SAVANA INC LTD

England & Wales · Charity number 1148466

Details

Other names	SAVANA
Status	Registered
Legal form	Charitable company
Company number	08128653
Registered	2012-08-07
Register	View on the Charity Commission register

Contact

Address	Unit C Metro Business Park Clough Street Hanley Stoke-on-Trent ST1 4AF
Phone	01782433205
Email	info@savana.org.uk
Website	www.savana.org.uk

Activities

Objects: TO PROVIDE COUNSELLING, TRAINING AND PRACTICAL SUPPORT SERVICES TO ANYONE AFFECTED BY ANY FORM OF SEXUAL ABUSE WITHIN THE STAFFORDSHIRE AND ITS' ENVIRONS INCLUDING SOUTH CHESHIRE. WITHIN THE SAME AREA TO RAISE PUBLIC AWARENESS OF THE IMPACT AND CONSEQUENCES OF SEXUAL ABUSE TO ASSIST IN SERVICES BECOMING MORE ACCESSIBLE TO THOSE AFFECTED

Activities: PROVIDE COUNSELLING, SUPPORT AND INFORMATION FOR ALL THOSE WHO HAVE ENCOUNTERED SEXUAL VIOLENCE AT ANY TIME IN THEIR LIVES. RAISE AWARENESS OF THE ISSUES AND IMPACT OF SEXUAL VIOLENCE ON PEOPLE'S LIVES.TRAINING ON RELATED ISSUES

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Cheshire East
- Derbyshire
- Shropshire
- Staffordshire
- Stoke-on-trent City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	-	-	-	-
2024-03-31	£729,354	£911,358	£530,102	31
2023-03-31	£714,524	£672,817	£712,106	28
2022-03-31	£663,752	£601,625	£670,399	28
2021-03-31	£623,705	£615,487	£608,272	28
2020-03-31	£610,031	£599,636	£600,054	29

Trustees

Name	Role	Appointed
Alison Tasker		2017-09-04
Clare Challinor		2024-01-22
Elizabeth Caroline Brown		2020-01-17
Katherine Hantom		2023-09-25
Maria Joan Lane		2021-12-01
Sadaf Butt		2023-09-25

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SAVANA INC LTD

England & Wales - Charity number 1148466

Accounts

SAVANA INC LTD

Company Limited by Guarantee

Company Registration Number 08128653 (England and Wales)

Registered Charity Number 1148466

Accounts for the Year Ended

31 March 2024

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2024

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Directors' Report

Full Name:	**Savana Inc. Ltd**
Company Registration number:	**08128653 (England and Wales)**
Registered Charity Number:	**1148466**
Principal Address:	**Unit C Metro Business Park** **Clough Street** **Hanley** **Stoke on Trent** **ST1 4AF**
Directors:	**Alison Tasker (Interim Chair, Secretary, Director)** **Steve Rowley (Deputy Treasurer, Director)** **(Elizabeth) Caroline Brown (Director)** **Maria Lane (Director)** **Sadaf Butt (Director – Appointed 25th September 2023)** **Katherine Hantom (Director – Appointed September 2023)** **Vicki Mackintosh (Director – Appointed 22nd January 2024)** **Clare Challinor (Director – Appointed 22nd January 2024)** **Carol Bullock (Director – Appointed 24th April 2023, Resigned 19th October 2023)** **Helen Rowley (Chair, Director – Resigned 2nd October 2023)** **Jane Krishnadas (Director – Resigned 25th September 2023)**
Bankers:	**The Co-operative Bank** **Town Road** **Hanley** **Stoke on Trent** **Staffordshire** **ST1 2QQ** **Barclays Bank PLC** **Town Road** **Hanley** **Stoke on Trent** **Staffordshire** **ST1 2JQ** **Closed – 7th December 2023** **Flagstone** **1st Floor Clareville House** **26-27 Oxendon Street** **London** **SW1Y 4EL** **(Opened 19th January 2024)**

Directors' Report (Continued)

Independent Examiner:	**James Parr (FCCA)** **Howsons (Audit & Assurance) Limited** **PO Box 165** **Winton House** **Stoke Road** **Stoke on Trent** **Staffordshire** **ST4 2RW**

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2024

Directors' Report

The Trustees of Savana Inc. Ltd, who are also Directors of the charity for the purposes of the Companies Act, are pleased to present their annual report and financial statements for the year ended 31st March 2024.

Summary of our Purpose and Achievements:

Savana is approaching the 39th anniversary of its founding in 1986 when it became a registered Company Limited by Guarantee – Savana Inc. Ltd in 2012. Established under Articles of Association, it elects Directors/Trustees and Officers on an annual basis at the AGM. Savana is a members' organisation which elects its Board of Directors on an annual basis at the AGM. In the event of a vacancy the Directors have the right to co-opt 2 directors during the year, providing that it is appropriately recorded in the minutes. This right was utilised in 2023/24.

Aims and objectives:

The aims and objectives of the company are to:

- ***Provide Counselling, Support, Advice and Information*** to anyone affected by sexual violence at any time in their life and to raise awareness of the issues involved and the impact that sexual violence has on people's lives.
- ***Provide an Independent Sexual Violence Advisor (ISVA) Service*** in North Staffordshire. Savana provides an accredited ISVA service, with 3 qualified ISVA including a specialised Children's Independent Sexual Violence Advisor (CHISVA).
- ***Provide training and Awareness Raising*** for volunteers, professionals and other organisations. Our Training Team facilitates a CPD accredited training portfolio through hybrid learning platforms,
- ***Campaigning and public engagement*** in North Staffordshire and engaging with community events held throughout the year. We provide preventative work in schools throughout North Staffordshire; we engage with Staffordshire and Keele Universities through placements and awareness raising; we are a member of an active charities' forum; we are the lead local voluntary organisation for issues of sexual violence and engage actively with relevant local multiagency committees. Our staff are actively involved in a variety of digital campaigns including SAAM (Sexual Abuse Awareness Month), Sexual Violence Awareness week, Mental Health week, Volunteers Week, and Small Charities week. Our face to face outreach included 2 Rock against Abuse events, and attended all local community events such as Stoke Pride and 6 Towns Carnival.
- ***Public Benefit*** is a principal consideration when reviewing our aims and objectives and when planning our activities. A full service review is in process to ensure it remains client-led in order to best meet the changing needs of our clients and influence the communities in which they reside. We have remained mindful of the legacy the Covid-19 pandemic has left and continue to prioritise the safety of those who attend or work within the Service.

Directors' Report (Continued)

Who we are and what we do:

Management and Governance

Savana delivers its services through a mixed provision of salaried employees, contracted counsellors, placement counsellors and volunteers. This combination provides security of supply while maintaining Savana's long history of supporting the local communities and providing volunteering opportunities. At the end of March 2024, Savana was composed of 20 employees, 17 zero-hour contracted counsellors, and a further 14 volunteers and students on placements, of which 8 are volunteer directors / trustees who serve on the Board of Directors.

The Board of Directors has responsibility for the strategic direction of the organisation, including future planning, governance and quality assurance. The Board meets quarterly for formal Board Meetings with additional meetings spaced through the year for less formal discussion, wider engagement and support and appreciation of staff and other volunteers. At September 2023's AGM Director Dr Jane Krishnadas, a long-standing supporter of Savana stood down. The remaining 6 Directors were re-elected and 2 new Directors were proposed and elected.

We are grateful to Dr Jane Krishnadas for her years of service to Savana; she will continue to work with Savana through our collaborative working with the CLOCK law students at Keele University. Since the AGM, the elected Chair, Helen Rowley, has stood down, and Alison Tasker has taken up this position in the interim. We have also seen the resignation of Carol Bullock in January and we thank them both for their support during their time in post. We continue to seek applicants with the skills and experience needed to join the Board of Directors, including the role of Treasurer which remains vacant and is being covered in the interim by the deputy Treasurer. To this end 2 new members were co-opted to the Board in January 2024.

During the past year the organisational structure of Savana has changed with the re-introduction of a Chief Executive Officer (CEO), Sophia Baker, in April 2023. The CEO, supported by the existing Senior Management Team (SMT), has been responsible for the day to day running of Savana and the execution of our strategy and policies as decided by the Board. At the end of March 2024 Savana's three operational teams - Services (Counselling, ISVA and Children/Young Person Practitioners), Training and Marketing, and Finance were led by Senior Managers, overseen by the CEO.

Volunteers and placement opportunities remain a central part of our counselling service, with new recruits undertaking the Savana training, then going on to provide counselling sessions under supervision, thus replenishing the pool of available counsellors. New counsellors are supported by the Services team and can draw on the experience of their colleagues and long serving counsellors who facilitate paid counselling work and through regular line management communication to the Senior Management team and CEO has been improved.

The welfare of our team is of paramount importance. Therefore, all staff, counsellors and directors are offered external supervision with appropriately qualified clinical supervisors in recognition of the significant emotional burden our work generates. The Board is clear that the combined internal training and external supervision packages that Savana provides, is critical to and essential support for, the charity's ongoing work

Directors' Report (Continued)

Strategic Plan and Goals

Savana's work is built on four pillars, Emotional support provided via an accredited counselling service, Practical support, delivered by an accredited ISVA team, Prevention work delivered via the Children and Young Person's Project and a Training team delivering accredited courses to professionals, businesses and individuals. Cumulatively this work drives us in our vision of "A world free from sexual violence."

The accredited counselling and ISVA service provide direct support to anyone affected by sexual violence. At the start of April 2024, Savana's room capacity has remained at 8 rooms for face to face and telephone counselling and 1 for telephone counselling and as a quiet zone for one-to-one virtual meetings and training. We continued to maintain a maximum waiting time of 4 -6 weeks for counselling clients and no waiting time for ISVA support, with a priority of reducing this further where possible, for the well-being of our clients. The majority of Covid restriction have been lifted, however due to the availability of free lateral flow testing kits a number of protocols have remained in place when there is a positive covid test, providing a level of protection for both clients and staff.

With the full support of the Board, the CEO has implemented a new organisational structure, bringing Marketing under her direct responsibility. The Senior Services, Training and Finance Managers report to the CEO, and together they are responsible for operational running of the Service. As part of the restructure, and with the assistance of an independent HR advisor, there has been a supported job evaluation and bench marking exercise resulting in the introduction of a pay structure, providing staff with fair pay, training and job progression prospects. Savana is also supporting 3 funded apprenticeships. A Level 7 Apprenticeship in Senior Leadership, and a Level 3 in digital marketing are developing the skills of existing staff. The recruitment of a Business Administration Apprentice is further supporting the delivery of services to clients.

In July 2024, the Team Day was a time of learning, discussion and team building, including reviewing the Business Strategy and how it impacts everyone's role within Savana. At the end of year, we were part way through a brand review, due to be completed early 2024/25 with a relaunch scheduled for Quarter 2. Work has also started with the Cranfield Trust to updated the Business Strategy.

Savana's Training portfolio, which has remained at 30 Continuing Professional Development (CPD) accredited packages during 2023/24 continues to be updated and modified to reflect changes in legislation and the most up to date learning. The Training team has continued to support the local Police, NHS Medical Students and educational institutions, providing bespoke training and awareness sessions enabling professional bodies to improve their support and engagement with survivors of sexual abuse. Planned investment into the expansion of Savana's training provision through the provision of an e-learning platform got under way with the launch of 2 self-guided, CPD accredited e-learning courses. (Responding to disclosure and Trauma informed practice). The development and enhancement of the training provision serves two purposes: an opportunity to generate unrestricted funding, whilst ensuring that prevention, awareness and outreach provision remains an essential aspect of our work.

We have ensured that our premises at Unit C Business Park, Clough Street, Hanley remain fit for purposes, and following feedback from clients and staff, and once funding is secured, we will

Directors' Report (Continued)

progress the expansion of soundproofing to the remainder of the counselling rooms. With the assistance of Tesco employees, both Children's Rooms have been decorated with bright and bold colours and with funds from Children in Need, we have installed additional equipment for our older young people (monitors for the play stations and beanbag chairs). In addition to this a new front door was purchased and installed, making the venue more accessible to wheelchairs. Further enhancements, including the replacement of flooring throughout the building and new desks have further enhanced both the client and staff experience.

Funding streams remained stable during 2023/24, with the continuation of funding from the Ministry of Justice (MOJ) and National Lottery Community fund and together with Staffordshire Women's Aid we successfully bid for the Staffordshire Sexual Violence Contract, funded by the Police Crime Commissioners Office (PCC) 2024 – 2027. This replaced funding from Stoke on Trent City Council which ended on 31st March 2024. Additional in-year funding from the Ministry of Justice enabled us to expand our ISVA provision by 3 staff members. This funding has been incorporated into the new PCC Funding from 1st April 2024. We also welcomed a new Counselling Co-ordinator (maternity cover). Funding from Children in Need expired during the year.

Following a Reserves policy review, the Board actioned the reduction from a historical 9 month level to a more realistic level of 4-6 months. Use of funds covered new appointments of a CEO & uplift to Business Administration Apprentice basic salary, IT investment & capital expenditure, Brand & bench marking Reviews (fair pay, real living wage & pay scale implementation). Although Reserves are now lower, together with existing funding streams and ongoing funding applications and fundraising, Savana has confidence that we can sustain the current level of core services whilst researching and developing new services going forward. We are working with external consultants, The Cranfield Trust to update our Business Strategy and Heaward Solutions to enhance our financial sustainability. We have also completed a full IT audit, which has led to a change in provider for telecommunication and IT support.

We have renewed our contract with Recite, to ensure our website remains fully inclusive for those where English is not a first language and for those with disabilities. A telephone based translation service is regularly utilised and together with signing provision enhances our ability to provide an inclusive service for all survivors of sexual abuse. Funding from the National Lottery Community Fund has enabled us to recruit an Equality, Diversity and Inclusion Outreach Officer, who starts in June 2024, who will be initially engaging with Migrant and Asylum based communities, the LGBTQ+ community and the South Asian communities, over the next 12months. We have seen our ISVA team increase by 150%, including a Children's ISVA and a ISVA starting in July 2024. Our Services provision is continually reviewed to ensure it remains client-led and fit for purpose. The counselling pay structure has been reviewed, and the implementation from zero-hour to permanent contracts is ongoing. Our Children and Young Person practitioner team has increased by 100% and we are now able to provided support and prevention work in 6 schools. The LINK project providing 1:1 counselling for survivors of sexual abuse, and mentoring and groupwork for those at risk of sexual abuse or showing signs of Harmful Sexualised Behaviour (HSB) is being rebranded to SWITCH (Start With I, Then Change Happens) and following the suspension of our young person website TalktoSAL, due to technical issues we have taken the opportunity to reflect and rebuild the site to work alongside our school provision, with a new name SOS (Switch Online Support). The branding will also link to the overall Service brand review.

Directors' Report (Continued)

We are looking forward to another exciting year, with the launch of the new Savana brand and rebranded children/young person provision, working with Cranfield Trust to complete a new business strategy, and introduction of the Equality, Diversity and Inclusion Outreach Officer so that Savana is servicing the communities of Stoke on Trent and its environs to the best of its ability.

Financial Strategy

Our financial strategy has always been to raise sufficient funds to cover our service provision, pay staff a fair but competitive remuneration, and maintain our reserves. Over the past 12 months, and following the recruitment of the CEO, all Business and Finance strategies have been reviewed and at the end of this financial year and going into the current year we are working with the Cranfield Trust to produce a new business strategy. This will inform and update the current Finance and Income Generation strategy. The Reserve policy has been further reduced from 9 months to 4 -6 month, bringing in line with the Charity sector normal level. As part of the existing Finance and Income Generating strategy, we have worked with St James Place Plc to minimise risk to unrestricted reserves held in financial institutions and significantly increase interest income. Through the BNI we have also been working with Heaward Solutions, to focus our funding and fundraising activities in order to best manage time and resource whilst meeting funding requirements for current and future service provision and become more independently sustainable.

We appreciate that "Violence against Women and Girls" is currently high on the Government agenda, and sexual violence has continued to be a commissioning priority for the immediate future and we are thankful for the opportunity, in partnership with Staffordshire Women's Aid, to bid and successfully secure funding from the Police Crime Commissioners until 2027. However, with the current economic climate, cost of living crisis, and potential General election at some point in 2024, we are mindful that existing funding from the Ministry of Justice may not be available beyond March 2025 and if tendered there is greater competition for Commissioned services. Funding remains our greatest risk but we are confident that Savana will remain a sustainable service going forward.

Impact, Achievements and Performance

Savana's main objective is to provide counselling, training and practical support services to anyone affected by any form of Sexual Abuse within Staffordshire and to this end we have been providing emotion and practical support to 1,455 Survivors in the past 12 months. This includes 891 referrals from new clients and returning clients, continuing their journey of exploring, understanding and coping with the impact of their abuse and a further 594 who have either completed their support with us or remain with us while they require ongoing Independent Sexual Violence Advisor support. The demographics of our service users has remained steady, with 79.9% of service users identify as women and girls and 16.7.% men. We saw a 13% increase in the number of survivors referring into the service from non-binary and transgender communities. Continued additional funding from the Police Crime Commissioners and Ministry of Justice has enabled us to sustain our increased counselling session capacity and waiting list time to no longer than 4 to 6 weeks. We renewed our contract with Staffordshire Women's Aid to provide a Fast-Track service for adult survivors referred from the Sexual Abuse Referral Centre (SARC) and we continue to provide the same service for Children and Young People through our contract with West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) and referrals from the Paediatric Sexual Abuse Referral Centre (PSARC).

Directors' Report (Continued)

The historical backlog of court hearings due to the Covid pandemic remains, and has been further compounded by court staff shortages, resulting in frequent postponements. The impact being increased caseloads for our ISVA team, as service users required support for a longer period of time and new referrals continue. To manage this the Police Crime Commissioners (PCC) and Ministry of Justice Rape Support Fund (MOJ) provided in year funding to increase ISVA capacity including a dedicated Children's Independent Sexual Violence advisor, expanding Savana's ISVA team from 2 to 5 over the past 12 months and reducing caseload levels to a more sustainable level, and ensuring service users are provided with the accredited support they need.

Monitoring the impact of Savana's services is essential in informing the service and ensuring that we continue to meet our clients' needs. Using monitoring evaluations e.g. Clinical Outcomes in Routine Evaluations (CORE) form and Risks/Needs Assessments, Savana's services can evidence that in the period 1st April 2023 to 31st March 2024, where comparison data was available (459 closed cases), 83.8% of clients showed improved health & wellbeing, 87.1% felt more informed and empowered to act, 80.8% felt safer and 84.3% felt better able to cope and built resilience to move forward with daily life following the support they had received at Savana. Feedback also provides additional insight, both informing on the service user's experience, and counsellor/ISVA performance, for example "I have appreciated the flexibility of the support from Savana and have felt that it is genuinely tailored to the needs of the individual client," "the support I have received has been life changing".

