GLOUCESTERSHIRE RAPE AND SEXUAL ABUSE CENTRE

England & Wales · Charity number 1155902

Details

Other names	GRASAC
Status	Registered
Legal form	CIO
Registered	2014-02-21
Register	View on the Charity Commission register

Contact

Address	Gloucestershire Rape Crisis Centre Grasac PO Box 3292 Gloucester GL1 9HW
Phone	01452 305421
Email	info@glosrasac.org.uk
Website	www.glosrasac.org

Activities

Objects: THE OBJECTS OF THE CIO ARE:TO RELIEVE THE EMOTIONAL, PSYCHOLOGICAL AND / OR PHYSICAL DISTRESS OF PEOPLE WHO HAVE EXPERIENCED SEXUAL VIOLENCE, ESPECIALLY WOMEN AND GIRLS.TO EDUCATE THE PUBLIC AROUND THE NATURE AND EXTENT OF SEXUAL VIOLENCE AND ITS IMPACT ON PEOPLE, ESPECIALLY WOMEN AND GIRLS.

Activities: Free, confidential and non-judgemental support/information to survivors of sexual violence including women, men and children whether recent or historic. Services include: therapeutic interventions (in-person & online), groupwork, telephone/email support, advocacy, training and guidance to external agencies, wider support to family and friends and signposting to other support services.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** The General Public/mankind

Geography

- Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£836,133	£1,077,337	£344,645	19
2024-03-31	£689,014	£693,459	£587,721	21
2023-03-31	£726,461	£652,921	£592,166	18
2022-03-31	£698,180	£618,640	£518,626	14
2021-03-31	£29,208	£517,971	£439,086	18

Trustees

Name	Role	Appointed
Amy Jackson	Chair	2025-02-28
Danielle Vincent		2022-06-07
Honor Binning		2022-07-14
Samantha Puddy		2024-06-13

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GLOUCESTERSHIRE RAPE AND SEXUAL ABUSE CENTRE

England & Wales - Charity number 1155902

Accounts

Registered Charity Number: 1155902

Registered Company Number: CE000857

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements

For the 16 months to 31st July 2025

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements for the 16 months to 31st July 2025

Charity Information

Trustees

Trustees who served during the 16-month period and up to the date of this report were as follows:

• Cate Hemingway	Co-Chair	Resigned April 2025
• Honor Binning		(re-elected for a further 3 years)
• Amy Hale	Co-Chair	Resigned September 2025
• Danielle Vincent		(re-elected for a further 3 years)
• Samantha Puddy		
• Helen Williams		Resigned January 2025
• Amy Jackson	Co-Chair	Appointed 28th February 2025

Key Management Personnel

The key management personnel during the period were:

• Gilli Appleby	CEO (2024)
• Dawn Taylor	Interim CEO
• Sharne Maher	CEO (2025-)
• Charlotte Chappell	Head of Service
• Rachel Hole	Services & Training Manager
• Georgina Balfour Ackroyd	Office Manager

Independent Examiner

Griffiths Marshall Business Advisory Limited
4th Floor, Llanthony Warehouse
The Docks
Gloucester. GL1 2EH.

Bankers

Unity Trust Bank
4 Brindley Place
Birmingham. B1 2JB

Registered Office

PO Box 3292
Gloucester. GL1 9HW

Registered Charity Number: 1155902
Registered Company Number: CE000857

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements for the 16 months to 31st July 2025

The Trustees present their report and examined financial statements for the 16-month Period ended 31 July 2025.

The 'charity information' set out on page 2 form part of this report.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Purpose and aims
The charity's purposes, as set out in the objects contained in the company's memorandum of association, are:

"To relieve the emotional, psychological and/or physical distress of people who have experienced sexual violence, especially women and girls"; and
To educate the public around the nature and extent of sexual violence and its impact on people, especially on women and girls.

GRASAC has four strategic aims:

1. To relieve the emotional, psychological and/ or physical distress of people, especially women and girls, who have experienced sexual violence.
2. To empower people, especially women and girls, to find their own way of living in a future unconnected to their traumatic past.
3. To educate the public about the nature of sexual violence and its impacts, especially on women and girls.
4. To be part of the movement towards a world free of sexual violence.

