,104	(28,104)	-	-
The National Lottery	24,824	146,856	(171,680)	-	-
MOJ Covid Funding	-	52,453	(52,453)	-	-
NHS Covid Funding	-	66,799	(66,799)	-	-
	-	1,054,105	1,058,604	-	34,700

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 - CONTINUED

	Balance 1 April 2020	Income	Expenditure	Transfer	Balance 31 March 2021
	£	£	£	£	£
Unrestricted Funds					
General	270,807	150,976	(16,894)	(122,027)	282,862
Designated Funds					
Fixed assets	10,000	-	(12,027)	2,027	-
Business Development Fund	-	-	-	120,000	120,000
	226,068	164,571	109,832	-	402,862
Total Funds	320,006	1,205,081	(1,087,525)	-	437,562

Purpose of restricted funds:

BBC Children in Need - the provision of support for young people through counselling, group work and advocacy.

PCC DVSA - commission for the provision of a range of sexual violence support services.

Rape Support Fund - the provision of services to female survivors of sexual violence over 14 years of age.

Lloyds Bank Foundation - the development of the volunteer-led services.

Sussex PCC - the delivery of a variety of support services for survivors of sexual violence and abuse

The Diocese of Chichester - the provision of an advocacy service for those who have experienced sexual violence or abuse within the context of the Diocese of Chichester.

The National Lottery Community Fund – the provision of a specialist service for young people.

Sussex EMDR Group – this is for resources for the therapists, memberships and attending the EMDR conference and training

NHS Covid Funding – to support additional client needs relating to increased demand and service delivery amendments caused by the Covid-19 pandemic

NHS Additional Funding – to support the management of the adult counselling waiting list

Purpose of designated funds:

Business Development Fund - The Trustee board have become increasingly aware of the inherent risks that come with receiving such a large proportion of income from local and national government grants and contracts. In order to reduce this risk over the upcoming years, the Trustees have agreed to release £120k from unrestricted reserves to develop a Business Development Team within Survivors' Network to focus on alternative income generation strands.

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 - CONTINUED

15. Post Balance Sheet Events

In April 2022 The Survivors' Network became aware via social media of a legal action being taken against the charity for alleged breach of the Equality Act for welcoming trans women into our women only services. The charity has since received details of the claim and is very grateful to have been offered and has accepted pro bono legal support from the law firm, Reed Smith LLP. The charity has notified the Charities Commission of the claim.

This is a non-adjusting event: it is not possible from the information available at the date of approving the accounts to estimate any potential financial impact on the charity.

THE SURVIVORS' NETWORK LIMITED

England & Wales - Charity number 1144878

Accounts

THE SURVIVORS' NETWORK LIMITED

**Financial Statements
31 March 2021**

**Registered Company Number: 07780363
Registered Charity Number: 1144878**

THE SURVIVORS' NETWORK LIMITED

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THE SURVIVORS' NETWORK LIMITED
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees (who are also directors): Trisha Brandon
Sophie Gibson (Chair)
Caroline Elliker
Caryn Swart
Jenny Stone
Shalini Nair
Charlotte Mist
Sara Parsonage

Registered Company Number: 07780363

Registered Charity Number: 1144878

Registered Office: 6a Pavilion Buildings
Brighton
BN1 1EE

CEO: Jay Breslaw

Bankers: The Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Auditor: West & Berry
Mocatta House
Trafalgar Place
Brighton
BN1 4DU

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

ORGANISATIONAL STRUCTURE AND MANAGEMENT

The trustees present their annual report and financial statements for the year ended 31 March 2021.

These have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The Survivors' Network Limited is a charitable company limited by guarantee; it was incorporated on 20th September 2011 and registered as a charity on 1st December 2012. The organisation was formerly known as Survivors Network (Sussex), an unincorporated charity (charity number 1000961) which was set up in 1990 and which transferred its net assets to the newly constituted company on 1st July 2012.

The Survivors' Network Limited was established under a Memorandum of Association, which describes the objects and powers of the charitable company; it is governed under its Articles of Association. Under those Articles, new Trustees are elected or co-opted by the Trustees on to the Board.

Governance and decision making

The Board of Trustees governs The Survivors' Network Limited and meets at least 10 times a year to discuss and review strategy, planning, development and financial matters. Day-to-day management of the organisation is delegated to the CEO.

The Trustees who served during the year are:

Veronika Neroj-Kleszcz (resigned 1 April 2020)
Caroline Elliker (appointed 1 April 2020)
Caryn Stewart (appointed 1 May 2020)
Sara Parsonage (appointed 1 December 2019)
Sharon Marks (resigned 1 April 2020)
Jenny Stone (appointed 1 June 2020)
Shalini Nair (appointed 14 July 2020)
Sophie Gibson
Trisha Brandon

Recruitment, appointment, induction and training of Trustees

The trustees advertise trustee positions via a wide range of channels, including social media, the newsletter of Community Works, the voluntary sector membership organisation for Brighton and Hove and West Sussex, our many partner agencies across Sussex and a targeted list of organisations supporting equalities groups. When appropriate the trustees will advertise for trustees with specific skills or expertise. An induction programme is provided for all new trustees.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

Pay policy for senior staff

The pay of the senior staff is reviewed annually by the remuneration committee and normally increased in a way consistent with the overall organisation unless there are material factors warranting targeted review.

OBJECTS, ACTIVITIES AND BENEFITS

Objects

To relieve the distress of survivors of all forms of sexual violence by providing counselling, advice and support to such survivors, their partners and their families and by raising awareness of sexual violence.