Over the past 12 months we have expanded our Children and Young Person (CYPP) provision in schools. As part of National Lottery Community Funding, we have been able to support a second practitioner. CYPP have been working with 6 schools to identify those most in need of additional support, whether they are survivors of sexual abuse, at risk of sexual abuse or are showing signs of harmful sexualised behaviour. Provision is delivered through 1:1 counselling and mentoring and group workshops. This targeted support and in addition to compulsory PHSE and RSE sessions provided within the national curriculum. Its aim is to inform, educate and ensure that young people have the skills and knowledge to make safer life choices for themselves and others. Positive feedback from both students and staff informs the team on future provision, with other schools seeking the service. Schools have reported a decline in negative behaviour & an increase in students feeling more able to make positive choices. We made the decision to suspend our TalktoSal website, the digital platform with chat facility for young people, in December, and have taken the time to reflect on its purpose from when it was launched to the current climate. It will be relaunching in 2024, with a new look and name and will be integrated with the existing CYPP provision.

Savana's second objective is to raise public awareness of the impact and consequences of sexual abuse to assist in services becoming more accessible to those affected. We attended local community events, e.g. Etruria Canal Festival, during the summer of 2023, held two open days for both professional and the general public to attend, advocating the service and continue working and training with the police. Language Line has provided an essential communication link for those who's first language is not English, and we currently have 3 counsellors who have additional language skills from English. The website remains fully inclusive and we intend to renew this contact early June 2024.

Directors' Report (Continued)

Coffee and craft sessions have gone from strength to strength, with a regular number of attendees. In August, we held a first art exhibition at the Potteries Centre, Hanley to raise awareness around the effects of sexual violence and Savana's profile. It was a great success with public interaction and interest and we are looking forward to repeating the event in the future. We are grateful to the Potteries centre for providing a vacant shop free for our use.

Our Training Team have once again delivered training to the Specially Trained Officers (STO) for Staffordshire Police, Keele Medical Students, the Ministry of Justice, Keele Universities CLOCK students as well as other professional bodies. These courses are a key method by which we can influence other professionals, championing trauma informed practise whilst enhancing their knowledge around sexual violence and abuse. This helps them to recognise victimisation, support survivors and signpost them to the most appropriate service thus ensuring the best outcome for survivors. We have facilitated 1 volunteer/placement courses.

The Digital Content and Marketing team remain instrumental in awareness raising through all digital platforms, providing self- care tips, regular updates and topical information and participating in campaigns including Sexual Violence Awareness week, Sexual Assault Awareness Month and Children's Mental Health Week.

Within the year, the counselling service has been reaccredited by the British Association for counselling and Psychotherapy (BACP) and the ISVA service by Lime Culture. We have completed Stage 1 of our re-accreditation with Rape Crisis England and Wales, with Stage 2 due for completion in July 2024. With support from our new IT provider, we have completed our Cyber Essentials Plus certification ensuring that the Service remains secure and complies with GDPR and data protection requirements.

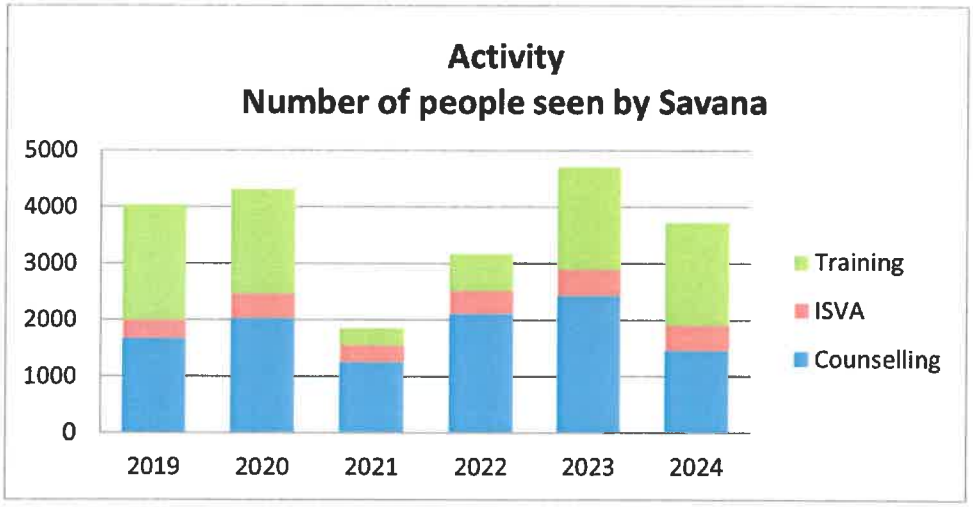
Supporting and enabling our programmes:

The number of paid counsellors has remained at 16. We remain an organisation supported by placement counsellors who along with our paid counsellors provided 3,384 face to face and telephone counselling sessions over the course of this year. Counsellors are supported by the Services Team, Designated Safe Guarding Leads, Senior Management Team as well as monthly Supervision. All staff, counsellors, placements and volunteers have access to the Employee Assist Programme through BUPA.

Our accredited ISVA service has supported 453 clients over the past year, with 220 new referrals. The service continues to provide practical and emotional support to victims of sexual violence, helping them cope with everyday life and supporting them through the Criminal Justice system. The ISVA case load remains significantly high as cases remain open longer than normal.

Citation continues to support Savana with Human Resource and Health and Safety provision ensuring that all areas of health and safety, including policies, procedures and handbooks remain fit for purpose, and providing advice and support regarding HR matters. Savana is committed to being a responsible and fair employer and supporter of our volunteers.

Directors' Report (Continued)



Financial Review

Savana's income has been generated from successful funding applications and for this report year only there has been an agreed use of unrestricted reserves in order to reduce the level from 9 to 4-6 months. £729,354 funds were generated this year (2023: £714,524) and we are, as ever, extremely grateful to those who enable us to continue our important work.

The principal restricted funding received in this financial year was from Rape Support Fund (MOJ); Stoke-on-Trent City Council; PCC; the National Lottery and Children in Need, with overall restricted funding received this year amounting to £694,936 (2023: £653,513). Unrestricted funding received during the period totalled £34,418 (2023: £31,995), of which £9,940 was generated from our training activities (2023: £12,475) and £5,604 (2023: £372) other income including gifts in kind. Donations received during the year were £5,881 (2023: £15,080), including the Rock Against Abuse event held in August 2023. Investment income of £4,868 (2023: £1,089) was received.

However, we are reporting a deficit of £182,004 for the year ending 31st March 2024. As last financial year's Director's report highlighted, there was an excess amount above our Reserves policy in unrestricted funds and that this financial year would see a managed exercise to resolve this. This was achieved by reducing in year funding applications and utilising unrestricted reserves to support unfunded roles such as the new CEO, the installation of new IT and telecommunications and cover the remaining funding shortfall. Our long-standing funding relationship with Stoke City Council ended on 31st March 2024. This source of income was transferred back to the PCC and we were successful in securing this new stream for the next 3 years, in partnership with Staffordshire Women's Aid. In year and unbudgeted spend included additional funding from the MOJ to provide EMRD training, play therapy training and enhanced group services for clients. With the assistance of St James Place financial services, we have re-invested remaining unrestricted reserves, to reduce risk and increase interest return.

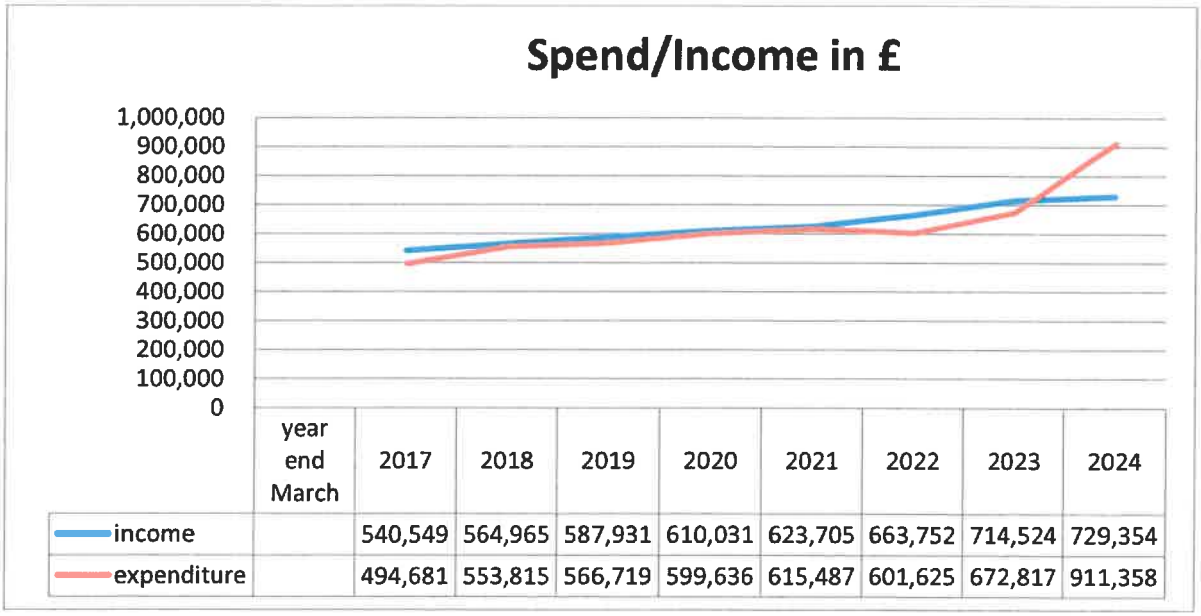
Once again, we have been fully supported by all our Funders, and remain thankful that they have been flexible in their approach to how our funding is allocated. This includes the agreement by the National Lottery to roll over the majority of project funds for 2023/24 into the next financial year

Directors' Report (Continued)

(EDI Outreach officer) and reallocation of funds from the MOJ to support the rebuilding and relaunch of our Children and Young Person digital platform with chatline facility.

Over the next 12 months, there will be a review of the Finance and Income Generating Strategy, in conjunction with the Business Strategy, a continuing relationship with Heaward Solutions for funding application support and mentoring and implementing a structured plan for expanding funding streams, including a minimum of 4 significant grant applications being made per quarter. It is anticipated that through the new Equality, Diversity and Inclusion Outreach officer, funded by the National Lottery Community Fund, future fundraising opportunities will arise.

The Board is exceedingly mindful that funding remains the greatest risk for any charity but even with the current political, economic and societal climate, funding streams from Government and the private sector, charitable trusts and foundations and the general public donations remaining uncertain and extremely competitive, Savana, in its own right and in partnership with others, will be able to meet its objectives in providing vital emotion and practical support to survivors of sexual abuse, prevention work and awareness raising for the foreseeable future.



	year end March	2017	2018	2019	2020	2021	2022	2023	2024
income		540,549	564,965	587,931	610,031	623,705	663,752	714,524	729,354
expenditure		494,681	553,815	566,719	599,636	615,487	601,625	672,817	911,358

Principle Risks and Uncertainties

These are comprehensively set out in our risk register, which is reviewed at each quarterly Board meeting, and is included in our contingency planning.

The Board recognises that alongside risks come opportunities and we are committed to managing the former without prejudicing our ability to benefit appropriately from the latter when they arise. We are always conscious that the biggest risk to our continued functioning is a lack of funding, due to the changing landscape of funding streams and revised Tender procedures for commissioned services. We continue to prioritise achieving sufficient funding for our activities.

Directors' Report (Continued)

Going Concern

At the date of approving these accounts, the Directors consider that the company is a going concern (i.e. viable for at last twelve months from the date of approval) because it holds sufficient reserves to cover core overhead costs for at least 4 - 6 months.

Statement of Directors' Responsibilities

Company Law requires the directors to prepare financial statements for each year which give a true and fair view of the state of affairs of the company at the year end and statement of financial activities for the period. In preparing those financial statements the directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed subject to any 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 business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard 102 Section 1A.

They are also responsible for safeguarding assets of the company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the company:

..... 26-09-24 .....

Alison Tasker (Director) Date

INDEPENDENT EXAMINER'S REPORT TO TRUSTEES FOR SAVANA INC LTD

I report on the accounts of the company for the year ended 31st March 2024, which are set out on pages 17 -28.

Respective Responsibilities of Directors and Examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. Company law requires the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the company and of the profit or loss of the company for that period. The trustees consider that an audit is not required under Part 16 of the Companies Act 2006 and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- To follow the procedures laid down in the general directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

Basis of Independent Examiners Report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
    - the accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act;
    - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice Accounting and Reporting by Charities have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S REPORT TO TRUSTEES OF SAVANA INC LTD (CONTINUED)

James Parr

Name:	James Parr
Professional Qualification:	FCCA
Address:	Howsons (Audit & Assurance) Limited PO Box 165 Winton House Stoke Road Stoke on Trent Staffordshire ST4 2RW

Date: 26 September 2024

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2024

STATEMENT OF FINANCIAL ACTIVITIES*

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £	2023 £
Incoming Resources						
Incoming resources from generated funds						
Voluntary income	2	5,881	-	-	5,881	15,080
Activities for generating funds	3	23,669	-	694,936	718,605	698,355
Investment income		4,868	-	-	4,868	1,089
Total incoming resources		34,418	-	694,936	729,354	714,524
Resources Expended						
Charitable activities	4	220,176	-	689,742	909,918	671,437
Governance costs	5	-	-	1,440	1,440	1,380
Total resources expended		220,176	-	691,182	911,358	672,817
Net incoming/outgoing resources before transfer		(185,758)	-	3,754	(182,004)	41,707
Gross transfers between funds		-	-	-	-	-
Reconciliation of Funds						
Total funds brought forward		675,558	-	36,548	712,106	670,399
Total Funds carried forward		489,800	-	40,302	530,102	712,106

*The statement of financial activities incorporates the income and expenditure accounts and the results for the year derive from continuing activities and there are no gains or losses other than those shown above.

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2024

BALANCE SHEET

	Note	31.03.24 £	31.03.24 £	31.03.23 £	31.03.23 £
FIXED ASSETS:					
Tangible Assets	6		9,076		758
CURRENT ASSETS:					
Debtors	7	73,606		25,998	
Cash at Bank		503,424		737,023	
		577,030		763,021	
CURRENT LIABILITIES:					
Creditors Falling Due Within 1 year	8	56,004		51,673	
		56,004		51,673	
NET CURRENT ASSETS:			521,026		711,348
TOTAL ASSETS			530,102		712,106
FUNDS OF THE CHARITY	9				
Unrestricted Income Funds			489,800		675,558
Designated Income Funds			-		-
Restricted Income Funds			40,302		36,548
			530,102		712,106

For the year ending 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

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

These accounts were approved by the Board of Directors on 26 September 2024 and signed on its behalf by,

Alison Tasker
Director

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

Basis of the preparation of the accounts

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard 102 Section 1A, The Companies Act and SORP (FRS 102).

The charity's functional and presentational currency is the pound sterling. Therefore, these financial statements are presented in pounds sterling.

The charity is a public benefit entity.

Incoming Resources

All material incoming resources have been included on a receivable basis – i.e. they are included if the date receivable falls within the period covered by these accounts. However, grant income is deferred if certain conditions of the grant are not met.

Resources Expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the company to the expenditure. All resources expended are accounted for on an accruals basis. Resources expended have been analysed using natural classification.

Purposes of Unrestricted Funds

The general fund represents free funds of the company which are not designated for any particular purpose.

There are no designated funds carried forward from period accounting period and no additions during this reporting period (April 23 – March 24)

Tangible Fixed Assets

Depreciation is calculated to write down the cost of valuation, less estimated residual value, of all tangible fixed assets with a cost exceeding £500 over their expected useful lives on a straight-line basis.

The rates applicable are:

Fixtures & Fittings	5 Years
Office Equipment	3 Years

Pension Costs

The charity operates a stakeholder pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Operating Lease Agreements
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the period of the lease.

Stock
Not applicable.

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

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

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

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

Financial Instruments

Financial Instruments Classification

Basic financial assets, including trade and other debtors, cash and bank balances, are initially recognised at transaction price, 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.

Such assets are subsequently carried at amortised cost using the effective interest method.

Basic financial liabilities, including trade and other trade creditors, bank and other 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 receipts discounted at a market rate of interest.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Financial Instruments Recognition and Measurement

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit and loss.

Impairment of Financial Assets

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised in the profit or loss.

Financial assets are derecognised when a) the contractual rights to the cash flows from the asset expire or are settled, or b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Deferred Income
For the year ended 31 March 2024 grant income is being deferred if grant conditions have not been met.