The focus of our work
The strategic aims 1 and 2 focus on the services we deliver to survivors. Strategic aims 3 and 4 focus on our work to educate and to change society. Due to changes in funding, we have implemented a short term plan that enables continued delivery of our strategic aims and have reviewed the strategy in light of current levels of resource. Our approach to achieving our aims is informed by four principles:

1. Our services are of high quality: clients must be confident that they will receive an excellent service; we commenced work on both the Bluestar National Best Practice Standards and the Rape Crisis National Service Standards to gain both accreditations.
2. We will grow so we can reach under-served women and girls in Gloucestershire who have often waited years to be heard. We will evidence need through improved data collection so we can widen our service provision.

3. Our services need to be sustainable: all survivors, especially women and girls, deserve access to stable specialist services; we will continue to make the case for long-term, dedicated funding and will ensure our organisation is robust.

4. We need to be informed by the voices of survivors; their experiences and voices must be heard, and we will continue to promote survivors' rights.

Ensuring GRASAC's work is regularly assessed and meets the needs of the clients

GRASAC has experienced unprecedented change this year, requiring an agile approach from management and the Board. An 18-month business plan was approved in June 2025 based on the loss of the OPCC tender and has provided staff and clients with clarity over the future and purpose of the charity.

This is part of an effort to ensure long term sustainability and competitiveness in a changing market environment. This business plan is continually under review as new information has come to light and has enabled GRASAC to use its resources as efficiently as possible to safeguard its future and provide a high-quality service to its clients.

Service delivery is offered preferably face-to-face either in the charity offices (where dedicated, comfortable counselling rooms are equipped specifically for this purpose) or on outreach.
Additional support and ad hoc queries are delivered by telephone, text, or on-line platforms as required by clients.

This year, GRASAC has developed a lived experience strategy and established a lived experience group 'finding my voice' to ensure GRASAC services continue to be centred on the needs of the people that we work with. An anonymised survey has been conducted with staff, volunteers and trustees to understand representation of lived experience across all levels of the organisation and this has informed funding bids and recruitment drives. We continue to seek meaningful feedback on our services and identify new ways of gathering feedback in a sensitive way to strengthen delivery.

Achievements and Performance

This annual report demonstrates the breadth of work carried out by committed staff and volunteers on behalf of clients. As a trustee board, we are particularly moved by the number of compliments and positive feedback received from both clients and from professionals that refer into the service with whom GRASAC works daily.

"GRASAC supported in excess of 1300 clients in this last year offering more than 12,000 hours of support. We are pleased to have maintained our excellent levels of support with 100 percent of GRASAC clients reporting they felt better able to manage flashbacks, panic attacks and anxiety either a little or a lot and 100 percent were more able to exercise their rights a little or a lot.

Other notable achievements include:

Group Work - Successful Phoenix Programme with record numbers of Parents attending the Parents group
Reclaim the Night in Gloucester
Responding with Care Events in Partnerships with the University and other local organisations"

2024-2025 has been a year of substantial staffing, service and financial change for GRASAC. The charity has appointed a new leadership team, including a highly experienced CEO and a Head of Service, both of whom have been critical to GRASAC's resilience and adaptation over a period of uncertainty.

The loss of the OPCC contract has had huge implications for GRASAC and its staff, and it is testament to the commitment of staff and the volunteers that the challenge has been faced head on, with extensive work to build new partnerships, innovate service delivery and identify effective approaches providing the best care and support for clients and education for the wider community. This has included adopting an increasing focus on groupwork as the cornerstone of GRASAC's delivery model, with groups for adults and young people; and delivering training across Gloucestershire to professionals such as the Police, social services, and community organisations. This ensures that we are not only working towards the strategic aims of GRASAC but contributing to the broader national goals of the national movement to end child sexual abuse, rape, sexual assault, sexual harassment and all other forms of sexual violence.