- To help survivors to be more in control of their lives
- To increase people's understanding of healthy relationships
- To enable more people to speak out about sexual violence
- To help survivors improve their health and wellbeing
- To enable survivors to develop healthy relationships
- To increase survivors' awareness of available options and their ability to access support
- To improve the experience of survivors going through the Criminal Justice System
- To ensure supporters of survivors are more able to provide support

To achieve these aims we develop, provide and manage all of our services within a feminist analysis of sexual violence and an empowerment principle. We recognise that sexual violence disproportionately affects women and girls and is both a cause and consequence of inequality and discrimination. We are committed to challenging such discrimination in our work and to running services which are for women by women, and to making available women-only spaces.

However, we recognise that sexual violence impacts on people of all genders in unique ways and work to provide our services accordingly. We consider a trans inclusive feminism to be key to our values and central to our service. We consider the lack of services and funding for people of all genders to also be a feminist issue and are actively part of the solution to this inequality through direct service delivery and partnerships.

Vision

Uniting to confront sexual violence, abuse and harassment so that no one has to face the impacts alone

Mission

- Delivering accessible, survivor-centred services across Sussex
- Empowering our communities to stand up against sexual violence, abuse and harassment through education, training and campaigning
- Demonstrating and advocating for intersectional feminist leadership

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

Main Activities

The main activities of Survivors' Network are:

The provision of therapeutic and supportive services for survivors of all ages and genders.

These include

- 1:1 counselling
- Group work – Psychoeducational and Peer Support
- Independent Sexual Violence Advisors (ISVA's) supporting survivors going through the criminal justice process
- Outreach Work
- A specialist Children and Young People's Service
- A telephone helpline and email service
- Psycho-educational, exercise and arts-based workshops

Training and Awareness raising

- Training on a wide range of topics related to sexual violence
- Raising awareness through publicity, working with schools and broader communications work

We also run a quality scheme, the #OverToYou Scheme, calling on businesses in our local area to improve their responses to sexual harassment in the workplace.

We are the Rape Crisis Centre for Sussex. This year we are delighted to have expanded our offer to clients across the three Sussex counties. Whilst we continue to host our primary office in Brighton, we have opened a new office in Eastbourne. Additionally, we deliver our services from outreach locations across both East and West Sussex and have significantly increased our online support offer.

Delivery of public benefit

The Trustees have considered how the planned activities will contribute to the overall aims and objectives they have set; these in turn relaying how benefit is provided to the public. Survivors' Network provides independent services open to any statutory referral and/or self-referral. All services are open to self-identifying women, with the ISVA, Young People's Services and Helpline open to people of any gender. A female friend or supporter can attend services to aid accessibility for a service user.

The Trustees have complied with their duty per the Charities Act 2011 to have due regard to Public Benefit guidance published by the Charity Commission.

ACHIEVEMENTS AND PERFORMANCE IN 2020-2021

This year has been an exceptionally complex year regarding support for survivors of sexual violence and we have been challenged to continue providing services in the context of the global Covid-19 pandemic. In March 2020, we took the unprecedented decision to move all of our services online and to support all of our staff to work from home. As the weeks turned to months, we developed and rolled out innovative and responsive solutions to ensuring our service delivery was supportive for staff and survivors, whilst also recognising the everyday challenges and impacts. The ramifications of the pandemic rolled across the whole financial year and beyond and we worked hard and were supported by the local commissioners to ensure that we managed change in a safe coherent way.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

In 2020-21, we received 787 referrals in total across our services and supported 1063 clients during the year and whilst this is lower than in previous years, we recognise that many clients felt uncomfortable in reaching out to us due to difficulties in finding a confidential space whilst children were home schooled and other adults were in the home space.

We also recognise that this may be lower as partway through the year, we moved the whole organisation to using the same case management system and were able to create our amazing Welcome Team: streamlining referrals, minimising duplication and providing a more person-centred welcome offer to anyone accessing the service.

We have also recognised the ongoing impact of the difficult year on the mental health of many of our clients who are increasingly likely to be negatively impacted.

We were fortunate that our many funders recognised and were supportive in allowing us to spend our funds in different ways from those we had anticipated. We spent a large sum on supporting home working with essentials such as laptops and additional office furniture, as well as additional emotional support and wellbeing measures.

We were saddened by the sudden closure of our sister Rape Crisis centre, Rape Crisis Sussex and Surrey in June 2020. However, we were able to work closely with commissioners and other providers to take on some of their client work thus ensuring continuity of service for the clients who were affected.

The year was also notable due to the highlight given to issues of racial equality and equitable access to services. We have responded by creating a Racial Equality Working Group to hold a light to our processes and practises and to challenge ourselves to do better. A high point was a panel discussion chaired by our CEO Jay Breslaw called 'Looking Forward, Looking Back: A Conversation on Race and Sexual Violence'.

We further increased accessibility by partnering with Switchboard, a local charity supporting people from the LGBTQIA community to run a year-long project. This project engaged people from the trans, non-binary and intersex communities (TNBI) to hear their experiences of accessing services for people who have experienced sexual violence and to co-produce a support offer, and to share our learning more widely in the Rape Crisis and sexual violence support sectors.

Helpline & email support

Although the helpline was primarily run by volunteers, who were not able to support the service during Covid 19, we worked hard to ensure the service was constantly open during 20/21. During the first lockdown staff supported the helpline. We also immediately added email support to the service as we recognised survivors may find it difficult to make calls during lockdown. In November, we opened the helpline & email support to survivors of all genders meaning CIS men and boys, trans men and boys and non-binary survivors could also call. We had a total of 185 calls to the helpline and 88 emails.