2. Voluntary Income

	Unrestricted Funds	Designated Funds	Total Funds	2023
	£	£	£	£
Donations	5,881		5,881	15,080

NOTES TO THE FINANCIAL STATEMENTS (Continued)

3. **Activities for Generating Funds**

Grants	Unrestricted Funds £	Restricted Funds £	Total Funds £	2023 £
Rape Support Fund	-	225,915	225,915	224,405
Staffs Womens Aid /PCC Tender	-	1,850	1,850	-
Lloyds Foundation	-	-	-	2,250
Community Investment Fund	-	-	-	-
Garfield Weston	-	-	-	25,000
WMRSASC-Child	3,005	3,645	6,650	2,350
SWA - Adult	5,120	4,730	9,850	13,250
SSOTP-SOT Council	-	173,000	173,000	173,000
Big Lottery Fund Grant	-	89,767	89,767	82,958
Children in Need	-	5,908	5,908	24,130
Aviva Grant	-	-	-	93
PCC Funding	-	190,121	190,121	138,072
	8,125	694,936	703,061	685,508
Training Income	9,940	-	9,940	12,475
Gifts in Kind	1,788	-	1,788	-
Other Income	3,816	-	3,816	372
	23,669	694,936	718,605	698,355

NOTES TO THE FINANCIAL STATEMENTS (Continued)

4. Charitable Activities

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds	2023
	£	£	£	£	£
Salaries (inc Paid Counselling) & NI	147,865	-	514,039	661,904	511,904
Employers Pension	1,438	-	13,181	14,619	11,033
Supervision & Welfare	1,067	-	13,496	14,563	17,198
Rent, Rates & Service Charges	12,655	-	19,670	32,325	29,324
Insurance	97	-	3,631	3,728	2,622
Office Running Costs: inc Telephone, Postage & Stationery	8,230	-	17,480	25,710	21,981
Repairs & renewals inc Furniture & Fixtures	5,207	-	2,223	7,430	8,867
Conselling Costs inc Group, Childrens equipment	178	-	10,503	10,681	5,253
Computer Expenses	4,769	-	16,434	21,203	14,871
Volunteer Expenses	-	-	2,115	2,115	2,532
Staff Travel Expenses	923		2,437	3,360	1,298
Staff & Volunteers Training	4,492	-	19,345	23,837	6,229
DBS checks	26	-	474	500	526
Recruitment	-	-	-	-	25
Settlement/Redundancy Costs	-	-	-	-	-
Promotional and Fundraising Costs	11,647	-	2,232	13,879	10,987
Training Department Costs	428		-	428	-
Professional fees and subscriptions	18,937	-	2,632	21,569	21,375
Bank and Administration charges	679	-	180	859	220
Depreciation	1,538	-	282	1,820	4,523
Staffordshire Womens Aid	-	-	49,388	49,388	-
Write Off/Shop	-	-	-	-	669
	220,176	-	689,742	909,918	671,437

5. Governance Costs

	Unrestricted Funds	Restricted Funds	Total Funds	2023
	£	£	£	£
Independent Examiners Fees	-	1,440	1,440	1,380
AGM Costs	-	-	-	-
	-	1,440	1,440	1,380

NOTES TO THE FINANCIAL STATEMENTS (Continued)

6. Tangible Fixed Assets

	Property	Office Equipment	Fixtures & Fittings	Total
	£	£	£	£
Cost at April 2023	16,195	12,212	-	28,407
Additions	5,088	712	4,338	10,138
At 31 March 2024	21,283	12,924	4,338	38,545
Depreciation				
At 1 April 2023	15,437	12,212	-	27,649
Charge for the year	1,077	59	684	1,820
Accumulated depreciation at 31 March 2024	16,514	12,271	684	29,469
Net Book Value at 31 March 2023	758	-	-	758
Net Book Value at 31 March 2024	4,769	653	3,654	9,076

7. Debtors

	2024	2023
	£	£
Trade Debtors	51,232	9,025
Prepayments	22,374	16,973
Accrued Income	-	-
	73,606	25,998

8. Creditors Falling Due Within 1 year

	2024	2023
	£	£
Trade Creditors	13,507	7,925
Accruals	16,664	17,378
Taxes and Social Security	13,423	9,264
Deferred Income	8,155	13,449
Charge Card	568	1,069
Pension	3687	2,588
	56,004	51,673

NOTES TO THE FINANCIAL STATEMENTS (Continued)

9. Movement in Funds

	Opening Balance £	Incoming Resources £	Resources Expended £	Transfers £	Closing Balance £
Unrestricted Funds					
General Fund	675,558	34,418	(220,176)	-	489,800
Designated Fund	-	-	-	-	-
	675,558	34,418	(220,176)	-	489,800
Restricted Funds					
Rape Support Fund	-	225,915	(225,915)	-	-
Screwfix Foundation	176	-	(176)	-	-
SWA - Adult	-	4,730	(4,730)	-	-
WMRSASC-Child	-	3,645	(3,645)	-	-
SSOTP SOT Council	3,084	173,000	(176,084)	-	-
Big Lottery Fund Grant	21,225	89,767	(90,992)	-	20,000
Children in Need	5,554	5,908	(11,462)	-	-
PCC Funding - ISVA	1,007	32,595	(33,602)	-	-
PCC funding - ISVA No2	-	23,595	(23,595)	-	-
PCC Funding - ISVA No3	-	3,950	(3,950)	-	-
PCC Funding - CHISVA	5,502	36,931	(42,433)	-	-
PCC Funding - Counselling	-	65,300	(65,300)	-	-
PCC Mental Health Project	-	27,750	(7,448)	-	20,302
PCC/SWA Funding	-	1,850	(1,850)	-	-
	36,548	694,936	(691,182)	-	40,302

NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Staff costs

Staff costs were as follows:

	2024	2023
	£	£
Gross wages, salaries, benefits in kind	619,493	479,263
Employer's National Insurance costs	42,411	32,641
Pension costs	14,619	11,033
	676,523	522,937

No employees received emoluments of more than £60,000.
The average number of employees during the year was 31 (2023: 28)

	2024	2023
Fundraising	1	1
Governance	32	26
Other	1	1
	34	28

11. Pension Scheme

The charity operates a stakeholder pension scheme for employees.

	2024	2023
	£	£
Cost for the period	14,619	11,033
Balance outstanding at year end	3,687	2,588

12. Directors' Remuneration, Benefits and Expenses

Various directors received no remuneration for expenses during the year (2023: £NIL).

13. Related Party Transactions

Neither the trustees nor anyone connected to them have received remuneration during the year.

14. Annual Commitments under Operating Leases

The total future minimum lease payments is as follows:	2024	2023
	£	£
Not later than one year	25,000	25,000
Later than one year and not later than five years	64,673	89,673
Later than five years	-	-
	89,673	114,673

The amount of non-cancellable operating lease payments recognised as an expense during the year was £25,000 (2023 - £22,864)

NOTES TO THE FINANCIAL STATEMENTS (Continued)

15. Deferred Income

	2024	2023
	£	£
Income from training	680	5,907
National Lottery Community Fund	7,475	7,542
	8,155	13,449

16. Audit/Accountancy

	2024	2023
	£	£
Independent Examiners Fee	1,440	1,380
	1,440	1,380

17. Analysis of Balance Sheet by Fund

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds	31.03.23
	£	£	£	£	£
FIXED ASSETS:					
Tangible Assets	8,510	-	566	9,076	758
CURRENT ASSETS:					
Debtors	9,022	-	64,584	73,606	25,998
Cash at Bank	475,603	-	27,821	503,424	737,023
	484,625	-	92,405	577,030	763,021
CURRENT LIABILITIES:					
Creditors Falling Due Within 1 Year	3,335	-	52,669	56,004	51,673
	3,335	-	52,669	56,004	51,673
NET CURRENT ASSETS:	481,290	-	39,736	521,026	711,348
TOTAL ASSETS	489,800	-	40,302	530,102	712,106
FUNDS OF THE CHARITY					
Unrestricted Income Funds	489,800	-	-	489,800	675,558
Restricted Income Funds	-	-	40,302	40,302	36,548
	489,800	-	40,302	530,102	712,106

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Going Concern

At the date of approving these accounts, the Directors consider that the company is a going concern (i.e. viable for at last twelve months from the date of approval) because it holds sufficient reserves to cover core overhead costs for at least 12 months.

SAVANA INC LTD

England & Wales - Charity number 1148466

Accounts

SAVANA INC LTD

Company Limited by Guarantee

Company Registration Number 08128653 (England and Wales)

Registered Charity Number 1148466

Accounts for the Year Ended

31 March 2023

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2023

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Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2023

Directors' Report

Full Name:	**Savana Inc. Ltd**
Company Registration number:	**08128653 (England and Wales)**
Registered Charity Number:	**1148466**
Principal Address:	**Unit C Metro Business Park** **Clough Street** **Hanley** **Stoke on Trent** **ST1 4AF**
Directors:	**Helen Rowley (Chair, Director)** **Alison Tasker (Deputy Chair, Secretary, Director)** **Steve Rowley (Deputy Treasurer, Director)** **Angela Marinari (Director – Resigned 5th September 2022)** **Jennifer Crisp (Director – Resigned 5th September 2022)** **(Elizabeth) Caroline Brown (Director)** **Jane Krishnadas (Director)** **Maria Lane (Director)** **Carol Bullock (Director – Appointed 24th April 2023)**
Bankers:	**The Co-operative Bank** **Town Road** **Hanley** **Stoke on Trent** **Staffordshire** **ST1 2QQ** **Barclays Bank PLC** **Town Road** **Hanley** **Stoke on Trent** **Staffordshire** **ST1 2JQ**

Directors' Report (Continued)

Independent Examiner:	**James Parr (FCCA)** **Howsons (Audit & Assurance) Limited** **PO Box 165** **Winton House** **Stoke Road** **Stoke on Trent** **Staffordshire** **ST4 2RW**

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2023

Directors' Report

The Trustees of Savana Inc. Ltd, who are also Directors of the charity for the purposes of the Companies Act, are pleased to present their annual report and financial statements for the year ended 31st March 2023.

Summary of our Purpose and Achievements:

Savana is approaching the 38th anniversary of its founding in 1986 when it became a registered Company Limited by Guarantee – Savana Inc. Ltd in 2012. Established under Articles of Association, it elects Directors/Trustees and Officers on an annual basis at the AGM. Savana is a members' organisation which elects its Board of Directors on an annual basis at the AGM. In the event of a vacancy the Directors have the right to co-opt 2 directors during the year, providing that it is appropriately recorded in the minutes. This right was not utilised in 2022/23. The AGM took place virtually in 2022, which was proposed and past at the previous AGM.

Aims and objectives:

The aims and objectives of the company are to:

- ***Provide Counselling, Support, Advice and Information*** to anyone affected by sexual violence at any time in their life and to raise awareness of the issues involved and the impact that sexual violence has on people's lives.
- ***Provide an Independent Sexual Violence Advisor (ISVA) Service*** in North Staffordshire. Savana provides an accredited ISVA service, with 3 qualified ISVA including a specialised Children's Independent Sexual Violence Advisor (CHISVA).
- ***Provide training and Awareness Raising*** for volunteers, professionals and other organisations. Our Training Team facilitates a CPD accredited training portfolio through hybrid learning platforms,
- ***Campaigning and public engagement*** in North Staffordshire and engaging with community events held throughout the year. We provide preventative work in schools throughout North Staffordshire; we engage with Staffordshire and Keele Universities through placements and awareness raising; we are a member of an active charities' forum; we are the lead local voluntary organisation for issues of sexual violence and engage actively with relevant local multiagency committees. Our staff are actively involved in a variety of digital campaigns including SAAM (Sexual Abuse Awareness Month), Sexual Violence Awareness week, Mental Health week, Volunteers Week, and Small Charities week. Our face to face outreach included 2 Rock against Abuse events, and attended all local community events such as Stoke Pride and 6 Towns Carnival.
- ***Public Benefit*** is a principal consideration when reviewing our aims and objectives and when planning our activities. A full service review is in process to ensure it remains client-led in order to best meet the changing needs of our clients and influence the communities in which they reside. We have remained mindful of the legacy the Covid-19 pandemic has left and continue to prioritise the safety of those who attend or work within the Service.

Directors' Report (Continued)

Who we are and what we do:

Management and Governance

Savana delivers its services through a mixed provision of salaried employees, contracted counsellors, placement counsellors and volunteers. This combination provides security of supply while maintaining Savana's long history of supporting the local communities and providing volunteering opportunities. At the end of March 2023, Savana was composed of 15 employees, 16 zero-hour contracted counsellors, and a further 14 volunteers and students on placements, of which 6 are volunteer directors / trustees who serve on the Board of Directors.

The Board of Directors has responsibility for the strategic direction of the organisation, including future planning, governance and quality assurance. The Board meets quarterly for formal Board Meetings with additional meetings spaced through the year for less formal discussion, wider engagement and support and appreciation of staff and other volunteers. At September 2022's AGM Directors Dr Jenny Crisp and Dr Angela Marinari, long standing supporters of Savana stood down. The remaining 6 Directors were re-elected and there were no new Directors proposed.

We are grateful to Dr Jenny Crisp and Dr Angela Marinari for their years of service to Savana; Dr Jenny Crisp for her varied service as a Director, Chair and Interim Chair during her time with Savana and to Dr Angela Marinari as Director and Treasurer. We continue to seek applicants with the skills and experience needed to join the Board of Directors, including the role of Treasurer which remains vacant and is being covered in the interim by the deputy Treasurer.

The Senior Management Team (SMT) have been responsible for the day to day running of Savana and the execution of our strategy and policies as decided by the Board. By the end of March 2022 Savana's three operational teams - Services [Counselling and ISVA], Training and Marketing, and Finance and Business were each led by a Senior Manager, recruiting to vacant posts and consolidating their areas of responsibility.

Volunteers and placement opportunities remain a central part of our counselling service, with new recruits undertaking the Savana training going on to provide counselling sessions under supervision, thus replenishing the pool of available counsellors. New counsellors are supported by the Services team and can draw on the experience of their colleagues and long serving counsellors who facilitate paid counselling work. The volunteer representatives continue to report to the SMT and provide a report directly to the quarterly Board meetings feeding back information and concerns to strengthen communication within the organisation.

All staff, counsellors and directors are offered external supervision with appropriately qualified clinical supervisors in recognition of the significant emotional burden our work generates. The Board is clear that the combined internal training and external supervision packages that Savana provides, is critical to and essential support for, the charity's ongoing work.

Strategic Plan and Goals

Savana's core activities remain its accredited counselling and ISVA service. At the start of April 2022, Savana room capacity has remained at 8 rooms for face to face and telephone counselling and 1 for

Directors' Report (Continued)

telephone counselling and as a quiet zone for one-to-one virtual meetings and training. Room 10 has been repurposed and incorporated into the main office. The majority of Covid restriction have been lifted, however free lateral flow testing kits will remain available as protocols remain in place when there is a positive covid test. The past 12 months, through working with Lloyds Bank Foundation, has seen the completion of the new business strategy 2023 – 2027. We have continued to keep the waiting list to a maximum 4 -6 weeks, by financially being able to sustained the increased level of paid counselling from the previous financial period.

There has been no increase in Savana's Training portfolio, which has remained at 30 Continuing Professional Development (CPD) accredited packages during 2022/23, however the Training team have significantly increased the total number of trainees they have been able to provide training to over 1800, both face to face and through online platforms. They have continued to support the local Police, NHS Medical Students and educational institutions, providing bespoke training and awareness sessions enabling professional bodies to improve their support and engagement with survivors of sexual abuse. Free online Taster sessions has proved a great success with 96.7% of those singing up, requesting future "paid for" training and over the next 12 months there is the intention to invest and expand Savana's training provision, for it to become a generator of unrestricted funding, whilst ensuring that prevention, awareness and outreach provision remains an essential aspect of our externally facing awareness raising and promotional work and is accessible to all.

We have renewed the lease on the premises at Unit C Business Park, Clough Street, Hanley for a further 5 years, with the plan to continue improving the experience of our clients by expanding the soundproofing trial to the remainder of the counselling rooms and successfully complete essential maintenance internal and external with minimum disruption to our service users, whilst remaining client focused and adaptable to our clients' changing needs.

Funding streams remained stable during 2022/23, with the extension of Ministry of Justice and Police Crime Commissioners funding, into 2023/24 and the renewal of funding from the National Lottery Community fund. The smaller Children in Need grant of £10,000 expired during the year. It is pleasing to report, however, that post year end we have been successful in renewing our funding with the Ministry of Justice until 2025, and also have been advised that all Police Crime Commissioner and Stoke City Council funding will continue until March 2024, with a new tender being released in quarter 3 for future funding.

Our reserves continue to be robust which, together with existing funding streams, give Savana the confidence that we can sustain the current level of core services whilst researching and developing new services going forward. We have continued working with external consultants, provided by the Lloyds Bank Foundation (LBF), looking at theory of change, succession planning and Communications Strategy. We initiated changes to our inclusivity provision through a new translation service provision, and interactive website and will be continuing with work over the next 12 months so that our service provision especially for our Male clients, clients from the LGBTQ+ communities, those of ethnic minority heritage or clients with a disability is enhanced. Year 2 funding from the National Lottery Community Fund will enable us to recruit an Inclusion and Diversity Ambassador to assist us with this target. A review of Services assessed our current provision to ensuring Savana's services remain client-led and fit for purpose. We have seen the expansion of our prevention work, including

Directors' Report (Continued)

research and training around Harmful Sexualised Behaviour (HSB) in Under 18's. HSB provision will be expanded further over the next 12 months.

We are looking forward to a new and exciting year, as we welcome the new Chief Executive Officer, Sophia Baker, complete a Strategic review, implement the new Strategies, and complete our work with Lloyds Bank Foundation, so that Savana is servicing the communities of Stoke on Trent and its environs to the best of its ability.

Financial Strategy

Our financial strategy has always been to raise sufficient funds to cover our service provision, pay staff a fair but competitive remuneration, and maintain our reserves to cover a 9 month's running costs. Through working with Lloyds Foundation on the Business Strategy we have now been able to complete a Finance and Income Generating Strategy, with a Finance and Income Generating Plan to be completed in 2023/24. This will include the requirement to expand our unrestricted funding enabling Savana to expand existing provision and invest in research and implementation of new services and being more independently sustainable.

We appreciate that while "Violence against Women and Girls" remains high on the Government agenda, sexual violence will continue to be a commissioning priority for the immediate future and we are thankful for the opportunity to bid and successfully secure a further 20 months of funding from the Ministry of Justice. However, we are mindful that this current interest is not guaranteed after 2025 and we are aware that there is greater competition for Commissioned services for future tenders.

Impact, Achievements and Performance

Post pandemic Savana has received 1,019 referrals into the services; these are new referrals as well as returners seeking further support as they continue their journey to explore the feelings and emotions and find long term coping mechanisms and empowerment to move forward with their lives. Savana has supported over 2422 clients during the past 12 months, throughout all areas of the service. Additional funding from the Police Crime Commissioners and Ministry of Justice during the year enabled us to sustain our increased counselling session capacity and waiting list time is currently no longer than 4 to 6 weeks. Staffordshire Women's Aid renewed their contract with us to provide a Fast-Track service for adult survivors referred from the Sexual Abuse Referral Centre (SARC).

The ongoing backlogged of court hearings due to the closure of the Courts during the pandemic and barristers' industrial action is still having a major impact for clients and Savana's ISVA/CHISVA service as postponement of court hearings continue to be a regular occurrence and ISVA caseloads remain abnormally high.

As part of our commitment to improve our inclusivity we have a new contracted translation service, Language Line and improvements to the website meaning it is more accessible to those whose first language is not English and those with disabilities. Online referrals are now linking directly to the database improving the efficiency of the referral pathway for our clients.

Directors' Report (Continued)

We have seen the re-launch of our coffee and craft sessions, changing the format from monthly to weekly, which has proved a great success with a regular number of attendees and the opportunity this coming year to display their artwork at the Potteries Centre, Hanley to raise awareness around the effects of sexual violence and Savana's profile.

Our Training Team have once again delivered training to the Specially Trained Officers (STO's) for Staffordshire Police, Keele Medical Students, the Ministry of Justice, Keele Universities CLOCK students as well as other professional bodies. These courses are a key method by which we can influence other professionals, championing trauma informed practise whilst enhancing their knowledge around sexual violence and abuse. This helps them to recognise victimisation, support survivors and signpost them to the most appropriate service thus ensuring the best outcome for survivors. We have facilitated 1 volunteer/placement courses.

The Digital Content and Marketing team remain instrumental in awareness raising through all digital platforms, providing self- care tips, regular updates and topical information and participating in campaigns including Sexual Violence Awareness week, Sexual Assault Awareness Month and Children's Mental Health Week. They also manage the Talk to Sal digital platform for young people under 25, which has supported over 300 individuals providing age-appropriate resources and confidential chat line.

