



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

## **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 25<sup>th</sup> September 2023)  
Katherine Hantom (Director – Appointed September 2023)  
Vicki Mackintosh (Director – Appointed 22<sup>nd</sup> January 2024)  
Clare Challinor (Director – Appointed 22<sup>nd</sup> January 2024)  
Carol Bullock (Director – Appointed 24<sup>th</sup> April 2023,  
Resigned 19<sup>th</sup> October 2023)  
Helen Rowley (Chair, Director – Resigned 2<sup>nd</sup> October 2023)  
Jane Krishnadas (Director – Resigned 25<sup>th</sup> 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 – 7<sup>th</sup> December 2023

Flagstone  
1<sup>st</sup> Floor Clareville House  
26-27 Oxendon Street  
London  
SW1Y 4EL  
(Opened 19<sup>th</sup> January 2024)

**Savana Inc Ltd**  
**Company Limited by Guarantee**  
**Registration Number 08128653**  
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## **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**

## **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 31<sup>st</sup> 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 update 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 31<sup>st</sup> 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 1<sup>st</sup> 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 & benchmarking 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 12 months. 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 provide 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 1<sup>st</sup> April 2023 to 31<sup>st</sup> 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 recredited 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.

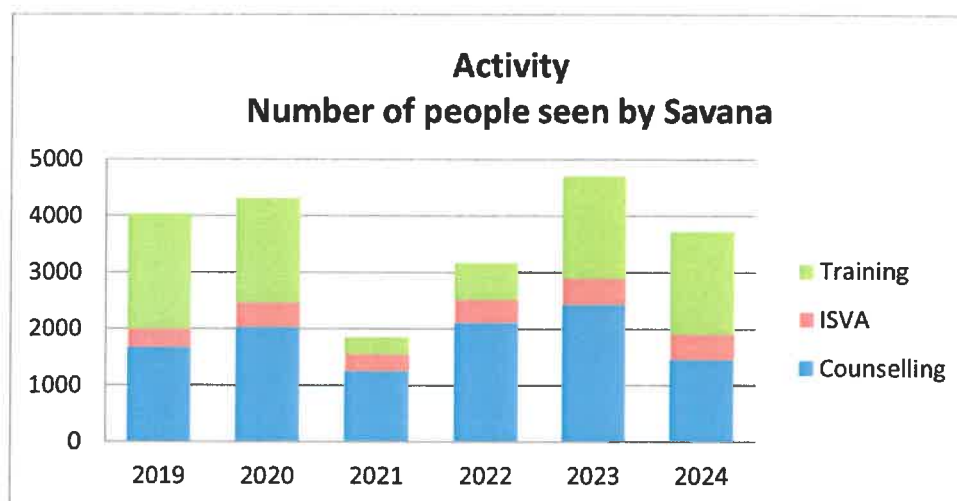
### **Supporting and enabling our programmes:**

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 31<sup>st</sup> 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 31<sup>st</sup> 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.

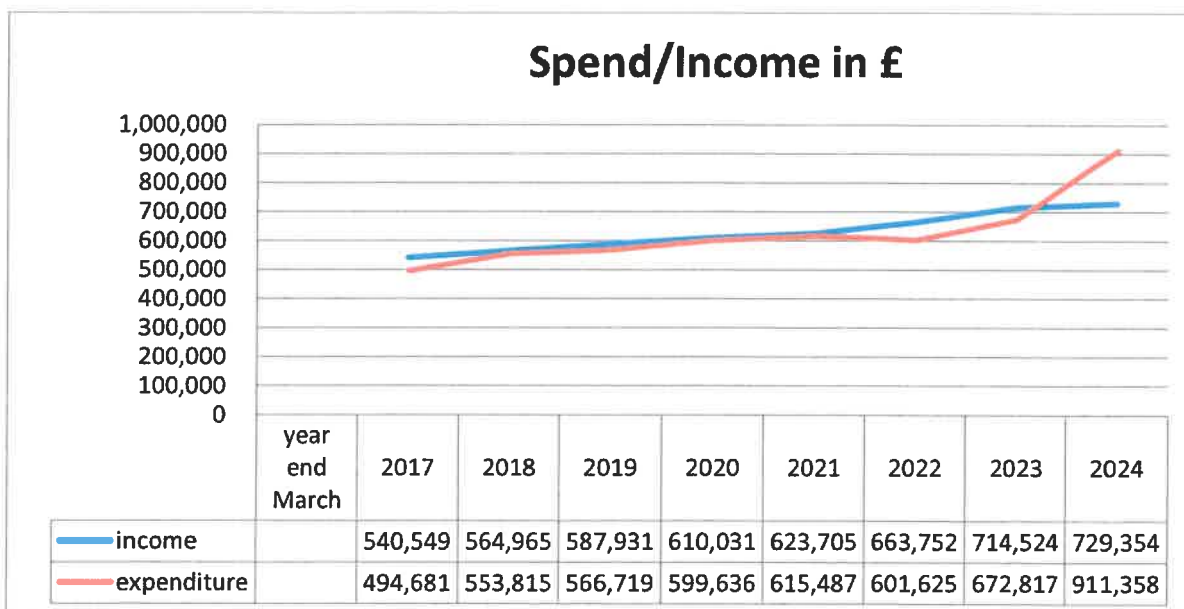
Once again, we have been fully supported by all our Funders, and remain thankful that they have been flexible in their approach to how our funding is allocated. This includes the agreement by the National Lottery to roll over the majority of project funds for 2023/24 into the next financial year