Groupwork

Our groupwork delivery was significantly affected by Covid-19 and we transitioned all of our support online. In response to service user feedback, we changed our model to offer self-care groups online, recognising that our peer support groups were heavily based around survivors' experiences of sexual violence, with many clients telling us they did not want to speak about these issues in their homes.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

We are also aware of the impact vicarious trauma has on staff and volunteers and did not think it appropriate for them to be running such challenging groups online and from home. We felt that running self-care groups would be safer, as the conversation was lighter and less trauma focused. We decided to run two self-care groups for women who may have in normal times attended the peer groups. Paid staff members supported the volunteer team to deliver these sessions.

We ran a total of eight different online groups with 37 women engaging. These were six self-care groups, one goal setting group and our service user group. The self-care and goal setting group ran over six sessions and the service user group met regularly throughout Covid every three to four months.

As we were not able to see as many women as we would normally, we uploaded a DIY acupuncture video (made by a volunteer) to our social media with great engagement.

We worked hard to retain our volunteers and keep them engaged while there were fewer opportunities for them to volunteer. We ran additional training and continued to provide clinical supervision. At the start of 2021, we recruited and trained 11 new volunteers to support the service as we move forward and reopen our face-to-face group support.

Adult Counselling

Our counselling service continues to develop, with the support of Brighton and Hove Clinical Commissioning Group. Our mixed modality therapeutic team within the past year has comprised a total of ten counsellors; two left the service in 2020, and we recruited four new therapists in September 2020. The number of counsellors will be increasing in 2021-22 to a total of 14 in order to expand service delivery and meet increasing demand.

At the end of March 2020, we had over 665 women on the waiting list for counselling compared to March 2019 where there were 464 women waiting, and in March 2018, 300. We currently have 778 clients on the waiting list. We have reduced the number of sessions we offer to 20, due to the severe constraints the service is experiencing.

We resumed the offer of Support and Self-Care Sessions to clients on the counselling service waiting list in 2020-21, to mitigate the impact of extensive waiting times. This was a short-term, solution-focused stabilisation therapeutic work, supporting clients to develop tools helping them cope with difficulties in their daily life. This service is no longer being offered to new referrals, as a decision has been made to redirect all available resources to therapy, to address the increase in waiting times. We are currently allocating clients who have been on our waiting list for therapeutic support for 23 months. We anticipate that expanding service delivery will mitigate the wait times as volumes of referrals increase.

Between April 2020 and March 2021, we received 390 referrals for counselling, which is a slight decrease from the previous year, where we received 409 referrals. We know that nationwide similar services to ours experienced a decline in referrals and client/professional contacts as a result of the Pandemic. This minor decrease may potentially highlight how, had it not been for the pandemic, referral numbers would have continued to increase.

Within the same timeframe we have conducted 97 counselling assessments (each taking between two and three appointments to be completed), 1,751 counselling sessions (181 Pre-trial sessions), and we supported 97 counselling clients. We delivered two closed online therapeutic groups, a total of 14 online group sessions delivered to 14 clients. This is an increase when compared to the previous financial year, despite the occurrence of the pandemic.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

All therapeutic support has been delivered online via zoom.

Independent Sexual Violence Advisor (ISVA)

It has been another year of substantial change for the adult ISVA service as the team has grown and restructured, welcoming two new senior ISVA's into the organisation as well as three specialist workers supporting people who experience racism and people with multiple and complex needs.

The team was further expanded by the development of our West Sussex team supporting clients who had previously been supported by Rape Crisis Sussex and Surrey. The ISVA team now comprises 11 workers, including ISVA's across the county and a specialist ISVA supporting people who have experienced church-based abuse.

The impact of Covid-19 on the criminal justice system was significant. All trials we had listed were adjourned to late 2020, or early 2021 (to then be subsequently adjourned as the courts struggled with competing priorities once they reopened). Partner agencies such as the Sexual Assault Referral Centre, Police, Crown Prosecution Service (CPS), and sexual and mental health services had to adapt to the pandemic, with their offer limited and services very strained as a result. Many of our clients are a part of these various systems, thus experiencing compounded impacts of the pandemic. Clients looked to their ISVA's for information and support around the impact on the criminal justice system, and also for increased emotional and mental health support. We were quick to adapt in the service; implementing video sessions with clients where appropriate and available, and the majority of our contact was already via email, text and phone call.

We originally saw a drop in referrals, and were keen to promote messaging that if someone were assaulted when not adhering to the restrictions, that they could still receive judgement-free support. The drop somewhat cushioned the impact of the increased calls for support, as well as adjournments, as this meant cases would be open to the team much longer than expected. They were soon back to our usual levels, though. We have held a waiting list of around two to three months for clients to be allocated.

In addition to a wealth of individual advocacy, including considerable support around the Victim Right to Review process, we are working hard to progress and improve survivors' experiences of the criminal justice system and beyond. This includes inputting our specialist knowledge at multiple forums including: the Local Scrutiny Involvement Panel; being a critical friend at a No Further Action (NFA) panel; the RASSO Improvement Plan; commenting on the local force's Serious Sexual Offence policy, rewriting the NFA letter templates and being the survivor representative on the Diocese of Chichester's Past Case Review panel. Change is slow and the low charge rate has been demoralising for the ISVAs, but as we enter 21-22, things seem to be moving in the right direction.

We are anticipating further change in 21-22 as we have been awarded a five-year contract to deliver ISVA services across Sussex which started in April 2021.

Children and Young People's Service

The Children and Young People's service comprising Children and Young People's ISVA's, therapists and an outreach worker is now fully operational, and all posts successfully recruited.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

Our belief that a specialist service was needed to support Children and Young People has been clearly evidenced by the number of referrals we have continued to receive and the way that local partnership agencies have responded to our expertise.

Understandably the pandemic has had an impact on the way that we deliver services, but since schools reopened the team have made a huge effort to meet children and young people in person, where possible. We have seen a significant deterioration in the mental well-being of our young clients and they often need more intensive support than we previously offered. We are working alongside our partner agencies to try and ensure access to additional support and therapeutic services.