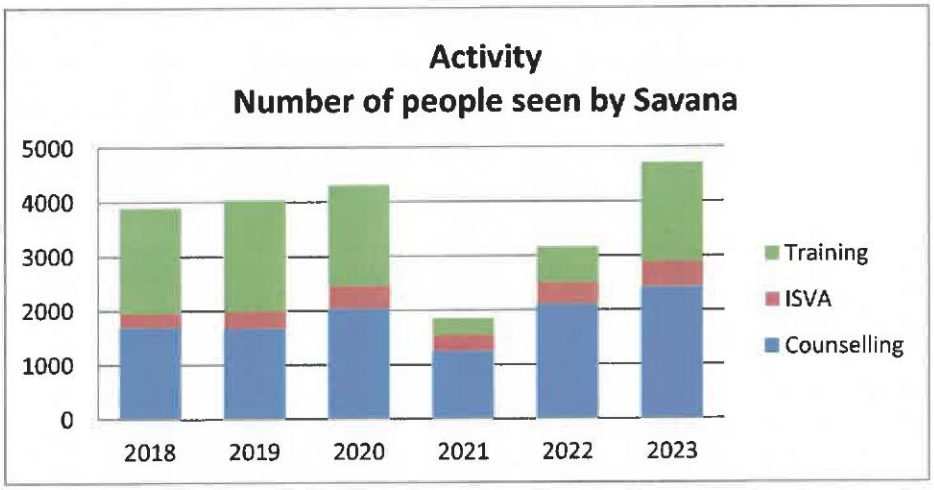
Supporting and enabling our programmes:

The number of paid counsellors is 16, an increase of 1 during the year ending 31st March 2023. We remain an organisation supported by placement counsellors who along with our paid counsellors provided 5,535 face to face and telephone counselling sessions over the course of this year. Counsellors are supported by the Services Team, Designated Safe Guarding Leads, Senior Management Team as well as monthly Supervision. All staff, counsellors, placements and volunteers have access to the Employee Assist Programme through BUPA.

Our accredited ISVA service has supported 470 clients over the past year, with 399 new referrals. The service continues to provide practical and emotional support to victims of sexual violence, helping them cope with everyday life and supporting them through the Criminal Justice system. The ISVA case load remains significantly high as cases remain open longer than normal.

In 2022 we carried out a review of our HR and Health and Safety provision resulting in a change from Peninsula to Citation. Citation supports Savana to ensure that all areas of health and safety, including policies, procedures and handbooks remain fit for purpose, and providing advice and support regarding HR matters. Savana is committed to being a responsible and fair employer and supporter of our volunteers.

Directors' Report (Continued)



Financial Review

As in previous years, the majority of Savana's income has been generated from successful funding applications. £714,524 funds were generated this year (2022: £663,752) and we are, as ever, extremely grateful to those who enable us to continue our important work.

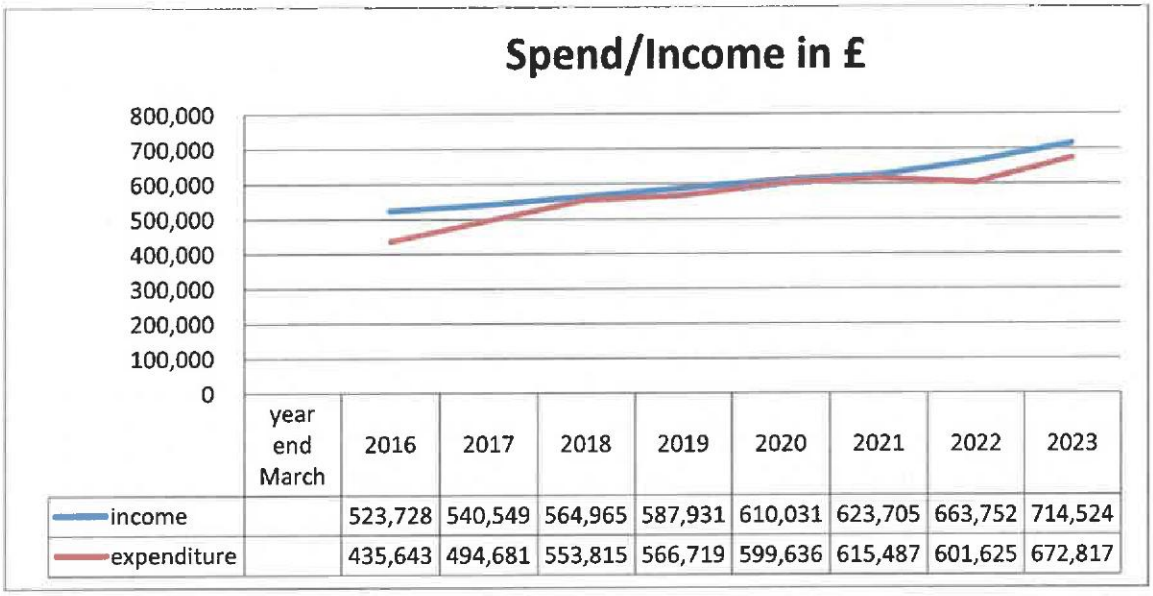
The principal restricted funding received in this financial year was from Rape Support Fund; Stoke-on-Trent City Council; OPPC, the National Lottery and Children in Need, with overall restricted funding received this year amounting to £653,513 (2022: £571,551). Unrestricted funding received during the period including Garfield Weston Foundation; with a total received of £31,995 (2022: £74,980). Further unrestricted income of £12,475 was generated from our training activities (2022: £7,205) and £372 (2022: £1,935) other income.

Donations received during the year were £15,080 (2022: £8,031). The increase includes two one-off donations from private individuals or bequests (£5,000 and £2,000). There has also been an increase in funds raised from Digital campaigns on social media and donations page of our website, www.savana.org.uk, support of the local Police force who arrange two Spin-a-thon events, Rock against abuse events and clients who have been fund raising on our behalf. We will continue to promote our revenue stream through these platforms.

The surplus in unrestricted funds that has been generated has ensured that our reserves continue to remain at a level in line with our policy and over the next 12 months. We are aware that there is currently an excess amount above our Reserves policy and following the recruitment of a Chief Executive Officer in April 2023, the next 12 months will utilise to reduce this amount to expand our services. Investment income of £1,089 (2022: £50) was received.

We have been fully supported by all our Funders, and remain thankful that they have been flexible in their approach to how our funding is allocated. This includes the agreement by the National Lottery to role over the majority of project funds for 2022/23 into the next financial year. We have agreed to write off any monies from the closure of the shop in 2021 (a figure totalling £644.29) and off set dilapidation costs against the rent deposit.

Directors' Report (Continued)



year end March	2016	2017	2018	2019	2020	2021	2022	2023
income	523,728	540,549	564,965	587,931	610,031	623,705	663,752	714,524
expenditure	435,643	494,681	553,815	566,719	599,636	615,487	601,625	672,817

Principle Risks and Uncertainties
These are comprehensively set out in our risk register, which is reviewed every year, and is included in our contingency planning.

The Board recognises that alongside risks come opportunities and we are committed to managing the former without prejudicing our ability to benefit appropriately from the latter when they arise. We are always conscious that the biggest risk to our continued functioning is a lack of funding, due to the changing landscape of funding streams since the Covid-19 pandemic and revised Tender procedures for commissioned services. We continue to prioritise achieving sufficient funding for our activities.

Events after the Balance Sheet date

At the date of approving these accounts, the Directors consider that the company is a going concern (i.e. viable for at last twelve months from the date of approval) because it holds sufficient reserves to cover costs for at least 12 months.

Statement of Directors' Responsibilities

Company Law requires the directors to prepare financial statements for each year which give a true and fair view of the state of affairs of the company at the year end and statement of financial activities for the period. In preparing those financial statements the directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed subject to any 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 business.

Directors' Report (Continued)

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard 102 Section 1A.

They are also responsible for safeguarding assets of the company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the company:

H Rowley ..... 31.3.23 .....

Helen Rowley (Director) Date

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2023

INDEPENDENT EXAMINER'S REPORT TO TRUSTEES FOR SAVANA INC LTD

I report on the accounts of the company for the year ended 31st March 2023, which are set out on pages 15 -26.

Respective Responsibilities of Directors and Examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. Company law requires the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the company and of the profit or loss of the company for that period. The trustees consider that an audit is not required under Part 16 of the Companies Act 2006 and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- To follow the procedures laid down in the general directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

Basis of Independent Examiners Report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
    - the accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act;
    - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice Accounting and Reporting by Charities have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S REPORT TO TRUSTEES OF SAVANA INC LTD (CONTINUED)

James Parr

Name: James Parr
Professional Qualification: FCCA
Address: Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
Staffordshire
ST4 2RW

Date: 31 August 2023

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2023

STATEMENT OF FINANCIAL ACTIVITIES*

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £	2022 £
Incoming Resources						
Incoming resources from generated funds						
Voluntary income	2	15,080	-	-	15,080	8,031
Activities for generating funds	3	44,842	-	653,513	698355	655,671
Investment income		1,089	-	-	1089	50
Total incoming resources		61,011	-	653,513	714,524	663,752
Resources Expended						
Charitable activities	4	36,218	-	635,219	671,437	600,305
Governance costs	5	-	-	1,380	1,380	1,320
Total resources expended		36,218	-	636,599	672,817	601,625
Net incoming resources before transfers		24,793	-	16,914	41, 707	62,127
Gross transfers between funds		-	-	-	-	-
Reconciliation of Funds						
Total funds brought forward		650,765	-	19,634	670,399	608,272
Total Funds carried forward		675,558	-	36,548	712,106	670,399

*The statement of financial activities incorporates the income and expenditure accounts and the results for the year derive from continuing activities and there are no gains or losses other than those shown above.

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2023

BALANCE SHEET

	Note	31.03.23 £	31.03.23 £	31.03.22 £	31.03.22 £
FIXED ASSETS:					
Tangible Assets	6		758		5,281
CURRENT ASSETS:					
Debtors	7	25,998		109,159	
Cash at Bank		737,023		596,444	
		763,021		705,603	
CURRENT LIABILITIES:					
Creditors Falling Due Within 1 year	8	51,673		40,485	
		51,673		40,485	
NET CURRENT ASSETS:			711,348		665,118
TOTAL ASSETS			712,106		670,399
FUNDS OF THE CHARITY	9				
Unrestricted Income Funds			675,558		650,765
Designated Income Funds			-		-
Restricted Income Funds			36,548		19,634
			712,106		670,399

For the year ending 31 March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

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

These accounts were approved by the Board of Directors on 31 August 2023 and signed on its behalf by,

.....

Helen Rowley
Director

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

Basis of the preparation of the accounts

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard 102 Section 1A, The Companies Act and SORP (FRS 102).

The charity's functional and presentational currency is the pound sterling. Therefore, these financial statements are presented in pounds sterling.

The charity is a public benefit entity.

Incoming Resources

All material incoming resources have been included on a receivable basis – i.e. they are included if the date receivable falls within the period covered by these accounts. However, grant income is deferred if certain conditions of the grant are not met.

Resources Expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the company to the expenditure. All resources expended are accounted for on an accruals basis. Resources expended have been analysed using natural classification.

Purposes of Unrestricted Funds

The general fund represents free funds of the company which are not designated for any particular purpose.

There are no designated funds carried forward from period accounting period and no additions during this reporting period (April 22 – March 23)

Tangible Fixed Assets

Depreciation is calculated to write down the cost of valuation, less estimated residual value, of all tangible fixed assets with a cost exceeding £500 over their expected useful lives on a straight-line basis.

The rates applicable are:

Fixtures & Fittings	5 Years
Office Equipment	3 Years

Pension Costs

The charity operates a stakeholder pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Operating Lease Agreements
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the period of the lease.

Stock
Donated goods are no longer held for resale due to the closure of the charity's shop and is therefore no longer applicable.

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

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

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

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

Financial Instruments

Financial Instruments Classification

Basic financial assets, including trade and other debtors, cash and bank balances, are initially recognised at transaction price, 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.

Such assets are subsequently carried at amortised cost using the effective interest method.

Basic financial liabilities, including trade and other trade creditors, bank and other 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 receipts discounted at a market rate of interest.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Financial Instruments Recognition and Measurement

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit and loss.

Impairment of Financial Assets

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised in the profit or loss.

Financial assets are derecognised when a) the contractual rights to the cash flows from the asset expire or are settled, or b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Deferred Income
For the year ended 31 March 2023 grant income is being deferred if grant conditions have not been met.

2. Voluntary Income

	Unrestricted Funds	Designated Funds	Total Funds	2022
	£	£	£	£
Donations	15,080		15,080	8,031

NOTES TO THE FINANCIAL STATEMENTS (Continued)

3. **Activities for Generating Funds**

	Unrestricted Funds	Restricted Funds	Total Funds	2022
Grants	£	£	£	£
Rape Support Fund	-	224,405	224,405	185,802
Staffs Womens Aid	-	-	-	4,746
Stoke CC - Counsellors Fund	-	-	-	864
Keele University	-	-	-	360
Lloyds Foundation	2,250	-	2,250	30,000
Community Investment Fund	-	-	-	-
Garfield Weston	25,000	-	25,000	25,000
Brook Trust	-	-	-	12,500
WMRSASC-Child	385	1,965	2,350	8,050
SWA - Adult	4,360	8,890	13,250	12,775
SSOTP-SOT Council	-	173,000	173,000	146,000
Big Lottery Fund Grant	-	82,958	82,958	75,492
Tampon Tax	-	-	-	1,280
Children in Need	-	24,130	24,130	23,630
Children in Need (Small Grant)	-	-	-	7,990
Co-Op Grant	-	-	-	2,558
Aviva Grant	-	93	93	898
PCC Funding	-	138,072	138,072	108,586
	31,995	653,513	685,508	646,531
Training Income	12,475	-	12,475	7,205
Other Income	372	-	372	1,935
	44,842	653,513	698,355	655,671

NOTES TO THE FINANCIAL STATEMENTS (Continued)

4. Charitable Activities

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds	2022
	£	£	£	£	£
Salaries (inc Paid Counselling) & NI	17,387	-	494,517	511,904	458,864
Employers Pension	-	-	11,033	11,033	10,303
Supervision & Welfare	1,986	-	15,212	17,198	14,518
Rent, Rates & Service Charges	912	-	28,412	29,324	29,707
Insurance	449	-	2,173	2,622	2,382
Office Running Costs: inc Telephone, Postage & Stationery	555	-	21,426	21,981	19,908
Repairs & renewals inc Furniture & Fixtures	3,861	-	5,006	8,867	6,230
Conselling Costs inc Group, Childrens equipment	90	-	5,163	5,253	3,232
Computer Expenses	1,314	-	13,557	14,871	8,633
Volunteer Expenses	-	-	2,532	2,532	1,782
Staff Travel Expenses	154	-	1,144	1,298	2,051
Staff & Volunteers Training	-	-	6,229	6,229	6,789
DBS checks	-	-	526	526	860
Recruitment	25	-	-	25	50
Settlement/Redundancy Costs	-	-	-	-	2,519
Promotional and Fundraising Costs	4,892	-	6,095	10,987	4,957
Professional fees and subscriptions	3,882	-	17,493	21,375	20,342
Bank and Administration charges	42	-	178	220	102
Depreciation	-	-	4,523	4,523	7,076
Write Off/Shop	669	-	-	669	
	36,218	-	635,219	671,437	600,305

5. Governance Costs

	Unrestricted Funds	Restricted Funds	Total Funds	2022
	£	£	£	£
Independent Examiners Fees	-	1,380	1,380	1,320
AGM Costs	-	-	-	-
	-	1,380	1,380	1,320

NOTES TO THE FINANCIAL STATEMENTS (Continued)

6. Tangible Fixed Assets

	Fixtures and Fittings	Office Equipment	Total
	£	£	£
Cost at April 2022	16,195	12,212	28,407
Additions	-	-	-
At 31 March 2023	16,195	12,212	28,407
Depreciation			
At 1 April 2022	13,241	9,885	23,126
Charge for the year	2,196	2,327	4,523
Accumulated depreciation at 31 March 2023	15,437	12,212	27,649
Net Book Value at 31 March 2022	2,954	2,327	5,281
Net Book Value at 31 March 2023	758	-	758

7. Debtors

	2023	2022
	£	£
Trade Debtors	9,025	90,840
Prepayments	16,973	18,319
Accrued Income	0	0
	25,998	109,159

8. Creditors Falling Due Within 1 year

	2023	2022
	£	£
Trade Creditors	7,925	4,418
Accruals	17,378	13,496
Taxes and Social Security	9,264	7,777
Deferred Income	13,449	11,441
Charge Card	1,069	1,153
Pension	2,588	2,200
	51,673	40,485

NOTES TO THE FINANCIAL STATEMENTS (Continued)

9. Movement in Funds

	Opening Balance	Incoming Resources	Resources Expended	Transfers	Closing Balance
	£	£	£	£	£
Unrestricted Funds					
General Fund	650,765	61,011	(36,218)	-	675,558
Designated Fund	-	-	-	-	-
	650,765	61,011	(36,218)	-	675,558
Restricted Funds					
Rape Support Fund	-	224,405	(224,405)	-	-
Screwfix Foundation	597	-	(421)	-	176
Rape Crisis - Digital	1,435	-	(1,435)	-	-
Community Investment Fund	2,102	-	(2,102)	-	-
Co-Op grant - Childrens Room	193	-	(193)	-	-
Aviva Grant	-	93	(93)	-	-
SWA - Adult	-	8,890	(8,890)	-	-
WMRSASC-Child	-	1,965	(1,965)	-	-
SSOTP SOT Council	3,084	173,000	(173,000)	-	3,084
Big Lottery Fund Grant	1,980	82,958	(63,713)	-	21,225
Children in Need	3,816	24,130	(22,392)	-	5,554
PCC Funding - CHISVA	6,427	36,931	(37,856)	-	5,502
PCC Funding - ISVA	-	32,595	(31,588)	-	1,007
PCC Funding - Children	-	3,246	(3,246)	-	-
PCC Funding	-	65,300	(65,300)	-	-
	19,634	653,513	(636,599)	-	36,548

NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Staff costs

Staff costs were as follows:

	2023	2022
	£	£
Gross wages, salaries, benefits in kind	479,263	434,279
Employer's National Insurance costs	32,641	24,585
Pension costs	11,033	10,303
	522,937	469,167

No employees received emoluments of more than £60,000.
The average number of employees during the year was 28 (2021: 28)

	2023	2022
Fundraising	1	1
Governance	26	26
Other	1	1
	28	28

11. Pension Scheme

The charity operates a stakeholder pension scheme for employees.

	£	£
Cost for the period	11,033	10,303
Balance outstanding at year end	2,588	2,200

12. Directors' Remuneration, Benefits and Expenses

Various directors received no remuneration for expenses during the year (2022: £NIL).

13. Related Party Transactions

Neither the trustees nor anyone connected to them have received remuneration during the year.