The charity continues to seek opportunities for funding diversification and has secured funding from the Integrated Care Board in partnership with Gloucestershire Counselling Service; from RASAC; the Barnwood Trust; The Lounge Foundation (corporate sponsor); and the National Lottery. Through funding provided by our partners, we have been able to provide high quality emotional support to adults and young people impacted by sexual violence, and training to professionals and community groups. "

Extensive efforts have been made to review opportunities to make efficiencies- both for the organisation and for our clients. This has included conducting a comprehensive review of our specialist support waiting list, resulting in estimated waiting times being reduced by 4.4 months for adults, and enabling GRASAC to reopen our waiting

lists for young people to access critical support. Additional cost savings have been made in our running costs, for example through the changes in HR provider and bringing functions such as data and financial management in house, which have also provided important opportunities to train and develop GRASAC staff. Further opportunities to develop staff within the organisation and identify opportunities to improve efficiency and effectiveness will be scoped over the coming year.

GRASAC has made considerable and important steps forward in ensuring a high-quality service for our clients. This has included undertaking the process to renew our Bluestar and Rape Crisis accreditations and strengthening our monitoring processes to track quality and service delivery across our approaches.

This data, alongside continued feedback from our clients, will ensure the Board, staff and volunteers remain focused on maintaining excellent services for survivors in Gloucestershire while adapting to the new context of the organisation.

Financial Review

Financial summary

Income in the year totalled £836,133 (2024: £689,014) of which £802,804 (2024: £624,506) came from grant funding from a number of different bodies (see note 3 to the financial statements). These funds were used to provide a range of services, including the Independent Sexual Violence Advisers, one-to-one support, helpline, e-mail, text and on-line support to relieve the trauma and distress of those who have experienced sexual violence.

Expenditure in the year totalled £1,079,211 (2024: £693,459) of which £1,077,337 (2024: £691,932) related to charitable activities, the most sizeable being staff costs which totalled £860,866 (2024: £538,855).

Total reserves as at 31 July 2025 were £344,644 (2024: £587,721) of which £343,144 (2024: £367,285) was unrestricted and £1,500 (2024: £220,436) was restricted and unavailable for the general purposes of the charity. Of the unrestricted funds none have been designated (2024: none).

The excess of unrestricted reserves over and above our required reserves level will be committed to operations going forward.

Reserves policy

The level of income retained in reserves is based on a realistic assessment of contractual obligations to staff (i.e. maternity, sickness and redundancy pay), running cost contingencies, winding up and dilapidation costs, risk management and any unanticipated reductions in income.

Due to the nature of GRASACs work, particularly with our vulnerable clients, it Is vital that counselling and support are completed for each client in a sensitive and timely manner. Therefore, the running costs contingency is significant and represents an estimate of four months of skeleton operating costs prioritising the continuation and safe ending of one-to-one emotional and support work being actively provided by the organisation. Any clients on our waiting list will be contacted and signposted to other services.

Statement on going concern

After reviewing the charity's forecasts and projections and its reserves, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements

Going into the financial year, our main risk to the organisation was the loss of significant funding. The loss of the OPCC contract led to this risk becoming a live issue and mitigations that had previously been outlined were taken. With this new context, the main risk to the organisation's ability to continue is the lack long term funding required to maintain a quality and effective service. In order to mitigate this risk, the organisation have implemented an 18

month business plan that has provided stability for staff and focuses on increasing business development through partnerships, diversification of funding and cost saving.

The recruitment of a new CEO has supported this process, with significant time being allocated to establishing relationships with other service providers and preparing bids for new funding. The Board continue to review this plan on a routine basis to critically assess the future and sustainability of the charity.

Structure, Governance and Management

Governing document

The charity is a Charitable Incorporated Organisation. It is a charity registered with the Charity Commission. Anyone aged over 18 years of age can become a member of the charity and there are currently 12 members (4 trustees and 8 volunteers) (2023: 19, 2024: 19).

Appointment of Trustees

Trustees are elected by members of the charity or co-opted and elected at General Meetings.