We are looking closely at our own therapeutic model for this client group and plan to make significant changes during the next financial year which will hopefully allow us to meet the ever-increasing need for support.

Between April 2020 and April 2021, our first full financial year as a CYP service, we have received 188 new referrals in addition to 186 existing clients who were either on the waiting list for a service or being supported within that time period.

The Welcome Team

The Welcome Team service launched in October 2020 being the first point of contact for all survivors and professionals. The Welcome Team have developed a streamlined duty and allocation process. There is a single duty worker who processes the referrals and prepares them for allocation. These are checked by the Coordinator who allocates to the Welcome Worker for Assessment. All self-referrals are contacted within 48 hours of their referral and professional referrals within 3 days. The Welcome Team additionally service outreach clinics at the Solar Clinic and prepare for the ISVA drop-in surgery. The Welcome Team have supported the organisation to streamline data input, creating bespoke data training for each of the services.

The Welcome Team have supported the expansion into West Sussex, developing relationships and pathways with partners and referrers.

Between October 2020 to March 2021, the Welcome Team had a total of 636 adult referrals and 151 for young people; they completed 443 Adult Assessments; 82 Young People and 27 Children. There has been an increase of 61% in referrals since the team's start in October, mainly due to improved reporting, awareness raising of our assessment service and increase in demand for Survivors' Network services.

Training

The arrival of Covid-19 in March 2020 temporarily paused our training delivery at the start of the 2020 – 2021 financial year. We had demonstrated high-impact with our first 'Challenging the Culture' programme of scheduled trainings in the autumn of 2019, and once trainers became comfortable with Zoom features to deliver training which was active and engaging, we pivoted to online delivery and continued to see good attendance, with shortened versions of our one-day training courses. We ran two rounds of scheduled trainings, delivering to a total of 186 individuals, with an average of 16 participants per course, mostly from organisations within our local area.

Members of staff trialled a new one-day course, 'Supporting Survivors of Sexual Violence in Higher Education (HE) – Basic Awareness' which launched with 11 participants. We know there is extensive need in HE institutions and are looking to develop our delivery in this area. We also developed a new short training course on 'Supporting Male Survivors' which was delivered to volunteers

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

We are currently developing a Supporting People Who Experience Racism (PWER) Survivors course.

We have delivered bespoke trainings to the University of Huddersfield, the University of Chichester, Solent NHS as well as to CIROS, in The Hague, all of which demonstrate our potential reach now that the online environment is more routine.

We received many requests for our Self-Care and Vicarious Trauma training as a result of the pandemic. With staff working close to capacity, and in recognition of increased need, we launched the Train the Trainer Programme amongst the staff, ensuring sufficient capacity to deliver external training across the organisation.

We cut our training costs to encourage participants to engage with the online environment when it was still a very new experience, and to reflect the shortened online courses, and we were pleased to have generated £5,220.00 from training in the financial year 2020 – 2021.

Survivors Network is 30

Whilst the year was certainly a challenge, we also celebrated our 30th birthday in November with a series of events including a panel discussion chaired by CEO Jay Breslaw and an interview with one of our founders <https://survivorsnetwork.org.uk/about-us/news/>. We are delighted that we are still able to offer support to survivors across the region, but the overwhelming feeling is that we hope that there won't still be such a great need for services in another 30 years.

Looking Forward

Looking to the future was also a high priority and we brought the team together to think about the next five years. We worked on a new vision and mission which we were delighted to launch towards the end of the year. Our consultation led us to recognise that we needed to do more in getting our message out there, combatting rape myths and helping members of the community to know how to support their loved ones.

We have launched a 'Business Development Team', funded from our reserves, to lead on education, training, campaigning and income diversification. This team will form during the first quarter of 2021-22, and will consist of a Head of Business Development, Communications and Fundraising Manager, Data, Monitoring and Evaluation Officer, Training Officer and Administrator. We are excited to see how we can innovate and expand our exceptional work and amplify the voices of survivors.

Service User voice

We regularly ask our clients to tell us about the difference our service has made to them. Whilst we have all seen the impact of the pandemic, it can be easy to overlook the wider and varied ripple effects in individuals' lives. This year, we have noticed that our client outcomes are different from previous years. Previously, clients were expressing a significant improvement in their feelings of health, wellbeing, safety and ability to cope. This year our work has enabled some people to experience an improvement in their feelings and other people to stabilise. It is essential to recognise that this is an achievement in itself. We cannot overstate the difference that the implications of the Covid-19 pandemic have had on individuals.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

Feedback from clients across all our services tells us that:

55% have experienced an improvement in their health and wellbeing whilst using our services, 37% have experienced no change and 8% have felt their health and wellbeing has deteriorated.

56% feel better able to cope with everyday life, 36% have experienced no change, and 8% feel less able to cope.

68% have increased feeling of safety, 27.5% have experienced no change and 4.5% feel more unsafe

87% of clients feel more informed and empowered to act, 11.5% have experienced no change in this with only 1.5% feeling less informed and empowered to act than they were previously.

We know that our support makes a difference because our clients also tell us. Here is some of the qualitative feedback we have received over the past year.