14. Annual Commitments under Operating Leases

The total future minimum lease payments is as follows:	2023	2022
	£	£
Not later than one year	25,000	14,000
Later than one year and not later than five years	89,673	0
Later than five years	-	-
	114,673	14,000

The amount of non-cancellable operating lease payments recognised as an expense during the year was £22,864 (2022 - £21,000)

NOTES TO THE FINANCIAL STATEMENTS (Continued)

15. Deferred Income

	2023	2022
	£	£
PCC ISVA	-	8,149
BBC Children in Need	5,907	-
Big Lottery	7,542	-
Training Income	-	3,200
Aviva - Greener Spaces	-	92
	13,449	11,441

16. Audit/Accountancy

	2023	2022
	£	£
Independent Examiners Fee	1,380	1,320
	1,380	1,320

NOTES TO THE FINANCIAL STATEMENTS (Continued)

17. Analysis of Balance Sheet by Fund

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £	31.03.22 £
FIXED ASSETS:					
Tangible Assets	-	-	758	758	5,281
CURRENT ASSETS:					
Debtors	5,496	-	20,502	25,998	109,159
Cash at Bank	670,099	-	66,924	737,023	596,444
	675,595	-	87,426	763,021	705,603
CURRENT LIABILITIES:					
Creditors Falling Due Within 1 Year	37	-	51,636	51,673	40,485
	37	-	51,636	51,673	40,485
NET CURRENT ASSETS:	675,558	-	35,790	711,348	665,118
TOTAL ASSETS	675,558	-	36,548	712,106	670,399
FUNDS OF THE CHARITY					
Unrestricted Income Funds	675,558	-	-	675,558	650,765
Restricted Income Funds	-	-	36,548	36,548	16,634
	675,558	-	36,548	712,106	670,399

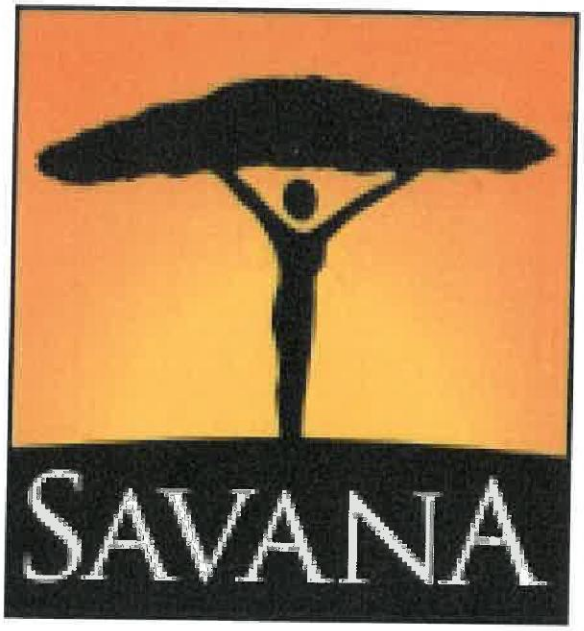
Events after the Balance Sheet date

At the date of approving these accounts, the Directors consider that the company is a going concern (i.e. viable for at last twelve months from the date of approval) because it holds sufficient reserves to cover costs for at least 12 months.

SAVANA INC LTD

England & Wales - Charity number 1148466

Accounts



SAVANA INC LTD

Company Limited by Guarantee

Company Registration Number 08128653 (England and Wales)

Registered Charity Number 1148466

Accounts for the Year Ended

31 March 2022

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2022

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Directors' Report

Full Name:	Savana Inc. Ltd
Company Registration number:	08128653 (England and Wales)
Registered Charity Number:	1148466
Principal Address:	Unit C Metro Business Park Clough Street Hanley Stoke on Trent ST1 4AF
Directors:	Helen Rowley (Chair, Director – appointed 6/9/21) Alison Tasker (Deputy Chair, Secretary, Director) Steve Rowley (Deputy Treasurer, Director - appointed 6/9/21) Angela Marinari (Director) Jennifer Crisp (Director) (Elizabeth) Caroline Brown (Director) Jane Krishnadas (Director) Maria Lane (Director – appointed 1/12/21) Alka Searle (Resigned 6/9/21) Hannah Woolaghan (Resigned 01/09/21)
Bankers:	The Co-operative Bank Town Road Hanley Stoke on Trent Staffordshire ST1 2QQ Barclays Bank PLC Town Road Hanley Stoke on Trent Staffordshire ST1 2JQ

Directors' Report (Continued)

Independent Examiner:

James Parr (FCCA)
Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
Staffordshire
ST4 2RW

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2022

Directors' Report

The Trustees of Savana Inc. Ltd, who are also Directors of the charity for the purposes of the Companies Act, are pleased to present their annual report and financial statements for the year ended 31st March 2022.

Summary of our Purpose and Achievements:

Savana is approaching the 37th anniversary of its founding in 1986 when it became a registered Company Limited by Guarantee – Savana Inc. Ltd in 2012. Established under Articles of Association, it elects Directors/Trustees and Officers on an annual basis at the AGM. Savana is a members' organisation which elects its Board of Directors on an annual basis at the AGM. In the event of a vacancy the Directors have the right to co-opt directors during the year, providing that it is appropriately recorded in the minutes. This right has been utilised in 2021/22 with the addition of 1 Director post the AGM held in September 2021. Following Government Guidelines and a duty of care for all our members, the September 2021 AGM took place virtually.

Aims and objectives:

The aims and objectives of the company are to:

- ***Provide Counselling, Support, Advice and Information*** to anyone affected by sexual violence at any time in their life and to raise awareness of the issues involved and the impact that sexual violence has on people's lives.
- ***Provide an Independent Sexual Violence Advisor (ISVA) Service*** in North Staffordshire. Savana provides an accredited ISVA service, with 3 qualified ISVA including a specialised Children's Independent Sexual Violence Advisor (CHISVA).
- ***Provide training and Awareness Raising*** for volunteers, professionals and other organisations. Our Training Team have continued to grow our accredited training portfolio and continued to provide hybrid learning, following on from experience gained during the Covid pandemic.
- ***Campaigning and public engagement*** in North Staffordshire and engaging with community events held throughout the year. We provide preventative work in schools throughout Staffordshire; we engage with Staffordshire and Keele Universities through placements and awareness raising; we are a member of an active charities' forum; we are the lead local voluntary organisation for issues of sexual violence and engage actively with relevant local multiagency committees. Our staff are actively involved in a variety of digital campaigns including Aviva, SAAM (Sexual Abuse Awareness Month), The Big Give, Sexual Violence Awareness week, Mental Health week, Volunteers Week, and Small Charities week.
- ***Public Benefit*** is a principle consideration when reviewing our aims and objectives and when planning our activities. We continue to review our service to ensure it remains client-led in order to best meet the needs of the communities we service, whilst being mindful of the legacy the Covid-19 pandemic continues to leave.

Who we are and what we do:

Management and Governance

Savana delivers its services through a mixed provision of salaried employees, contracted counsellors, placement counsellors and volunteers. This combination provides security of supply while

Directors' Report (Continued)

maintaining Savana's long history of volunteering and helping others. At the end of March 2022, Savana was composed of 13 employees, 15 contracted counsellors, and a further 20 volunteers or students on placements, of which 8 are volunteer directors / trustees who serve on the Board of Directors.

The Board of Directors has responsibility for the strategic direction of the organisation, including future planning, governance and quality assurance. The Board meets quarterly for formal Board Meetings with additional meetings spaced through the year for less formal discussion, wider engagement and support and appreciation of staff and other volunteers. At the start of the financial year, interim arrangements had been put in place following the unexpected resignation of the Chair. Following the AGM in September we welcomed 2 new Directors, with a further Director joining the Board in December. New positions of Deputy Chair and Deputy Treasurer have been introduced.

We are grateful to Alka Searle for long time services to Savana and we thank Dr Jenny Crisp for acting as interim Chair. We continue to seek applicants with the skills and experience needed to join the Board of Directors, including the role of Treasurer which remains vacant and is being covered in the interim by the deputy Treasurer.

The Senior Management Team, are responsible for the day to day running of Savana and the execution of our strategy and policies as decided by the Board. By the end of March 2022 Savana's three operational teams - Services [Counselling and ISVA], Training and Marketing, and Business and Finance - were each led by a Senior Manager, recruiting to vacant posts and consolidating their areas of responsibility. Following the decision in December 2020 to close the Savana charity shop, Turnaround in Meir, given the problems of trading in lockdown and the cumulative commercial and health and safety challenges, Turnaround closed its doors on 1st May 2021. Sadly this resulted in the redundancy of 2 dedicated part time staff.

Volunteers remain a central part of our counselling service, with new recruits undertaking the Savana training going on to provide counselling sessions under supervision, thus replenishing the pool of available counsellors. Many longer serving counsellors remain with the charity and take on additional paid counselling work. We also host placements for counsellors giving us some input into the training of the next generation of counsellors. The introduction of 2 elected volunteer representatives who attend the quarterly Board meetings to feedback information and concerns from volunteers has strengthened communication within the organisation.

All staff, counsellors and directors are offered external supervision with appropriately qualified clinical supervisors in recognition of the significant emotional burden our work generates. The Board is clear that the combined internal training and external supervision packages that Savana provides, is critical to and essential support for, the charity's ongoing work.

Strategic Plan and Goals

Savana's core activity remains its counselling and ISVA service. At the start of April 2021, Savana was able to provide 80% room capacity for face to face counselling and 90% room capacity for telephone counselling. A rota system for counsellors remained in place, along with the continuance of providing Covid 19 'safe ways of working' for our staff, volunteers and clients. This remains a

Directors' Report (Continued)

priority whilst the Covid-19 pandemic continues to have some impact. The service overall continued to support all our existing and newly referred clients together with our counsellors, with a priority given to reducing the waiting list.

The Directors are very grateful to the senior management team for ensuring the continuing operation of the service during this very difficult period. The quiet times at HQ also saw further essential maintenance and upgrade work to the building inside and out with no adverse impact on clients at the time. This had manifest benefits for all of us who use the building. More work is planned during 2022/23 to improve working conditions still further.

Funding streams remained stable during 2021/22, however the 3 main sources of income (The Big Lottery, and two Children in Need grants) were due to expire within the financial year. It is pleasing to report, however, that post year end we have been granted an extension of 1 year on the main Children in Need grant and were successful in reapplying for a further 3 years support from the National Lottery Community Fund.

Our reserves continue to be robust which, together with existing funding streams, give Savana the confidence that we can continue to develop and deliver our services going forward. Over the past year, and with the assistance of the Lloyds Bank Foundation (LBF), Savana has been reviewing its services, with special focus on updating the Business Strategy, Finance Strategy and Governance. Future strategic direction will target improving our service provision especially for our Male clients, clients from the LGBTQ+ communities, those of ethnic minority heritage or clients with a disability. It will also be assessing our current services to ensure they remain client-led and fit for purpose, and will see the expansion of our prevention work, including provisions around Harmful Sexualised Behaviour in Under 18's. We are looking forward to working with the LBF over the next 12 months.

We continue to invest in our training and outreach provision which is an essential aspect of our externally facing awareness raising and promotional work. The Training team has expanded its geographical reach through online training and continue to be open to new opportunities for collaboration and partnership working, further extending the range and reach of the Continuing Professional Development (CPD) accredited packages.

As we move into a post Covid pandemic period, we continue to 'future proof' our work; protect our staff, volunteers and clients whilst the Covid virus remains a concern; and stay vigilant and responsive to the impact societal and economic changes in the community and nationwide are having on Savana and the people we serve. We have encouraged the use of the Employee Assistance Programme (through Peninsula) for anyone struggling with mental health. This is in addition to supervision provided to all employees/counsellors because Savana is fully aware of the associated stresses of working with sexual trauma and violence can have on our counsellors.

Financial Strategy

Our financial strategy has always been to raise sufficient funds to cover our service provision, pay staff a fair but competitive remuneration, and maintain our reserves to cover 9 month's running costs. The work undertaken with Lloyds Foundation on the Business Strategy has had a direct link in reviewing the Financial Strategy, Finance Plan and Fundraising Strategy in 2022/23. We continue to

Directors' Report (Continued)

invest in our premises and our IT systems to enhance productivity. We are still planning additional building works to improve the soundproofing of our counselling rooms.

We anticipate commissioning procedures and funding streams to alter in the future with more collaborative and partnership working to become the norm.

We also anticipate that while "Violence against Women and Girls" remains high on the Government agenda, sexual violence will continue to be a commissioning priority for the immediate future. We are working with the five target areas laid out in the Government strategy July 2021"Tackling Violence against Women and Girls"

Impact, Achievements and Performance

Following last year's Covid pandemic lockdowns and the direct impact it had on Savana in having to temporarily suspend our face to face service, transfer to telephone support for a period of time, implement telephone counselling and then following Government Guidelines restrictions as to who, when and where staff, counsellors and clients could return to face to face, 2021-22 has continued to be impacted by the Covid-19 virus for all the services we provide.

In the interest of safety for our clients and counsellors all procedures with regards to infection reduction have remained in place for the majority of the year, and room capacity for face to face counselling due to lack of ventilation remains at 80%. Our counsellors have been invaluable in ensuring that the counselling rooms have been safe from contamination, and we are proud that there have been no direct person to person infections among staff, counsellors or clients. Where there has been a reduction in staffing levels, the Savana team have excelled in managing the service so there has been no impact for the clients. Following the positive feedback from clients, telephone counselling will now be a permanent option for adult clients, making the service more accessible. The waiting list has steadily risen over the past 12 months, which was anticipated as survivors become more able to seek support following the lifting of Covid restrictions. We have increased our counselling hour capacity to address the rise in waiting times. We have welcomed a new member of staff as our Children and Young person's practitioner, who has also taken on the Under 18 waiting list.

The closure of the Courts during in the pandemic and the back-log of court hearings this has created has impacted the ISVA/CHISVA service and increased their case load significantly and in July 2021 with funding from the PCC we employed a third ISVA to address this. Clients are still bearing the impact of their court hearings being postponed (on numerous occasions) and going into 2022-23 the Barristers strikes will add to this problem.

Our training courses continue to be a key method by which we can influence other professionals, enhance their knowledge of sexual abuse and assist them to recognise victimisation, support Survivors and signpost to our services as needed. For this reporting period, we have returned to face to face training delivery whilst continuing to facilitate training courses online. We have added "Vicarious Trauma" to our CDP accreditation portfolio, bringing our total to 30. We have delivered training to the Specially Trained Officers (STO's) for Staffordshire Police, Keele Medical Students, the Crown Prosecution Service, Keele Universities CLOCK students and other professional bodies. We

Directors' Report (Continued)

have facilitated 2 volunteer/placement courses, and delivered virtual and face to face coffee mornings, craft and chats and a Male Forum.

Following the launch of our young persons' digital platform, "TalktoSAL", in February 2021, we have listened to our users' feedback and requests for more support from its users by extending the age range from 18 to 25 years, and arranged a Parent/Carer forum. The Digital content and Marketing team remain instrumental in awareness raising through all digital platforms, providing self- care tips, regular updates and topical information whilst raising over £5,000 through on-line campaigns, such as the Big Give.

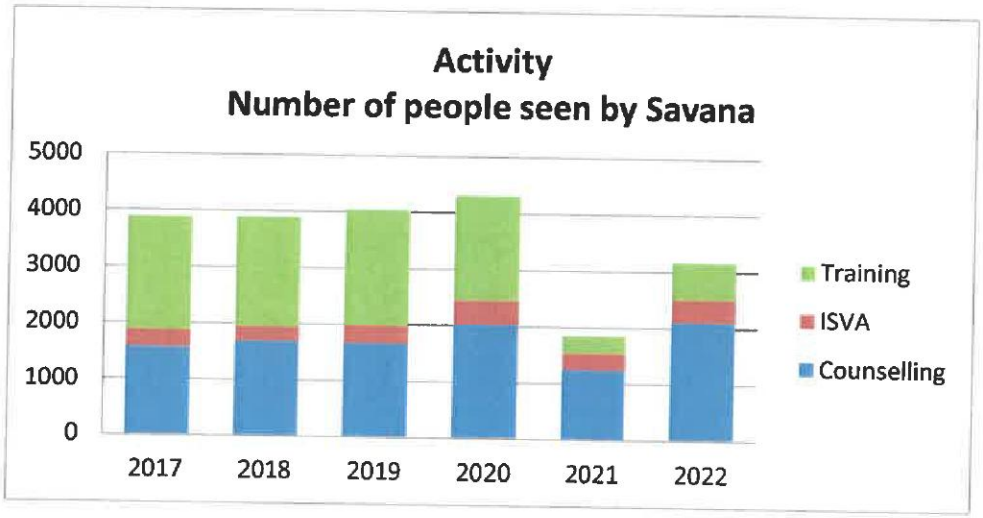
Supporting and enabling our programmes:

The number of paid counsellors is 15, has remained unchanged in 2021/22. We remain an organisation supported by our volunteers and placement counsellors who along with our paid counsellors provided 5,500 face to face and telephone counselling sessions over the course of this year.

Our ISVA service was re-accredited with Lime Culture and has supported 412 clients over the past year. The service continues to provide practical and emotional support to victims of sexual violence, helping them cope with everyday life and supporting them through the Criminal Justice system. The work load has increased significantly during the pandemic and remains high due to the backlog of court cases resulting from the closure of the Courts during 2020/21.

Throughout 2021/22 we have continued to use 8 out of our 10 counselling rooms for face to face counselling. The remaining rooms can be used for telephone counselling purposes but use remains limited due to the lack of ventilation and duty of care to all while the Covid virus is still widely prevalent.

To support our managers, staff and volunteers, Savana continues its contract with Peninsula to provide HR services and support. Their input ensures that our health and safety policies, and employee and volunteers' handbooks remain fit for purpose. We actively promote the Employee Assist Programme. Savana is committed to being a responsible and fair employer and supporter of our volunteers.