## **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.



### **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 least 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:



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 31<sup>st</sup> 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.

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

**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*



**STATEMENT OF FINANCIAL ACTIVITIES\***

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £	2023 £
<b><u>Incoming Resources</u></b>						
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
<i>Total incoming resources</i>		<u>34,418</u>	<u>-</u>	<u>694,936</u>	<u>729,354</u>	<u>714,524</u>
<b><u>Resources Expended</u></b>						
Charitable activities	4	220,176	-	689,742	909,918	671,437
Governance costs	5	-	-	1,440	1,440	1,380
<i>Total resources expended</i>		<u>220,176</u>	<u>-</u>	<u>691,182</u>	<u>911,358</u>	<u>672,817</u>
<i>Net incoming/outgoing resources before transfer</i>		(185,758)	-	3,754	(182,004)	41,707
Gross transfers between funds		-	-	-	-	-
<b><u>Reconciliation of Funds</u></b>						
Total funds brought forward		675,558	-	36,548	712,106	670,399
<i>Total Funds carried forward</i>		<u>489,800</u>	<u>-</u>	<u>40,302</u>	<u>530,102</u>	<u>712,106</u>

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

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**

	<b>Unrestricted Funds</b>	<b>Designated Funds</b>	<b>Total Funds</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations	5,881		5,881	15,080

**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**3. Activities for Generating Funds**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>	<b>2023</b>
<b>Grants</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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
<u>Depreciation</u>				
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**

	<b>Opening Balance £</b>	<b>Incoming Resources £</b>	<b>Resources Expended £</b>	<b>Transfers £</b>	<b>Closing Balance £</b>
<u>Unrestricted Funds</u>					
General Fund	675,558	34,418	(220,176)	-	489,800
Designated Fund	-	-	-	-	-
	<u>675,558</u>	<u>34,418</u>	<u>(220,176)</u>	<u>-</u>	<u>489,800</u>
<u>Restricted Funds</u>					
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)	-	-
	<u>36,548</u>	<u>694,936</u>	<u>(691,182)</u>	<u>-</u>	<u>40,302</u>

## **NOTES TO THE FINANCIAL STATEMENTS (Continued)**

### **10. Staff costs**

Staff costs were as follows:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
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
	<u>676,523</u>	<u>522,937</u>

No employees received emoluments of more than £60,000.

The average number of employees during the year was 31 (2023: 28)

	<b>2024</b>	<b>2023</b>
Fundraising	1	1
Governance	32	26
Other	1	1
	<u>34</u>	<u>28</u>

### **11. Pension Scheme**

The charity operates a stakeholder pension scheme for employees.

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
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:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
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	-	-
	<u>89,673</u>	<u>114,673</u>

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
	<u>8,155</u>	<u>13,449</u>

### 16. Audit/Accountancy

	2024	2023
	£	£
Independent Examiners Fee	1,440	1,380
	<u>1,440</u>	<u>1,380</u>

### 17. Analysis of Balance Sheet by Fund

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

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

## **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 least twelve months from the date of approval) because it holds sufficient reserves to cover core overhead costs for at least 12 months.