“Just hearing my feelings are valid is really emotive. It’s an incredible service you guys offer, and knowing I can tell someone how I truly feel and you Get it, and reassure me it’s ok to feel these ways, makes such a huge difference, and helps to give me the strength and incentive to keep going. I always feel better after speaking to you.” (client)

“I can’t believe this service exists, I wouldn’t have been able to get to where I am without it and I’m so grateful for all you do, and how our conversations help to ground me” (client)

“Thank you for all that you have done for me in the time that I’ve known you - you’ve been such a light in some really dark times, and I appreciate it wholeheartedly :)” (client)

“I just want to express my most heartfelt thanks for all of the support, help and advice you have given me (and just letting me ramble on sometimes). You really have been there for me through the whole ordeal with the Police, giving me the courage to carry on and see it through even when X suggested I dropped the case. I know you are a very modest and self-effacing person, but I hope you see the difference you have made and take credit for your tireless efforts. I cannot overestimate the role you have played in securing [perpetrator’s] conviction. So, a massive thanks.” (client)

“You have been an absolute marvel and a joy to speak to. I’m glad [client] has had you as a point of contact and support throughout this process. Thanks for all your help” (professional)

“Thank you, from my heart to yours, for all you have supported x and I through over the months. A job but not just a job – one you carry out with care and love.” (client)

The Trustees present their report together with the financial statements for the year ended 31st March 2021.

FINANCIAL REVIEW

Overview

The year ended 31st March 2021 recorded net income over expenditure of £117,556 (2020: £93,938), of which £122,055 was unrestricted and £ (4,499) restricted. Total unrestricted reserves now stand at £402,862 (2020: £280,807) and restricted reserves at £34,700 (2020: £39,199).

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

Total income for the year ended 31st March 2021 amounted to £1,205,081 compared to £727,071 in the previous year, an increase of £478,010 from 2020. A breakdown of grants received is shown in Note 2 to the accounts.

Total expenditure for the year ended 31st March 2021 amounted to £1,087,525 compared to £633,133 in the previous year, an increase of £454,392 from 2020.

In line with SORP FRS (102), expenditure is analysed into two main categories; charitable activities and raising funds for the charity. In the year ended 31st March 2021 all expenditure was on charitable activities, as it was in the previous year.

Reserves Policy

Survivors' Network is committed to using its resources in pursuit of its charitable objectives. However, the trustees also place great importance on the long-term sustainability of the charity, particularly at a time when the availability of future funding sources is so uncertain. The reserves policy has been set accordingly.

Survivors' Network seeks to maintain a level of reserves that will enable it to:

- meet ongoing liabilities as they fall due;
- ensure that all service delivery commitments can be met and to protect the long-term future of the charity
- enable further investment in the development of the charity
- provide capacity to manage unexpected losses of income or increases in costs to ensure that services can be maintained

Taking all of the above into consideration, the trustees consider it prudent to maintain a level of free reserves that would cover between 3 and 6 months' worth of expenditure. This would allow the trustees sufficient time to take appropriate action in the event that income fell below operational requirements.

At 31 March 2021 free reserves were £402,318. This represents approximately 5 months' worth of expenditure at current levels, and is therefore within the target range.

The Trustees made the decision during the year to invest £120,000 of these reserves in business development and recruiting a dedicated team to work on education, training, campaigning and income diversification.

RISK REVIEW

The Trustees have conducted their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and events and to ensure consistent quality of delivery for all operational aspects of the charity. These procedures are reviewed periodically to ensure that they still meet the needs of the charity.

THE SURVIVORS' NETWORK LIMITED

TRUSTEES REPORT FOR THE YEAR ENDED 31st MARCH 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company as at the end of the year and of the surplus or deficit of the company for that period. In preparing those 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 judgements and estimates that are reasonable and prudent;
- State whether UK applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for:

- Keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Companies Act 2006,
- Safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees (directors) are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all steps that she ought to have taken as a trustee in order to make herself aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

SMALL COMPANY EXEMPTIONS

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

18/11/2021

This report was approved by the Board on

Signed on behalf of the Board by

Sophie Gibson (Chair of Trustees)

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

Opinion

We have audited the financial statements of The Survivors' Network Limited ('the charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, Balance Sheet, Cash flow Statement and Notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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.

Other matter – corresponding figures and comparative financial statements

In the previous accounting period, the trustees of the charitable company took advantage of audit exemption under section 477 of the Companies Act. Therefore, the prior period financial statements were not subject to audit.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least 12 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.

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 requires us to report to you if, in our opinion:

- adequate and proper 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report.

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 12], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either

intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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:

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks. Due to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charitable company and the sector in which it operates. We determined that the following laws and regulations were most significant: the Charities SORP (January 2015), the Companies Act 2006, GDPR, Safeguarding and employment law.
- We obtained an understanding of how the charitable company is complying with the legal and regulatory frameworks by making inquiries to management. We corroborated our inquiries through our review of correspondence and documentation and online search enquiries.

THE SURVIVORS' NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SURVIVORS' NETWORK LIMITED

- We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
 - identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
 - identifying and testing journal entries, in particular any journal entries posted with unusual account combinations; and
 - assessing the extent of compliance with the relevant laws and regulations.

A further description of our responsibilities is available 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 trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

M D Westbury

.....
Signature

Michelle Westbury FCCA (Senior Statutory Auditor)
For and on behalf of West & Berry Limited
Statutory Auditor
Mocatta House
Trafalgar Place
Brighton
BN1 4DU

23 November 2021

Date:

THE SURVIVORS' NETWORK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricte d Funds £	Restricted Funds £	Total 2020 £
	Note						
Income from:							
Donations & Fundraising	2	45,026	299,454	344,480	45,714	118,006	163,720
Charitable activities:							
Service delivery	3	97,500	754,651	852,151	97,500	444,494	541,994
Fees		8,450	-	8,450	21,325	-	21,325
Other trading activities		-	-	-	-	-	-
Investments		-	-	-	32	-	32
Total		150,976	1,054,105	1,205,081	164,571	562,500	727,071
Expenditure on:							
Raising funds		-	-	-	-	-	-
Charitable activities	4	28,921	1,058,604	1,087,525	109,832	523,301	633,133
Total		28,921	1,058,604	1,087,525	109,832	523,301	633,133
Net (expenditure)/income		122,055	(4,499)	117,556	54,739	39,199	93,938
Transfers between funds					-	-	-
Net movement in funds		122,055	(4,499)	117,556	54,739	39,199	93,938
Reconciliation of funds:							
Funds brought forward		280,807	39,199	320,006	226,068	-	226,068
Funds carried forward		402,862	34,700	437,562	280,807	39,199	320,006

All amounts relate to continuing activities.