Directors' Report (Continued)

Financial Review

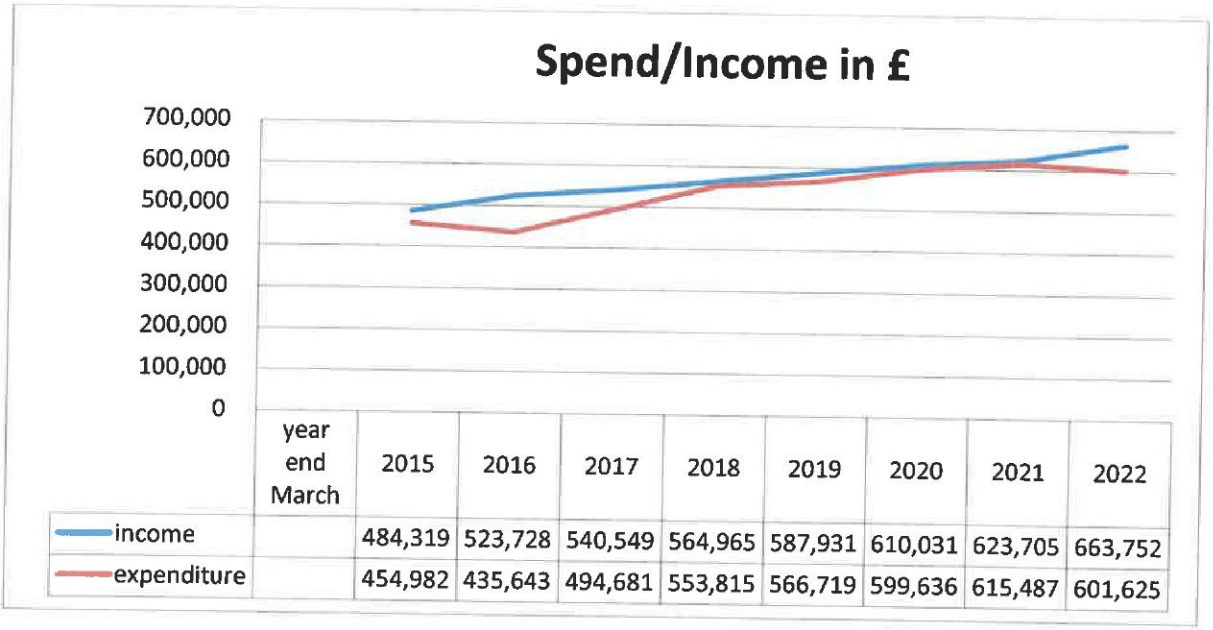
As in previous years, the majority of Savana's income has been generated from successful funding applications. £663,752 funds were generated this year (2021: £623,705) and we are, as ever, extremely grateful to those who enable us to continue our important work.

The principal restricted funding received in this financial year was from Rape Support Fund; Stoke-on-Trent City Council; OPPC, the National Lottery; Children in Need and Tampon Tax, with overall restricted funding received this year amounting to £571,551 (2021: £552,786). Unrestricted funding received during the period including The Brook Trust; with a total received of £74,980 (2021: £37,565). Further unrestricted income of £7,205 was generated from our training activities (2021: £1,719) and £1,935 (2021: £17,036) other income.

Donations received during the year were £8,031 (2021: £14,175). The decrease is due to the lack of one-off donations from private individuals (in 2020/21 we had two significant amounts of over £2,000 each). Funds raised from Digital campaigns on social media which along with the donations page of our updated website, www.savana.org.uk and the support of our clients who had been fund raising on our behalf has however remained steady. We will continue to promote our revenue stream through these platforms.

The surplus in unrestricted funds that has been generated has ensured that our reserves continue to remain at a level in line with our policy and will enable us to expand our services. Investment income of £50 (2021: £424) was received.

We have been fully supported by all our Funders, as the effects of the Covid-19 pandemic has continued to influence everyone's lives during 2021/22, The flexibility from the Ministry of Justice - Rape Support fund has enabled us to continue supporting our digital platform for Under 25's " Talk to SAL" and the National Lottery's permission to carry a small amount of the expired funding enables us to continue providing Covid-19 precautionary equipment into 2022/23 to ensure we remain a safe and secure place for all.



year end March	2015	2016	2017	2018	2019	2020	2021	2022
income	484,319	523,728	540,549	564,965	587,931	610,031	623,705	663,752
expenditure	454,982	435,643	494,681	553,815	566,719	599,636	615,487	601,625

Directors' Report (Continued)

Principle Risks and Uncertainties
These are comprehensively set out in our risk register, which is reviewed every year, and is included in our contingency planning.

The Board recognises that alongside risks come opportunities and we are committed to managing the former without prejudicing our ability to benefit appropriately from the latter when they arise. We are always conscious that the biggest risk to our continued functioning is a lack of funding, due to the increasing pressure on funding streams following the Covid-19 pandemic and the changes in commissioned services. We continue to prioritise achieving sufficient funding for our activities.

Events after the Balance Sheet date

At the year end, the financial statements include £1,000 deposit in other debtors, an amount on account and final costs of the dilapidations following the closure of the shop, leaves an agreed amount of £766.15 owed back to Savana from the Landlord. The last letter sent to the Landlord concerning the outstanding amount is dated 18/5/22.

At the date of approving these accounts, the Directors consider that the company is a going concern (i.e. viable for at last twelve months from the date of approval) because it holds sufficient reserves to cover costs for at least 12 months.

Statement of Directors' Responsibilities

Company Law requires the directors to prepare financial statements for each year which give a true and fair view of the state of affairs of the company at the year end and statement of financial activities for the period. In preparing those financial statements the directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed subject to any 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 business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard 102 Section 1A.

They are also responsible for safeguarding assets of the company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the company:

H Rowley

Helen Rowley (Director)

30.8.2022

Date

INDEPENDENT EXAMINER'S REPORT TO TRUSTEES FOR SAVANA INC LTD

I report on the accounts of the company for the year ended 31st March 2022, which are set out on pages 14-25.

Respective Responsibilities of Directors and Examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. Company law requires the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the company and of the profit or loss of the company for that period. The trustees consider that an audit is not required under Part 16 of the Companies Act 2006 and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- To follow the procedures laid down in the general directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

Basis of Independent Examiners Report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
    - the accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act;
    - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice Accounting and Reporting by Charities have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S REPORT TO TRUSTEES OF SAVANA INC LTD (CONTINUED)

James Parr

Name: James Parr
Professional Qualification: FCCA
Address: Howsons (Audit & Assurance) Limited
PO Box 165
Winton House
Stoke Road
Stoke on Trent
Staffordshire
ST4 2RW

Date: 30 August 2022

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2022

STATEMENT OF FINANCIAL ACTIVITIES*

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £	2021 £
Incoming Resources						
Incoming resources from generated funds						
Voluntary income	2	8,031	-	-	8,031	14,175
Activities for generating funds	3	84,120	-	571,551	655,671	609,106
Investment income		50	-	-	50	424
Total incoming resources		92,201	-	571,551	663,752	623,705
Resources Expended						
Charitable activities	4	38,578	-	561,727	600,305	614,187
Governance costs	5	-	-	1,320	1,320	1,300
Total resources expended		38,578	-	563,047	601,625	615,487
Net incoming resources before transfers		53,623	-	8,504	62,127	8,218
Gross transfers between funds		-	-	-	-	-
Reconciliation of Funds						
Total funds brought forward		597,142	-	11,130	608,272	600,054
Total Funds carried forward		650,765	-	19,634	670,399	608,272

*The statement of financial activities incorporates the income and expenditure accounts and the results for the year derive from continuing activities and there are no gains or losses other than those shown above.

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2022

BALANCE SHEET

	Note	31.03.22 £	31.03.22 £	31.03.21 £	31.03.21 £
FIXED ASSETS:					
Tangible Assets	6		5,281		12,357
CURRENT ASSETS:					
Debtors	7	109,159		81,727	
Cash at Bank		596,444		614,242	
		705,603		695,969	
CURRENT LIABILITIES:					
Creditors Falling Due Within 1 year	8	40,485		100,054	
		40,485		100,054	
NET CURRENT ASSETS:			665,118		595,915
TOTAL ASSETS			670,399		608,272
FUNDS OF THE CHARITY	9				
Unrestricted Income Funds			650,765		597,142
Designated Income Funds			-		-
Restricted Income Funds			19,634		11,130
			670,399		608,272

For the year ending 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

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

These accounts were approved by the Board of Directors on 30 August 2022 and signed on its behalf by,

Helen Rowley
Director

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

Basis of the preparation of the accounts
The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard 102 Section 1A, The Companies Act and SORP (FRS 102).

The charity's functional and presentational currency is the pound sterling. Therefore these financial statements are presented in pounds sterling.

The charity is a public benefit entity.

Incoming Resources
All material incoming resources have been included on a receivable basis – i.e. they are included if the date receivable falls within the period covered by these accounts. However, grant income is deferred if certain conditions of the grant are not met.

Resources Expended
Liabilities are recognised as soon as there is a legal or constructive obligation committing the company to the expenditure. All resources expended are accounted for on an accruals basis. Resources expended have been analysed using natural classification.

Purposes of Unrestricted Funds
The general fund represents free funds of the company which are not designated for any particular purpose.

There are no designated funds carried forward from period accounting period and no additions during this reporting period (April 21 – March 22)

Tangible Fixed Assets
Depreciation is calculated to write down the cost of valuation, less estimated residual value, of all tangible fixed assets with a cost exceeding £500 over their expected useful lives on a straight line basis.

The rates applicable are:

Fixtures & Fittings	5 Years
Office Equipment	3 Years

Pension Costs
The charity operates a stakeholder pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Operating Lease Agreements
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight line basis over the period of the lease.

Stock
Donated goods are held for resale in the charity's shop. The directors consider it is impractical to measure the fair value of such goods and they are only recognised in the accounts when they are sold.

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

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

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

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

Financial Instruments

Financial Instruments Classification

Basic financial assets, including trade and other debtors, cash and bank balances, are initially recognised at transaction price, 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.

Such assets are subsequently carried at amortised cost using the effective interest method.

Basic financial liabilities, including trade and other trade creditors, bank and other 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 receipts discounted at a market rate of interest.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Financial Instruments Recognition and Measurement

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit and loss.

Impairment of Financial Assets

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised in the profit or loss.

Financial assets are derecognised when a) the contractual rights to the cash flows from the asset expire or are settled, or b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Deferred Income
For the year ended 31 March 2022 grant income is being deferred if grant conditions have not been met.

2. Voluntary Income

	Unrestricted Funds	Designated Funds	Total Funds	2021
	£	£	£	£
Donations	8,031		8,031	14,175

NOTES TO THE FINANCIAL STATEMENTS (Continued)

3. **Activities for Generating Funds**

Grants	Unrestricted Funds £	Restricted Funds £	Total Funds £	2021 £
Rape Support Fund	-	185,802	185,802	148,171
WA/Sexual Abuse Support Role	-	-	-	18,132
Staffs Womens Aid	-	4,746	4,746	-
Stoke CC - Counsellors Fund	-	864	864	-
Keele University	-	360	360	-
Lloyds Foundation	30,000	-	30,000	29,000
Community Investment Fund	-	-	-	-
Garfield Weston	25,000	-	25,000	-
Brook Trust	12,500	-	12,500	12,500
WMRSASC-Child	2,830	5,220	8,050	2,750
SWA - Adult	4,650	8,125	12,775	9,050
SSOTP-SOT Council	-	146,000	146,000	173,750
Staffs Womens Aid - ISVA	-	-	-	8,400
Big Lottery Fund Grant	-	75,492	75,492	90,823
Tampon Tax	-	1,280	1,280	4,720
Children in Need	-	23,630	23,630	23,630
Children in Need (Small Grant)	-	7,990	7,990	9,760
Co-Op Grant	-	2,558	2,558	2,787
Aviva Grant	-	898	898	1,034
PCC Funding	-	108,586	108,586	55,844
	74,980	571,551	646,531	590,351
Training Income	7,205	-	7,205	1,719
Other Income	1,935	-	1,935	17,036
	84,120	571,551	655,671	609,106

NOTES TO THE FINANCIAL STATEMENTS (Continued)

4. Charitable Activities

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds	2021
	£	£	£	£	£
Salaries (inc Paid Counselling) & NI	7,917	-	450,947	458,864	447,748
Employers Pension	150	-	10,153	10,303	11,044
Supervision & Welfare	54	-	14,464	14,518	16,418
Rent, Rates & Service Charges	6,158	-	23,549	29,707	30,817
Insurance	57	-	2,325	2,382	2,870
Office Running Costs: inc Telephone, Postage & Stationery	1,005	-	18,903	19,908	19,891
Repairs & renewals inc Furniture & Fixtures	480	-	5,750	6,230	23,738
Conselling Costs inc Group, Childrens equipment	180	-	3,052	3,232	578
Computer Expenses	5,373	-	3,260	8,633	8,724
Volunteer Expenses	-	-	1,782	1,782	1,330
Staff Travel Expenses	601	-	1,450	2,051	3,562
Staff & Volunteers Training	305	-	6,484	6,789	9,401
DBS checks	-	-	860	860	333
Recruitment	50	-	-	50	-
Settlement/Redundancy Costs	2,519	-	-	2,519	4,162
Promotional and Fundraising Costs	4,473	-	484	4,957	2,361
Professional fees and subscriptions	9,190	-	11,152	20,342	23,721
Bank and Administration charges	6	-	96	102	179
Depreciation	60	-	7,016	7,076	7,310
	38,578	-	561,727	600,305	614,187

5. Governance Costs

	Unrestricted Funds	Restricted Funds	Total Funds	2021
	£	£	£	£
Independent Examiners Fees	-	1,320	1,320	1,300
AGM Costs	-	-	-	-
	-	1,320	1,320	1,300

NOTES TO THE FINANCIAL STATEMENTS (Continued)

6. Tangible Fixed Assets

	Fixtures and Fittings	Office Equipment	Total
	£	£	£
Cost at April 2021	16,195	12,212	28,407
Additions	-	-	-
At 31 March 2022	16,195	12,212	28,407
Depreciation			
At 1 April 2021	10,002	6,048	16,050
Charge for the year	3,239	3,837	7,076
Accumulated depreciation at 31 March 2022	13,241	9,885	23,126
Net Book Value at 31 March 2021	6,193	6,164	12,357
Net Book Value at 31 March 2022	2,954	2,327	5,281

7. Debtors

	2022	2021
	£	£
Trade Debtors	90,840	60,566
Prepayments	18,319	19,680
Accrued Income	0	1,481
	109,159	81,727

8. Creditors Falling Due Within 1 year

	2022	2021
	£	£
Trade Creditors	4,418	16,434
Accruals	13,496	14,924
Taxes and Social Security	7,777	6,851
Deferred Income	11,441	59,247
Charge Card	1,153	405
Pension	2,200	2,193
	40,485	100,054

NOTES TO THE FINANCIAL STATEMENTS (Continued)

9. Movement in Funds

	Opening Balance £	Incoming Resources £	Resources Expended £	Transfers £	Closing Balance £
Unrestricted Funds					
General Fund	597,142	92,201	(38,578)	-	650,765
Designated Fund	-	-	-	-	-
	597,142	92,201	- 38,578	-	650,765
Restricted Funds					
Rape Support Fund	-	185,802	(185,802)	-	-
Screwfix Foundation	1,018	-	(421)	-	597
Rape Crisis - Digital	1,687	-	(252)	-	1,435
Community Investment Fund	5,488	-	(3,386)	-	2,102
Co-Op grant - Childrens Room	-	1,558	(1,365)	-	193
Co-Op Grant - Counselling	-	1,000	(1,000)	-	-
Aviva Grant	-	898	(898)	-	-
Keele University	-	360	(360)	-	-
SWA - Adult	-	5,220	(5,220)	-	-
WMRSASC-Child	-	8,125	(8,125)	-	-
SSOTP SOT Council	-	146,000	(142,916)	-	3,084
Staffs Women's Aid	-	4,746	(4,746)	-	-
Big Lottery Fund Grant	-	75,492	(73,512)	-	1,980
Stoke County Council	-	864	(864)	-	-
Tampon Tax	-	1,280	(1,280)	-	-
Children in Need	-	23,630	(19,814)	-	3,816
Children in Need (Small Grant)	-	7,990	(7,990)	-	-
PCC Funding - CHISVA	2,937	37,890	(34,400)	-	6,427
PCC Funding - ISVA		50,696	(50,696)	-	-
PCC Funding	-	20,000	(20,000)	-	-
	11,130	571,551	(563,047)	-	19,634

NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Staff costs

Staff costs were as follows:

	2022	2021
	£	£
Gross wages, salaries, benefits in kind	434,279	424,062
Employer's National Insurance costs	24,585	23,686
Pension costs	10,303	11,044
	469,167	458,792

No employees received emoluments of more than £60,000.
The average number of employees during the year was 28 (2021: 28)

	2022	2021
Fundraising	1	1
Governance	26	26
Other	1	1
	28	28

11. Pension Scheme

The charity operates a stakeholder pension scheme for employees.

	2022	2021
	£	£
Cost for the period	10,303	11,044
Balance outstanding at year end	2,200	2,193

12. Directors' Remuneration, Benefits and Expenses

Various directors received no remuneration for expenses during the year (2021: £NIL).

13. Related Party Transactions

Neither the trustees nor anyone connected to them have received remuneration during the year.

14. Annual Commitments under Operating Leases

The total future minimum lease payments is as follows:

	2022	2021
	£	£
Not later than one year	14,000	21,833
Later than one year and not later than five years	0	14,000
Later than five years	-	-
	14,000	35,833

The amount of non-cancellable operating lease payments recognised as an expense during the year was £21,000 (2021 - £26,000)

NOTES TO THE FINANCIAL STATEMENTS (Continued)

15. Deferred Income

	2022	2021
	£	£
PCC ISVA	8,149	-
BBC Children in Need (Small Grant)	-	7,990
Big Lottery	-	33,661
Big Lottery (Wider Impact & Covid Costs)	-	2,816
Training Income	3,200	-
The Brook Trust	-	12,500
Tampon Tax	-	1,280
Aviva - Greener Spaces	92	
Co-Operative Funding	-	1,000
	11,441	59,247

16. Audit/Accountancy

	2022	2021
	£	£
Independent Examiners Fee	1,320	1,300
	1,320	1,300

NOTES TO THE FINANCIAL STATEMENTS (Continued)

17. Analysis of Balance Sheet by Fund

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £	31.03.21 £
FIXED ASSETS:					
Tangible Assets	2,357	-	2,924	5,281	12,357
CURRENT ASSETS:					
Debtors	6,471	-	102,688	109,159	81,727
Cash at Bank	645,137	-	(48,693)	596,444	614,242
	651,608	-	53,995	705,603	695,969
CURRENT LIABILITIES:					
Creditors Falling Due Within 1 Year	3,200	-	37,285	40,485	100,054
	3,200	-	37,285	40,485	100,054
NET CURRENT ASSETS:	648,408	-	16,710	665,118	595,915
TOTAL ASSETS	650,765	-	19,634	670,399	608,272
FUNDS OF THE CHARITY					
Unrestricted Income Funds	650,765	-	-	650,765	597,142
Restricted Income Funds	-	-	19,634	16,634	11,130
	650,765	-	19,634	670,399	608,272

Events after the Balance Sheet date

At the year end, the financial statements include £1,000 deposit in other debtors, an amount on account and final costs of the dilapidations following the closure of the shop, leaves an agreed amount of £766.15 owed back to Savana from the Landlord. The last letter sent to the Landlord concerning the outstanding amount is dated 18/5/22.

At the date of approving these accounts, the Directors consider that the company is a going concern (i.e. viable for at last twelve months from the date of approval) because it holds sufficient reserves to cover costs for at least 12 months.

