

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)	{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}
Senior management	Jay Breslaw	CEO (resigned May 2024)
	Sarah Brennan (OBE)	Interim CEO (July to December 2024)
	Antonia Madden	Joint Head of Operations (June 2024 to June 2025)
	Aimee Pepper	Joint Head of Operations (from January 2025)
	Helen Race	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 (POWER) 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

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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		225,405	1,569,559	1,794,964	212,712	1,558,430	1,771,142
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		184,043	1,567,722	1,751,765	276,683	1,558,430	1,835,113
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		509,561	1,837	511,398	468,199	-	468,199

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	(133,224)		(118,042)	
Net current assets			511,398		468,199
			<u><u>511,398</u></u>		<u><u>468,199</u></u>
The funds of the charity					
Restricted income funds	17		1,837		-
Unrestricted funds	18		509,561		468,199
			<u>511,398</u>		<u>468,199</u>
			<u><u>511,398</u></u>		<u><u>468,199</u></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			601,466		550,587

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
	48,411	278,281	326,692	30,812	269,511	300,323

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
	<hr/>	<hr/>
	46,926	49,221
	<hr/>	<hr/>

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	
	£	£	£	£	£	£	£	£	£	£	£	
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					
		Restricted funds					
		137,117	-	-	-	-	137,117
		34,082	565,581	204,068	105,138	394,610	264,243
		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)									
	Business ISVA Service Development		Counselling Volunteer Led		Children & Young People		Welcome Workers		Total	
	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024
Previous year:										
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						
	Restricted funds						
		160,614	-	-	-	66,848	227,462
		-	602,130	230,160	107,901	244,617	1,568,430
		160,614	602,130	230,160	107,901	311,465	1,785,892

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>
Governance costs comprise:	2025 £	2024 £
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	47	49

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
	1,448,694	1,510,906

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	114,542	60,726

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	<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	<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
		<hr/>	<hr/>
	Deferred income at 31 March 2025	59,869	49,692
		<hr/>	<hr/>

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

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
	<hr/>	<hr/>	<hr/>	<hr/>
	-	1,569,559	(1,567,722)	1,837
	<hr/>	<hr/>	<hr/>	<hr/>

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> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </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> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	532,170	212,712	(276,683)	-	468,199
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </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> </u>	<u> </u>	<u> </u>
	509,561	1,837	511,398
	<u> </u>	<u> </u>	<u> </u>
	Unrestricted funds	Restricted funds	Total
	2024	2024	2024
	£	£	£
At 31 March 2024:			
Current assets/(liabilities)	468,199	-	468,199
	<u> </u>	<u> </u>	<u> </u>
	468,199	-	468,199
	<u> </u>	<u> </u>	<u> </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.

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