There have been no recognised gains or losses other than the result for the financial year and all surpluses or deficits have been accounted for on an historical cost basis.

The Statement of Financial Activities also complies with the requirements of an income and expenditure account under the Companies Act 2006.

The notes on pages 20 to 28 form part of these financial statements.

THE SURVIVORS' NETWORK LIMITED

BALANCE SHEET AS AT 31 MARCH 2021

	Note	£	2021 £	£	2020 £
Fixed Assets	10		544		4,932
Current Assets					
Debtors	11	11,843		59,330	
Cash at Bank and in Hand		<u>535,142</u>		<u>353,266</u>	
		546,985		412,596	
Current Liabilities					
Creditors - Amounts falling due within one year	12	109,967		97,522	
Net Current Assets			<u>437,018</u>		315,074
Net Assets	13		437,562		320,006
Represented by:					
Unrestricted Funds:	14				
- General			282,862		270,807
- Designated			120,000		10,000
Restricted Funds	14		<u>34,700</u>		<u>39,199</u>
			437,562		320,006

The financial statements on pages 17 to 28 were approved by the board of Directors on

18/11/2021

..... and were signed on its behalf by:



.....
Sophie Gibson
(Chair of Trustees)

Company Number: 07780363

The notes on pages 20 to 28 form part of these financial statements.

THE SURVIVORS' NETWORK LIMITED
CASHFLOW STATEMENT AS AT 31 MARCH 2021

	2021	2020
	£	£
Net Movement in Funds	117,556	93,938
Add back deprecation charge	5,204	1,645
Deduct interest income shows in investing activities	-	(32)
(Increase)/Decrease in debtors	47,487	(39,881)
Increase/(Decrease) in creditors	12,445	57,154
Net cash inflow/(outflow) from operating activities	<u>182,692</u>	<u>112,824</u>
Cash flows from investing activities		
Purchase of a fixed asset	(816)	
Interest income	<u>-</u>	<u>32</u>
Net cash provided by/ (used in) investing activities	181,876	112,856
Change in cash and cash equivalents in the year	<u>181,876</u>	<u>112,856</u>
Cash and cash equivalents at the beginning of the year	353,266	240,410
Cash and cash equivalents at the end of the year	<u>535,142</u>	<u>353,266</u>

Analysis of cash and cash equivalents	At 1 April 2020	Cash flow	Non-cash changes	At 31 March 2021
	£	£	£	£
Cash at bank and in hand	<u>353,266</u>	<u>181,876</u>	<u>-</u>	<u>535,142</u>
	<u>353,266</u>	<u>181,876</u>	<u>-</u>	<u>535,142</u>

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting Policies

Charity information

The Survivors' Network is a charitable company limited by guarantee and incorporated in England and Wales. The registered office is the same as the principal address of the charity, 6a Pavilion Buildings, Brighton BN1 1EE

(a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The charity meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

These financial statements have been prepared on the going concern basis. The charity has sufficient reserves, and the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(b) Income

All income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from contracts is recognised on an earned basis in the year in which the conditions for receipt are met.

(c) Expenditure

Expenditure is recognised in the period in which it is incurred.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. Support costs include central functions and have been allocated to activity cost categories on the basis consistent with the use of resources. Allocations are predominantly based on usage and staff time expended.

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 - CONTINUED

1. Accounting Policies (continued)

(d) Tangible Fixed Assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows

Computer Equipment	straight line basis over 4 years
Office Equipment	straight line basis at over 4 year

(e) Fund Accounting

The accounts distinguish between restricted and unrestricted funds. The former have been raised by the charity for specific purposes or are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees for expenditure on its objects or appropriated to reserves for internally designated purposes.

(f) Operating Leases

Rentals payable under operating leases are charged on a straight line basis over the terms of the lease.

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 – CONTINUED

2. Voluntary Income

	Unrestricted Funds £	Restricted Funds £	2021 Total £	Unrestricted Funds £	Restricted Funds £	2020 Total £
Donations	18,927	-	18,927	21,781	-	21,781
Grants:						
Brighton & Hove City Council	6,099	-	6,099	-	-	-
Brighton & Hove City Council (Community & Third Sector)	-	-	-	16,794	-	16,794
BDNA	-	-	-	6,139	-	6,139
BUPA	5,000	-	5,000	-	-	-
Rotary Club	-	-	-	1,000	-	1,000
Sussex Community Fund	10,000	-	10,000	-	-	-
One Family Foundation	5,000	-	5,000	-	-	-
National Lottery Community Fund	-	146,856	146,856	-	48,953	48,953
Children in Need	-	39,919	39,919	-	39,546	39,546
MOJ Funding – Covid 19	-	52,453	52,453	-	-	-
Lloyd Bank Foundation	-	29,507	29,507	-	29,507	29,507
Sussex PCC – Covid 19	-	30,719	30,719	-	-	-
	45,026	299,454	344,480	45,714	118,006	163,720