SAVANA INC LTD

England & Wales - Charity number 1148466

Accounts

SAVANA INC LTD

Company Limited by Guarantee

Company Registration Number 08128653 (England and Wales)

Registered Charity Number 1148466

Accounts for the Year Ended

31 March 2021

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2021

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Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2021

Directors' Report

Full Name:	**Savana Inc Ltd**
Company Registration number:	**08128653 (England and Wales)**
Registered Charity Number:	**1148466**
Principal Address:	**Unit C Metro Business Park** **Clough Street** **Hanley** **Stoke on Trent** **ST1 4AF**
Directors:	**Alison Collier (Chair – Resigned 25/3/21)** **Alison Tasker (Secretary)** **Angela Marinari (Treasurer)** **Jennifer Crisp (Interim Chair from 25/3/21)** **Alka Searle** **Jane Krishnadas** **Zabina Akim (Resigned 15/2/21)** **(Elizabeth) Caroline Brown** **Hannah Woolaghan (Appointed 28/7/20)**
Bankers:	**The Co-operative Bank** **Town Road** **Hanley** **Stoke on Trent** **Staffordshire** **ST1 2QQ** **Barclays Bank PLC** **Town Road** **Hanley** **Stoke on Trent** **Staffordshire** **ST1 2JQ**

Directors' Report (Continued)

Independent Examiner:	**James Eyre-Walker** **Howsons (Audit & Assurance) Limited** **PO Box 165** **Winton House** **Stoke Road** **Stoke on Trent** **Staffordshire** **ST4 2RW**

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2021

Directors' Report

The Trustees of Savana Inc. Ltd who are also Directors of the charity for the purposes of the Companies Act, are pleased to present their annual report and financial statements for the year ended 31st March 2021. This report also covers the impact of the global pandemic on Savana clients, staff, volunteers and on the organisation. The Directors note that whilst the events of early 2020-21 have had universal impacts on all countries, individuals, families and businesses, those impacts have been uneven and have brought into sharp focus the social inequalities that are present in all human society. Savana operates in one of the most privileged countries in the world which is now benefitting from an efficient national vaccine rollout but within our country stark disparities between communities have been thrown into clear view. Savana is very aware of the negative impact of Covid 19 on a number of individuals we work with or who work with us: we are also aware of the irony that in some respects the pandemic has assisted the charity in making some hard but necessary changes.

Summary of our Purpose and Achievements:

Savana is approaching its 35th anniversary of its founding in 1986. It became a registered Company Limited by Guarantee – Savana Inc Ltd in 2012. Established under Article of Association, it elects Directors/Trustees and Officers on an annual basis at the AGM. In the event of a vacancy the Directors have the right to elect officers during the year, providing that it is appropriately recorded in the minutes. This year is one of the rare occasions when we have needed to do that.

Aims and objectives:

The aims and objectives of the company are to:

- ***Provide Counselling, Support, Advice and Information*** to anyone affected by sexual violence at any time in their life and to raise awareness of the issues involved and the impact that sexual violence has on people's lives.
- ***Provide an Independent Sexual Violence Advisor (ISVA) Service*** in North Staffordshire. A new Children's Independent Sexual Violence Advisor (CHISVA) role has been funded by the PCC.
- ***Provide training and Awareness Raising.*** We provide a wide range of training for volunteers, professionals and other organisations. Our Training Team have continued to grow our accredited training portfolio. Training delivered in 2020-2021 has had to be modified to be Covid regulations compliant and to be delivered virtually.
- ***Campaigning and public engagement.*** Savana is a campaigning organisation in North Staffordshire and engages with community events held there throughout the year. We provide preventative work in schools throughout Staffordshire; we engage with Staffordshire and Keele Universities through placements and awareness raising; we are a member of an active charities' forum and we are the lead local voluntary organisation for issues of sexual violence. Savana engages actively with relevant local multiagency committees and hope to broaden this scope further.
  Our staff are actively involved in a variety of digital campaigns including Aviva, SAAM (Sexual Abuse Awareness Month), The Big Give, Sexual Violence Awareness week, Mental Health week, Volunteers Week, and Small Charities week. We have added 30 days of self-care, with numerous new resources to support our clients over the pandemic period.

- ***Public Benefit.*** We keep in mind at all times the Charity Commissioner's guidance on public benefit when reviewing our aims and objectives and when planning our activities. We have had to make many more adjustments than usual to ensure Savana has remained fully Covid 19 compliant in all respects across our work and meet all UK government safety guidance. More details of all the changes follow in the text of the report.

Who we are and what we do:

Management and Governance
Savana delivers its services through a mixed provision of salaried employees, contracted counsellors and volunteers. This combination provides security of supply while maintaining Savana's long history of volunteering; enabling people to help others. At the end of the year being reported on, Savana was composed of 16 employees, 17 contracted counsellors, and a further 20 volunteers or students on placements, of which 7 are volunteer directors / trustees who serve on the Board of Directors.

The Board of Directors has responsibility for the strategic direction of the organisation, including future planning, governance and quality assurance. The Board meets quarterly for formal Board Meetings with additional meetings spaced through the year for less formal discussion, wider engagement and support and appreciation of staff and other volunteers. The previous year had seen several new Directors join the Board and settle into the well-established group some of whom had been associated with Savana for over a decade. At the end of the year being reported the Board had to react to the unexpected resignation of the standing Chair. Interim arrangements were put in place at very short notice and both the staff group and Directors have been shaken by what with hindsight we can see were the consequences of busy professional lives, changing jobs and everyday pressures in this challenging "time of Covid"!

We are grateful to Alison Collier and Zabina Azim for their services to Savana, and for Alison's additional commitments as recent Chair of the Board. We continue to seek applicants with the skills and experience needed to join the Board of Directors.

The Senior Management Team, are responsible for the day to day running of Savana and the execution of our strategy and policies as decided by the Board. By the end of the year being reported on Savana's three operational teams - Services [Counselling and ISVA], Training and Marketing, and Business and Finance - were each led by a Senior Manager, and were looking to recruit to vacant posts and to consolidate their areas of responsibility. The decision to close the Savana charity shop, Turnaround in Meir, was taken at the year-end given the problems of trading [or rather not trading] in lockdown and the cumulative commercial and health and safety challenges.

Volunteers remain a central part of our counselling service, with new Savana recruits undertaking the Savana training and then providing counselling sessions under supervision to replenish the pool of available counsellors. Many longer serving counsellors remain with the charity and take on additional paid counselling work. We also host placements for counsellors and social work students giving us some input into the training of the next generation of counsellors and social workers. The Board now has 2 elected volunteer representatives attending quarterly Board meetings to feedback information and concerns from volunteers.

Directors' Report (Continued)

All staff, counsellors and directors are offered external supervision with appropriately qualified clinical supervisors in recognition of the significant emotional burden our work generates. The Board is clear that the combined internal training and external supervision packages that Savana provides, is critical to and essential support for, the charity's ongoing work.

Savana is a member's organisation and members elect the Board of Directors on an annual basis at the AGM. This may be an additional hurdle for the next year's AGM after more than 18 months literal and virtual lockdown, when very few members and volunteers [including Trustee/Directors] have spent actual time on the premises

Strategic Plan and Goals

Savana's core activity remains its counselling and ISVA service. For much of the past year this has been provided by telephone support, telephone and face to face counselling and ISVA services, and new on-line working. Temporary suspension of the full service took place initially, with staff adjusting to working from home, but telephone and face to face counselling was able to continue for 65% of the year. Providing Covid 19 'safe ways of working' for our staff, volunteers and clients became the priority. The service overall continued to support all our existing and newly referred clients together with our counsellors, albeit in a reduced or adapted capacity. It was gratifying for our senior managers to be awarded what felt like a 'gold star' for our service modifications and the Board have great admiration for the team of 'two' senior managers [the 'third' having been on maternity leave for much of the period], who have steered the organisation safely through this challenging period. They also took advantage of quiet times at HQ to get some further essential maintenance and upgrade work done on the building inside and out with no adverse impact on clients at the time. This had manifest benefits for all of us who use the building. More work is planned for the next financial year to improve working conditions still further.

Funding streams have been mostly resilient with a few tendering hurdles encountered during the year 2020/21. Our reserves continue to be robust, given the difficulties spending all that we had intended in year and they give Savana the confidence that we can continue to develop and deliver our services for at least the following year. This Covid-19 year of 'much marching on the spot' has enabled us to focus on current priorities [Covid safe provision] and future strategic direction which need time tabled work streams to target some clear 'gaps' in service provision especially for minority communities including BAME backgrounds. We sadly took the decision to close Turnaround which has been a very labour-intensive endeavour for Savana during the past 5 years: reviewing our strategic goals we could see it was not delivering on a key original aim of connecting with 'hard to reach' communities. We need to use our energies and imagination in different directions to work towards those ends.

We continue to invest in our training and outreach provision which is an important aspect of our externally facing awareness raising and promotional work. We will be open to new opportunities for collaboration and partnership working to extend our range and reach.

The business strategy is now the focus of a 2 year award programme from the Lloyds Foundation that commenced at the start of 2021. The programme has initially supported the senior management team to map our current strategic and business planning. This will be followed with a consultant being appointed by the scheme to support specific strands of work, one of which we plan

to be with the Board of Directors. This will aim to strengthen and integrate Board oversight and governance functions within the 5 year forward Strategy and Business Plan.

Important considerations as we move through the pandemic will be to 'future proof' our work and to protect our staff, volunteers and clients as society changes in response to new financial and social realities. Mixed menus of home and office-based working, managed 'safe workflows' through our facilities and development of new 'virtual' ways of working where appropriate, all have to be risk assessed and planned for, to maximise well-being and sustainability for all. Savana has always been aware of mental health and well-being, and the associated stresses of working with sexual trauma and violence. The pandemic has now also focused our minds on the demands of modern working lives, particularly for women working full time and shouldering additional roles of caring and child rearing, among the many other demands [including volunteering] on their time.

Financial Strategy

Our financial strategy has always been to raise sufficient funds to cover our service provision, pay staff a fair but competitive remuneration, and maintain our reserves to cover a 9 month's running costs. The work undertaken with Lloyds Foundation on the Business Strategy will also have a direct link in reviewing the Financial Strategy, Finance Plan and Fundraising Strategy in 2021. We continue to invest in our premises and our IT systems to enhance productivity and both have been important in the adjustments we have made to running a Covid-safe workspace and service provision. We shall be planning additional building works to improve the soundproofing of our counselling rooms. We have adapted and renewed fixtures and furnishings to improve quality and safety in our workplace.

We anticipate commissioning procedures and funding streams to alter in the future with more collaborative and partnership working to become the norm.

We also anticipate that sexual violence will continue to be a commissioning priority for the immediate future as society is forced to continue to confront the extent of sexual violence within everyday life, in families, in institutions and organisations, and sadly between peers amongst young people as the 2021 #Everyone is Invited has shown.

Impact, Achievements and Performance

Summarising the changes to our service provision in the past year is to chart the impact of the 2020/21 pandemic and the UK's government's changing guidance on lockdown, social distancing and Covid safety. Needless to say, the initial lock-down had a direct impact on the service when for the first time in its history Savana had to temporarily suspend its counselling provision. However, in its place for a period of three months all clients were fully supported with weekly telephone support, the ISVA service, referrals and initial options appointments continued. Counsellors were also fully supported by the staff and additional supervision and access to the Employee Assist Programme made available. In June 2020 counselling resumed by telephone with face-to-face appointments resuming in July, on a limited basis. In spite of further lockdowns, all services continued with the exception of a brief further suspension of face to face counselling in January 2021.

Directors' Report (Continued)

Demand for the service remained steady during lockdown, and the Counselling team have worked hard to reduce the waiting list for our clients. The ISVA service has been put under immense pressure due to lockdown, the closure of Courts and subsequent backlog in hearings. We are looking to employ an additional ISVA in 2021 to assist with the workload.

Our training courses continue to be a key method by which we can influence other professionals, enhance their knowledge of sexual abuse and assist them to recognise victimisation, support survivors and signpost to our services as needed. For this reporting period, we have worked hard to deliver training in a digital format adding new accredited courses on 'Working from a Trauma Informed Approach', 'Working with Depression' and 'Working with Anxiety' to our portfolio, increasing our overall number to 29. We have been instrumental in delivering training to the Specially Trained Officers (STO's) for Staffordshire Police, Keele Medical Students, Ministry of Defence, NHS Paramedics and Keele Universities CLOCK students.

Our department has recruited a Digital content and Marketing officer who has been instrumental in awareness raising which has also gone digital, with over £6,564 raised through on-line campaigns, self- care tips and regular updates. The training and digital team have completely overhauled the Savana website making it more user friendly and easily accessible, whilst creating a new website 'TalkToSAL' for young people with live chat function and age appropriate resources.

Supporting and enabling our programmes:

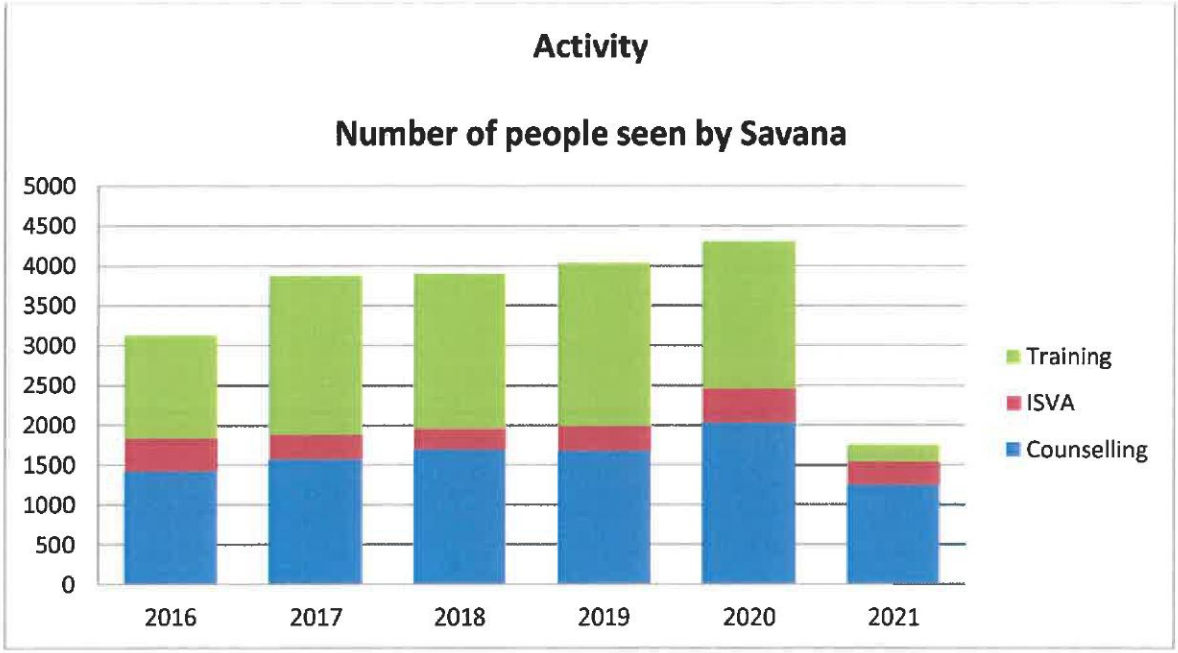
The number of paid counsellors is now 17, a slight reduction for various reasons including some finding full time employment or having other commitments.

We remain an organisation supported by our volunteer (5) and placement counsellors (7) who along with our paid counsellors provided 2,541 hours of counselling over the course of this year.

Our ISVA service is now nationally accredited with Lime Culture and has supported 296 clients over the past year. The service continues to provide practical and emotional support to victims of sexual violence, helping them cope with everyday life and supporting them through the Criminal Justice system.

At the end of the reporting year, Savana has been able to resume all face to face counselling and continued with the new introduction of telephone counselling, although at the present time we are at 80% capacity due to lack of ventilation in two counselling rooms making them unusable under Covid regulations. Savana is committed to maintaining its network of counsellors, continue to provide Covid-secure services and maintaining our support for our clients.

To support our managers, staff and volunteers, Savana continues its contract with Peninsula to provide HR services and support. We have drawn extensively on the tools and advice available to us, enhancing our health and safety policies, updated our employee and volunteers' handbooks and promoted the Employee Assist Programme. Savana is committed to being a responsible and fair employer and supporter of our volunteers.



Financial Review

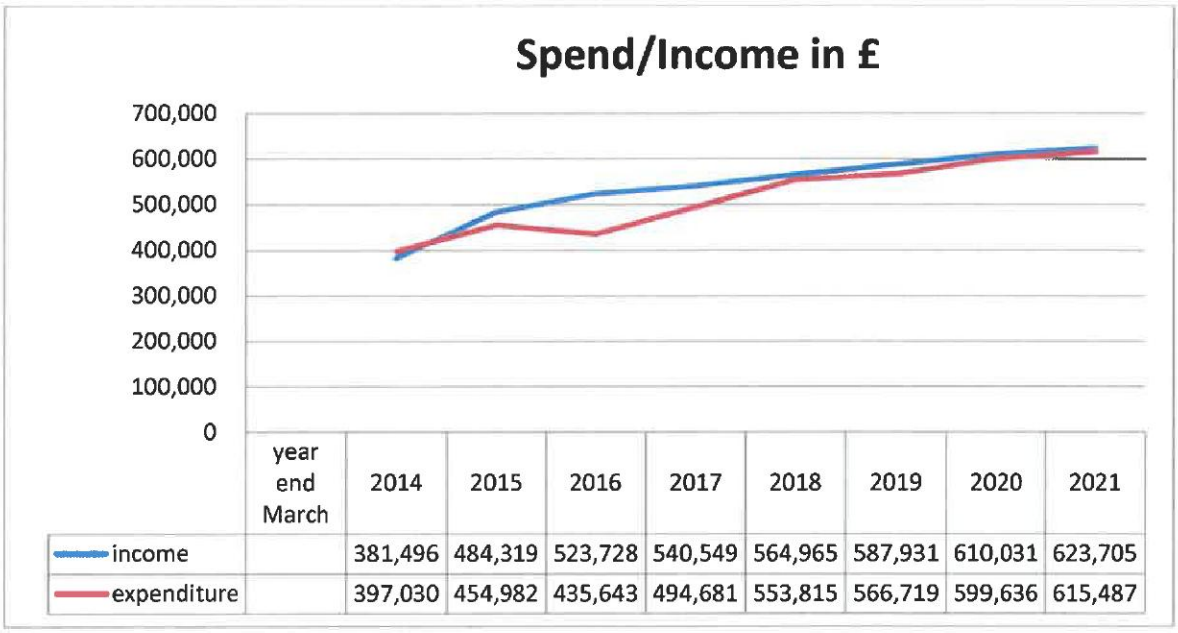
As in previous years, the majority of Savana's income has been generated from successful funding applications. £623,705 funds were generated this year (2020: £610,031) and we are, as ever, extremely grateful to those who enable us to continue our important work.

The principal restricted funding received in this financial year was from Rape Support Fund; Stoke-on-Trent City Council; The Big Lottery; Children in Need; Tampon Tax and OPPC, with overall restricted funding received this year amounting to £552,786 (2020: £533,602). Unrestricted funding received during the period including The Brook Trust; with a total received of £37,565 (2020: £50,125). Further unrestricted income of £1,719 was generated from our training activities (2020: £4,920) and £17,036 (2020: £9,218) other income.

Donations received during the year were £14,175 (2019: £11,251). The increase is due to the new digital campaigns on social media which along with the donations page of our updated website, www.savana.org.uk and the support of our clients who had been fund raising on our behalf. We hope will continue to expand our revenue stream through these platforms.

The surplus in unrestricted funds that has been generated has ensured that our reserves continue to remain at a level in line with our policy. Investment income of £424 (2019: £915) was received.

We have been fully supported by all our Funders, with additional Covid-19 funding from the Ministry of Justice - Rape Support fund and Police Crime Commissioner and the flexibly from the National Lottery and Rape Support fund to reallocate funding to meet the unexpected demands that Covid-19 has brought.



	year end March	2014	2015	2016	2017	2018	2019	2020	2021
income		381,496	484,319	523,728	540,549	564,965	587,931	610,031	623,705
expenditure		397,030	454,982	435,643	494,681	553,815	566,719	599,636	615,487

Principle Risks and Uncertainties

These are comprehensively set out in our risk register, which is reviewed every year, and is included in our contingency planning.

The Board recognises that alongside risks come opportunities and we are committed to managing the former without prejudicing our ability to benefit appropriately from the latter when they arise. We are always conscious that the biggest risk to our continued functioning is a lack of funding, due to the increasing pressure on funding streams as a direct result of the Covid-19 pandemic. We continue to prioritise achieving sufficient funding for our activities.

Events after the Balance Sheet date

On 28th February 2020, the UK reported its first person-to-person Covid-19 transmission and, like the experiences of other countries, the virus has been a significant issue for UK businesses/charities and continues to impact the work of Savana into 2021.

In response to the pandemic, the UK locked-down on 24th March, subsequent lockdowns during 2020-21 and ongoing Covid-19 Restrictions, the Directors:

a) Implemented the continuation of homeworking but with the addition of a rota of staff at its business premises in order to resume face to face counselling on a limited basis. Telephone counselling and support is also continuing into 2021
b) Closed the Charity shop, which reopened in April 2021;
c) Received Business Rate relief on the Charity shop for a second year
d) Continued furlough of 2 employees under the Coronavirus Job Retention Scheme, without reducing their wages/salaries to 80% of their normal level at an overall cost of £103 until April 2021

Directors' Report (Continued)

At the time of approving these Financial Statements the impact of the Covid-19 pandemic is not known, and although the loosening or lifting of restrictions in principle are in place, there remains uncertainty as to any further impact of Coronavirus.

Subsequent to the year end the Directors decided to close the charity shop. At the year end, the financial statements include £1,000 deposit in other debtors, with the Trustees are currently in negotiations with the lease owner over regarding final dilapidation costs.

At the date of approving these accounts, the Directors consider that the company is a going concern (i.e. viable for at last nine months from the date of approval) because it holds sufficient reserves to cover costs for at least 9 months.

Statement of Directors' Responsibilities

Company Law requires the directors to prepare financial statements for each year which give a true and fair view of the state of affairs of the company at the year end and statement of financial activities for the period. In preparing those financial statements the directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed subject to any 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 business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard 102 Section 1A.

They are also responsible for safeguarding assets of the company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the company:

Jennifer Crisp (Director)

25.8.2021

Date

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2021

INDEPENDENT EXAMINER'S REPORT TO TRUSTEES OF SAVANA INC LTD

I report on the accounts of the company for the year ended 31st March 2021, which are set out on pages 15-27.

Respective Responsibilities of Directors and Examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. Company law requires the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the company and of the profit or loss of the company for that period. The trustees consider that an audit is not required under Part 16 of the Companies Act 2006 and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ICAEW.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- To follow the procedures laid down in the general directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

Basis of Independent Examiners Report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
    - the accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act;
    - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice Accounting and Reporting by Charities have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S REPORT TO TRUSTEES OF SAVANA INC LTD (CONTINUED)

Name:	James Eyre-Walker
Professional Qualification:	FCA
Address:	Howsons (Audit & Assurance) Limited PO Box 165 Winton House Stoke Road Stoke on Trent Staffordshire ST4 2RW
Date:	25 August 2021

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2021

STATEMENT OF FINANCIAL ACTIVITIES*

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £	2020 £
Incoming Resources						
Incoming resources from generated funds						
Voluntary income	2	14,175	-	-	14,175	11,251
Activities for generating funds	3	56,320	-	552,786	609,106	597,865
Investment income		424	-	-	424	915
Total incoming resources		70,919	-	552,786	623,705	610,031
Resources Expended						
Charitable activities	4	45,119	-	569,068	614,187	598,096
Governance costs	5	-	-	1,300	1,300	1,540
Total resources expended		45,119	-	570,368	615,487	599,636
Net incoming resources before transfers		25,800	-	-17,582	8,218	10,395
Gross transfers between funds		-	-	-	-	-
Reconciliation of Funds						
Total funds brought forward		571,342	-	28,712	600,054	589,659
Total Funds carried forward		597,142	-	11,130	608,272	600,054

*The statement of financial activities incorporates the income and expenditure accounts and the results for the year derive from continuing activities and there are no gains or losses other than those shown above.

Savana Inc Ltd
Company Limited by Guarantee
Registration Number 08128653
Accounts for the Year Ended 31 March 2021

BALANCE SHEET

	Note	31.03.21 £	31.03.21 £	31.03.20 £	31.03.20 £
FIXED ASSETS:					
Tangible Assets	6		12,357		19,667
CURRENT ASSETS:					
Debtors	7	81,727		80,197	
Cash at Bank		614,242		609,273	
		695,969		689,470	
CURRENT LIABILITIES:					
Creditors Falling Due Within 1 year	8	100,054		109,083	
		100,054		109,083	
NET CURRENT ASSETS:			595,915		580,387
TOTAL ASSETS			608,272		600,054
FUNDS OF THE CHARITY	9				
Unrestricted Income Funds			597,142		571,342
Designated Income Funds			-		-
Restricted Income Funds			11,130		28,712
			608,272		600,054

For the year ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

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

These accounts were approved by the Board of Directors on 25 August 2021 and signed on its behalf by,

.....

Jennifer Crisp
Director

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

Basis of the preparation of the accounts
The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard 102 Section 1A, The Companies Act and SORP (FRS 102).

The charity's functional and presentational currency is the pound sterling. Therefore these financial statements are presented in pounds sterling.

The charity is a public benefit entity.

Incoming Resources
All material incoming resources have been included on a receivable basis – i.e. they are included if the date receivable falls within the period covered by these accounts. However, grant income is deferred if certain conditions of the grant are not met.

Resources Expended
Liabilities are recognised as soon as there is a legal or constructive obligation committing the company to the expenditure. All resources expended are accounted for on an accruals basis. Resources expended have been analysed using natural classification.

Purposes of Unrestricted Funds
The general fund represents free funds of the company which are not designated for any particular purpose.

There are no designated funds carried forward from period accounting period and no additions during this reporting period (April 20 – March 21)

Tangible Fixed Assets
Depreciation is calculated to write down the cost of valuation, less estimated residual value, of all tangible fixed assets with a cost exceeding £500 over their expected useful lives on a straight line basis.

The rates applicable are:

Fixtures & Fittings	5 Years
Office Equipment	3 Years

Pension Costs
The charity operates a stakeholder pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Operating Lease Agreements
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight line basis over the period of the lease.

Stock
Donated goods are held for resale in the charity's shop. The directors consider it is impractical to measure the fair value of such goods and they are only recognised in the accounts when they are sold.

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

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

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

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

Financial Instruments

Financial Instruments Classification

Basic financial assets, including trade and other debtors, cash and bank balances, are initially recognised at transaction price, 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.

Such assets are subsequently carried at amortised cost using the effective interest method.

Basic financial liabilities, including trade and other trade creditors, bank and other 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 receipts discounted at a market rate of interest.

Financial Instruments Recognition and Measurement

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit and loss.

Impairment of Financial Assets

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised in the profit or loss.

Financial assets are derecognised when a) the contractual rights to the cash flows from the asset expire or are settled, or b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Deferred Income
For the year ended 31 March 2021 grant income is being deferred if grant conditions have not been met.

2. Voluntary Income

	Unrestricted Funds	Designated Funds	Total Funds	2020
	£	£	£	£
Donations	14,175		14,175	11,251

NOTES TO THE FINANCIAL STATEMENTS (Continued)

3. **Activities for Generating Funds**

	Unrestricted Funds	Restricted Funds	Total Funds	2020
Grants	£	£	£	£
Rape Support Fund	-	148,171	148,171	90,720
WA/Sexual Abuse Support Role	-	18,132	18,132	31,615
Screwfix Foundation	-	-	-	2,894
Lloyds Foundation	20,000	9,000	29,000	-
Rape Crisis - Digital	-	-	-	11,314
Rape Crisis - Weaving the Web	-	-	-	10,000
Community Investment Fund	-	-	-	11,677
Garfield Weston	-	-	-	25,000
Brook Trust	12,500	-	12,500	13,000
7Stars Foundation	-	-	-	1,260
Peoples Postcode Lottery	-	-	-	5,404
WMRSASC-Child	900	1,850	2,750	4,450
SWA - Adult	4,165	4,885	9,050	5,975
SSOTP-SOT Council	-	173,750	173,750	185,000
Staffs Womens Aid - ISVA	-	8,400	8,400	16,800
Big Lottery Fund Grant	-	90,823	90,823	64,465
Ernest Hechy	-	-	-	10,000
Tampon Tax	-	4,720	4,720	1,680
Children in Need	-	23,630	23,630	22,723
Children in Need (Small Grant)	-	9,760	9,760	9,750
Co-Op Grant	-	2,787	2,787	-
Aviva Grant	-	1,034	1,034	-
PCC Funding	-	55,844	55,844	60,000
	37,565	552,786	590,351	583,727
Training Income	1,719	-	1,719	4,920
Other Income	17,036	-	17,036	9,218
	56,320	552,786	609,106	597,865

NOTES TO THE FINANCIAL STATEMENTS (Continued)

4. Charitable Activities

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds	2020
	£	£	£	£	£
Salaries (inc Paid Counselling) & NI	14,475	-	433,273	447,748	421,276
Employers Pension	-	-	11,044	11,044	8,840
Supervision & Welfare	1,276	-	15,142	16,418	21,069
Rent, Rates & Service Charges	6,982	-	23,835	30,817	32,493
Insurance	486	-	2,384	2,870	2,829
Office Running Costs: inc Telephone, Postage & Stationery	1,947	-	17,944	19,891	17,024
Repairs & renewals inc Furniture & Fixtures	12,555	-	11,183	23,738	24,033
Conselling Costs inc Group, Childrens equipment	-	-	578	578	830
Computer Expenses	107	-	8,617	8,724	16,230
Volunteer Expenses	-	-	1,330	1,330	4,095
Staff Travel Expenses	52	-	3,510	3,562	2,839
Staff & Volunteers Training	98	-	9,303	9,401	6,728
DBS checks	69	-	264	333	1,448
Recruitment	-	-	-	-	-
Settlement/Redundancy Costs	-	-	4,162	4,162	13,630
Promotional and Fundraising Costs	2,201	-	160	2,361	4,206
Professional fees and subscriptions	4,556	-	19,165	23,721	15,402
Bank and Administration charges	36	-	143	179	175
Depreciation	279	-	7,031	7,310	4,949
	45,119	-	569,068	614,187	598,096

5. Governance Costs

	Unrestricted Funds	Restricted Funds	Total Funds	2020
	£	£	£	£
Independent Examiners Fees	-	1,300	1,300	1,200
AGM Costs	-	-	-	340
	-	1,300	1,300	1,540

NOTES TO THE FINANCIAL STATEMENTS (Continued)

6. Tangible Fixed Assets

	Fixtures and Fittings	Office Equipment	Total
	£	£	£
Cost at 1 April 2020	16,195	12,212	28,407
Additions	-	-	-
At 31 March 2021	16,195	12,212	28,407
Depreciation			
At 1 April 2020	6,763	1,977	8,740
Charge for the year	3,239	4,071	7,310
Accumulated depreciation at 31 March 2021	10,002	6,048	16,050
Net Book Value at 31 March 2020	9,432	10,235	19,667
Net Book Value at 31 March 2021	6,193	6,164	12,357

7. Debtors

	2021	2020
	£	£
Trade Debtors	60,566	56,502
Prepayments	19,680	18,898
Accrued Income	1,481	4,797
	81,727	80,197

8. Creditors Falling Due Within 1 year

	2021	2020
	£	£
Trade Creditors	16,434	17,756
Accruals	14,924	15,068
Taxes and Social Security	6,851	7,967
Deferred Income	59,247	64,966
Charge Card	405	1,088
Pension	2,193	2,238
	100,054	109,083

NOTES TO THE FINANCIAL STATEMENTS (Continued)

9. Movement in Funds

	Opening Balance £	Incoming Resources £	Resources Expended £	Transfers £	Closing Balance £
Unrestricted Funds					
General Fund	571,342	70,919	(45,119)	-	597,142
Designated Fund	-	-	-	-	-
	571,342	70,919 -	45,119	-	597,142
Restricted Funds					
Rape Support Fund	-	148,171	(148,171)	-	-
WA/Sexual Abuse Support Role	4,834	18,132	(22,966)	-	-
Screwfix Foundation	1,439	-	(421)	-	1,018
Rape Crisis - Digital	3,332	-	(1,645)	-	1,687
Community Investment Fund	9,107	-	(3,619)	-	5,488
Lloyds Foundation Partner	-	9,000	(9,000)	-	-
Co-Op grant - Childrens Room	-	1,787	(1,787)	-	-
Co-Op Grant - Furbishments	-	1,000	(1,000)	-	-
Aviva Grant	-	1,034	(1,034)	-	-
SWA - Adult	-	4,885	(4,885)	-	-
WMRSASC-Child	-	1,850	(1,850)	-	-
SSOTP SOT Council	-	173,750	(173,750)	-	-
Staffs Women's Aid	-	8,400	(8,400)	-	-
Big Lottery Fund Grant	-	90,823	(90,823)	-	-
Ernest Hechy	10,000	-	(10,000)	-	-
Tampon Tax	-	4,720	(4,720)	-	-
Children in Need	-	23,630	(23,630)	-	-
Children in Need (Small Grant)	-	9,760	(9,760)	-	-
PCC Funding _CHISVA	-	19,424	(16,487)	-	2,937
PCC Funding	-	36,420	(36,420)	-	-
	28,712	552,786	(570,368)	-	11,130

NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Staff costs

Staff costs were as follows:

	2021	2020
	£	£
Gross wages, salaries, benefits in kind	424,062	394,352
Employer's National Insurance costs	23,686	26,924
Pension costs	11,044	8,840
	458,792	430,116

No employees received emoluments of more than £60,000.
The average number of employees during the year was 28 (2020: 29)

	2021	2020
Fundraising	1	2
Governance	26	26
Other	1	1
	28	29

11. Pension Scheme

The charity operates a stakeholder pension scheme for employees.

	2021	2020
	£	£
Cost for the period	11,044	8,840
Balance outstanding at year end	2,193	2,238

12. Directors' Remuneration, Benefits and Expenses

Various directors received no remuneration for expenses during the year (2020: £119).

13. Related Party Transactions

Neither the trustees nor anyone connected to them have received remuneration during the year.

14. Annual Commitments under Operating Leases

The total future minimum lease payments is as follows:	2021	2020
	£	£
Not later than one year	21,833	25,848
Later than one year and not later than five years	14,000	54,392
Later than five years	-	6,060
	35,833	86,300

The amount of non-cancellable operating lease payments recognised as an expense during the year was £26,000 (2020 - £25,904)

NOTES TO THE FINANCIAL STATEMENTS (Continued)

15. Deferred Income

	2021	2020
	£	£
Children in Need (Main Grant)	-	1,181
BBC Children in Need (Small Grant)	7,990	7,750
Big Lottery	33,661	37,235
Big Lottery (Wider Impact & Covid Costs)	2,816	12,000
Big Lottery (Database)	-	800
The Brook Trust	12,500	-
Tampon Tax	1,280	6,000
Co-Operative Funding	1,000	-
	59,247	64,966

16. Audit/Accountancy

	2021	2020
	£	£
Independent Examiners Fee	1,300	1,300
	1,300	1,300

NOTES TO THE FINANCIAL STATEMENTS (Continued)

17. Analysis of Balance Sheet by Fund

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £	31.03.20 £
FIXED ASSETS:					
Tangible Assets	8,296	-	4,061	12,357	19,667
CURRENT ASSETS:					
Debtors	5,911	-	75,816	81,727	80,197
Cash at Bank	582,935		31,307	614,242	609,273
	588,846	-	107,123	695,969	689,470
CURRENT LIABILITIES:					
Creditors Falling Due Within 1 Year	-	-	100,054	100,054	109,083
	-	-	100,054	100,054	109,083
NET CURRENT ASSETS:	588,846	-	7,069	595,915	580,387
TOTAL ASSETS	597,142	-	11,130	608,272	600,054
FUNDS OF THE CHARITY					
Unrestricted Income Funds	597,142	-	-	597,142	571,342
Restricted Income Funds	-	-	11,130	11,130	28,712
	597,142	-	11,130	608,272	600,054

18. Events after the Balance Sheet date

On 28th February 2020, the UK reported its first person-to-person Covid-19 transmission and, like the experiences of other countries, the virus has been significant issue for UK businesses/charities and continues to impact the work of Savana into 2021

In response to the pandemic, the UK locked-down on 24th March, subsequent lockdowns during 2020-21 and ongoing Covid-19 Restrictions, the Directors:

a) Implemented the continuation of homeworking but with the addition of a rota of staff at its business premises in order to resume face to face counselling on a limited basis. Telephone counselling and support is also continuing into 2021
b) Closed the Charity shop, which reopened in April 2021.
c) Received Business Rate relief on the Charity shop for a second year
d) Continued furlough of 2 employees under the Coronavirus Job Retention Scheme, without reducing their wages/salaries to 80% of their normal level at an overall cost of £103 until 12th April 2021.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

At the time of approving these Financial Statements the impact of the Covid-19 pandemic is not known, and although the loosening or lifting of restrictions in principle are in place, there remains uncertainty as to any further impact of Coronavirus.

Subsequent to the year end the Directors decided to close the charity shop. At the year end, the financial statements include £1,000 deposit in other debtors, with the Trustees are currently in negotiations with the lease owner over regarding final dilapidation costs.

At the date of approving these accounts, the Directors consider that the company is a going concern (i.e. viable for at last nine months from the date of approval) because it holds sufficient reserves to cover costs for at least 9 months.