3. Income from charitable activities –service delivery

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds	Restricted Funds	Total 2020 £
Brighton & Hove City Council (Talking Therapies)	97,500	-	97,500	97,500	-	97,500
Rape Crisis	-	-	-	-	14,999	14,999
Rape Crisis - Digital Transformation	-	-	-	-	2,024	2,024
Brighton & Hove / East Sussex RISE	-	133,648	133,648	-	133,650	133,650
Brighton & Hove / East Sussex RISE (additional services)	-	43,573	43,573	-	43,573	43,573
Rape Support Fund - Office for Criminal Justice Reform	-	136,080	136,080	-	90,720	90,720
NHS Funding – COVID 19	-	66,799	66,799	-	-	-
Sussex PCC	-	346,447	346,447	-	130,744	130,744
The Diocese of Chichester	-	28,104	28,104	-	28,784	28,784
	97,500	754,651	852,151	97,500	444,494	541,994

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 – CONTINUED

Received in this year but deferred until 2021/22:

	Unrestricted Funds £	Restricted Funds £	Total 2021
Children in Need	-	10,074	10,074
Diocese of Chichester	-	7,026	7,026
NHS Funding Covid	-	30,100	30,100
The National Lottery	-		
Community Fund	-	26,681	26,681
	-	73,881	73,881

Received in 2019/20 but released to income in this year:

	Unrestricted Funds £	Restricted Funds £	Total 2021
Sussex PCC	-	17,267	17,267
Diocese of Chichester	-	6,536	6,536
BHCC Talking Therapies	24,375	-	24,375
The National Lottery	-		
Community Fund	-	24,477	24,477
	24,375	48,280	72,655

The income was deferred during the year as it was received in advance of the 1st quarter for the year ended 31st March 2022.

4. Expenditure on charitable activities

	Direct cost of running activity		Staff & volunteer support costs		Overhead support costs		Governance support costs		Total	Total
	2021 £	2020 £	2021 £	2020 £	2021 £	2020 £	2021 £	2020 £	2020 £	2020 £
ISVA Service	267,347	269,249	56,513	33,370	81,959	48,227	1,123	361	406,942	351,207
Counselling Service	135,910	111,298	28,729	13,794	41,665	19,936	571	149	206,875	145,177
Volunteer led Services	60,259	63,305	12,738	7,846	18,473	11,340	253	85	91,723	82,576
Children & Young Peoples Service	177,038	41,531	37,423	5,147	54,274	7,440	743	55	269,478	54,173
Welcome Workers	73,914	-	15,624	-	22,659	-	310	-	112,507	-
	<u>714,468</u>	485,383	<u>151,027</u>	60,157	<u>219,030</u>	86,943	<u>3,000</u>	650	<u>1,087,525</u>	633,133

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 – CONTINUED

	Total 2021	Total 2020
Analysis of charitable activities by function		
	£	£
Salaries & NI'ers	729,880	437,197
Pension	14,825	9,753
Staff and volunteer training	41,534	9,917
Staff & volunteer supervision	27,150	20,270
Staff travel and expenses	2,120	13,751
Volunteer expenses	-	5,265
Recruitment	3,263	1,714
Freelance fees	48,891	44,582
Client Services	16,515	-
Book-keeping & payroll	11,261	8,969
Room hire & refreshments	325	3,054
Rent & management fee	22,556	18,000
Water & rates	1,766	1,487
Light & heat	1,697	2,014
Insurance	2,915	1,962
Repairs & maintenance	15,253	9,093
Cleaning	6,745	2,906
Equipment lease	2,366	1,930
Equipment expensed	34,731	1,655
IT support	9,306	6,355
Office supplies	9,683	5,581
Printing	1,479	1,970
Website	2,016	2,812
Information & publications	-	300
Advertising & promotion	1,192	5,535
Telephone	14,043	10,923
Memberships & subscriptions	7,343	2,909
Depreciation	5,204	1,645
Miscellaneous expenses	3,688	270
Bank charges	47	164
Legal & professional	908	500
Consultancy Fees	45,823	-
Accountancy and independent examination	3,000	650
	<u>1,087,525</u>	<u>633,133</u>

5. *Net income for the year*

	2021	2020
This is stated after charging:	£	£
Depreciation	5,204	1,645
Auditors remuneration	3,000	-
Independent examiner's fee	-	850
	<u>-</u>	<u>850</u>

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 – CONTINUED

6. *Staff Costs*

	2021	2020
	£	£
Salaries and wages	669,265	405,564
Social Security costs	60,616	31,633
Pension costs	14,825	9,753
	<u>744,706</u>	<u>446,950</u>

The average number of persons employed by the company during the year was 26 (2020: 21).

No employee received emoluments in excess of £60,000.

Survivors Network considers that the key management personnel comprise the Board of Trustees and the CEO. The total employee benefits of the key management personnel of the charity were £48,470 in the year (2020: £36,109)

7. *Trustees' Remuneration and Reimbursed Expenses*

No Trustee received any emoluments (2020: £NIL). Expenses amounting to £0 (2020: £NIL) for travel costs to meetings were reimbursed to Trustees.

8. *Commitments under operating leases*

At 31st March 2021, the charity had the following commitments under non-cancellable operating leases payable as follows:

	2021	2020
	£	£
Premises		
Payments due:		
Within one year	25,000	18,000
Between two and five years	23,945	18,000
After five years	-	-
	<u>48,945</u>	<u>36,000</u>

On 11th March 2019 the charity entered into a 3 year non-cancellable operating lease for premises. The rent payable is £18,000 per year. A new lease was taken out for an office in Eastbourne during the year, this is a 5 year non-cancellable operating lease. The rent payable is £7,000 per year.

Equipment

Payments due:		
Within one year	2,366	2,366
Between two and five years	5,916	8,874
	<u>8,282</u>	<u>11,240</u>

9. *Related party transactions*

During the year £100 was paid to Shalini Nair, a trustee, for speaking at an event run by the charity.

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 – CONTINUED

10. Tangible Fixed Assets

	Computer Equipment £	Office Equipment £	Bike 2 Work	Total £
Cost				
At 1st April 2020	28,303	2,120	-	30,423
Additions	-	-	816	816
At 31st March 2021	28,303	2,120	816	31,239
Depreciation				
At 1st April 2020	23,371	2,120	-	25,491
Charge for the year	4,932	-	272	5,204
At 31st March 2021	28,303	2,120	272	33,409
Net Book Value				
At 31st March 2021	-	-	544	544
At 31st March 2020	4,932	-	-	4,932

11. Debtors

	2021 £	2020 £
Prepayments	9,453	9,115
Other debtors	1,750	-
Accounts Receivable	640	50,215
	11,843	59,330

12. Creditors: Amounts falling due within one year

	2021 £	2020 £
Deferred income (see Note 2)	73,881	72,655
Accounts Payable	12,808	10,442
Accruals	5,899	4,166
PAYE	17,379	10,259
	109,967	97,522

13. Analysis of Net Assets between Funds

	Tangible Fixed Assets £	Net Current Assets £	Total 2021 £
Restricted Funds	-	34,700	34,700
Unrestricted Funds	544	402,318	402,862
	544	437,018	437,562

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 - CONTINUED

14. Movement in Funds

	Balance 1 April 2020	Income	Expenditure	Transfer	Balance 31 March 2021
	£	£	£	£	£
Restricted Funds					
BBC Children in Need	-	39,919	(39,919)	-	-
Brighton & Hove / East Sussex RISE	-	133,648	(133,648)	-	-
Brighton & Hove / East Sussex RISE (additional services)	-	43,573	(43,573)	-	-
Rape Support Fund - Office for Criminal Justice Reform	-	136,080	(136,080)	-	-
Lloyds Bank Foundation	-	29,507	(29,507)	-	-
Sussex PCC	14,375	377,166	(356,841)	-	34,700
The Diocese of Chichester	-	28,104	(28,104)	-	-
The National Lottery Community Fund	24,824	146,856	(171,680)	-	-
MOJ Covid Funding	-	52,453	(52,453)	-	-
NHS Covid Funding	-	66,799	(66,799)	-	-
	39,199	1,054,105	1,058,604	-	34,700
Unrestricted Funds					
General	270,807	150,976	(16,894)	(122,027)	282,862
Designated Funds					
Fixed Asset Fund	10,000	-	(12,027)	2,027	-
Business Development Fund	-	-	-	120,000	120,000
	280,807	150,976	(28,921)	-	402,862
Total Funds	320,006	1,205,081	(1,087,525)	-	437,562

Movement in Funds – year ended 31st March 2020

	Balance 1 April 2019	Income	Expenditure	Transfer	Balance 31 March 2020
	£	£	£	£	£
Restricted Funds					
Rape Crisis - Digital Transformation	-	2,024	(2,024)	-	-
Rape Crisis	-	14,999	(14,999)	-	-
BBC Children in Need	-	39,546	(39,546)	-	-
Brighton & Hove / East Sussex RISE	-	133,650	(133,650)	-	-
Brighton & Hove / East Sussex RISE (additional services)	-	43,573	(43,573)	-	-
Rape Support Fund - Office for Criminal Justice Reform	-	90,720	(90,720)	-	-
Lloyds Bank Foundation	-	29,507	(29,507)	-	-
Sussex PCC	-	130,744	(116,369)	-	14,375
The Diocese of Chichester	-	28,784	(28,784)	-	-
The National Lottery	-	48,953	(24,129)	-	24,824
	-	562,500	(523,301)	-	39,199

THE SURVIVORS' NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 - CONTINUED

	Balance 1 April 2019 £	Income £	Expenditure £	Transfer £	Balance 31 March 2020 £
Unrestricted Funds					
General	219,491	164,571	(103,255)	(10,000)	270,807
Designated Funds					
Fixed assets	6,577	-	(6,577)	10,000	10,000
	226,068	164,571	(109,832)	-	280,807
Total Funds	226,068	727,071	(633,133)	-	320,006

Purpose of restricted funds:

BBC Children in Need - the provision of support for young people through counselling, group work and advocacy.

RISE - commission for the provision of the ISVA service.

Rape Support Fund - the provision of services to female survivors of sexual violence over 14 years of age.

Lloyds Bank Foundation - the development of the volunteer-led services.

Sussex PCC - the delivery of an Independent Sexual Violence Advisor (ISVA) service for children aged 13 and under; for the delivery of a new front door to our service; for the delivery of a consultancy project to engage with and co-produce support for trans, non-binary and intersex survivors. This funding increased considerably this year and it was agreed with the commissioners that £34,700 could be carried forward to 2021/22 due to the pandemic not allowing full delivery of additional sessions.

The Diocese of Chichester - the provision of an advocacy service for those who have experienced sexual violence or abuse within the context of the Diocese of Chichester.

The National Lottery Community Fund – the provision of a specialist service for young people.

MOJ Covid Funding – to support additional client needs relating to increased demand and service delivery amendments caused by the Covid-19 pandemic.

NHS Covid Funding – to support additional client needs relating to increased demand and service delivery amendments caused by the Covid-19 pandemic.

Fixed Asset Fund – This was originally set up for the furnishing and fitting out of the new Eastbourne office during the year. Although the expenditure was made during the year, in line with the fixed asset policy, not one single item cost over £1,000, therefore this expenditure has not been capitalised.

Business Development Fund - The Trustee board have become increasingly aware of the inherent risks that come with receiving such a large proportion of income from local and national government grants and contracts. In order to reduce this risk over the upcoming years, the Trustees have agreed to release £120k from unrestricted reserves to develop a Business Development Team within Survivors' Network to focus on alternative income generation strands. This work will commence in April 2021.