Trustee induction and training

All new Trustees receive an induction into the work of the charity as well as an introduction into the role of a trustee and its responsibilities. The induction process for new Trustees also includes training and development days. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. The induction process is being updated to support new trustees recruited in 2026

Organisation

The Board of Trustees, which cannot have less than three or more than twelve members, administers the charity. The Board of Trustees normally meets every second month. A CEO is appointed by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the Trustees, for operational matters including finance, employment and service delivery related activities.

Conflicts of interest

None of the Trustees receive remuneration or other benefit for their work with the charity. Any connection between a trustee or senior manager and a potential employee, supplier or service provider must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party.

As part of the recruitment process all Trustees complete a Conflict-of-Interest Statement. In addition, a Register of Trustees' Interests is collated and recorded annually. At each Board meeting, all Trustees must declare any changes to their conflicts of interest.

Remuneration policy

The pay of all staff is reviewed annually and are normally (funding permitted) increased in accordance with inflation and annual earnings.

Pay benchmarking is carried out periodically and where required for recruitment of new posts through internet searching for similar posts and discussion with partner agencies delivering sexual violence services across the country in the Rape Crisis network.

Risk management

The Trustees hold a Risk Register documenting the major risks facing the charity along with mitigating actions. This is reviewed on a regular basis as part of the rolling timetable of the Board of Trustees. The following are considered by the Board of Trustees to be 'red' risks meaning that there is a high probability of them occurring and, if this were to happen, there would be a significant impact on the organisation:

- Staff retention
  The Board and management team are committed to open and transparent communication with all staff members in relation to the financial position and future of the organisation. We have begun to implement and lead in this way, following the outcome of the OPCC funding, holding all staff meetings and forums and wherever possible having a member of the Board present.

- Lack of new, long term funding required to provide an effective service
  The 18 months business plan includes a plan for partnership, diversification and cost saving. Progress is reviewed by the Board of Trustees in their bi-monthly meetings, with additional meetings arranged to respond to the needs of the organisation and changing context.

- External strategy
  A review of the three year strategy was conducted in July 2025 in light of changes to the funding environment. The Board and management are taking forward areas of focus from this review and will update the strategy accordingly, ensuring this complements the 18month business plan. "

Plans for future periods

GRASAC has identified the following strategic priorities for 2025/26:

- to relieve the distress of people who have experienced sexual violence;
- to empower people to find their own way of living in future;
- to educate the public about the nature of sexual violence and its impact; and
- to be part of the movement towards a world free of sexual violence; and
- Diversification of funding streams to provide further stability to core services and to fund new initiatives.

A Jackson

Amy Jackson
Co Chair of Trustees
Dated 31st March 2026

Trustee Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Statement as to disclosure to our Independent Examiner
In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of this the Independent Examiner is unaware; and
- The Trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that she is obliged to take as a director in order to make herself aware of any information relevant to the Independent Examination and to establish that the Independent Examiner is aware of that information.

By order of the Board of Trustees

Dated 31st March 2026

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements for the 16 months to 31st July 2025

To the Trustees of Gloucestershire Rape and Sexual Abuse Centre

I report to the trustees on my examination of the financial statements of Gloucestershire Rape & Sexual Abuse Centre (the charity) for the 16-month period ended 31 July 2025

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Stephen Humphries FCA
Independent Examiner
Griffiths Marshall Business Advisory Limited
4th Floor, Llanthony Warehouse
The Docks
Gloucester. GL1 2EH

Board of Trustees Annual Report and Financial Statements for the 16 months to 31st July 2025
Annual Accounts
Statement of Financial Activities for the 16-month period ended 31 July 2025

		2025 (16-month period)			2024		
	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 (16months) £	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Income and endowments from:							
Donations	2	18,002		18,002	49,198	5,032	54,230
Charitable activities	3	-	802,804	802,804	-	624,506	624,506
Other (unrestricted grants and bank interest)	2	15,327		15,327		10,278	10,278
		33,329	**802,804**	**836,133**	**49,198**	**639,816**	**689,014**
Expenditure on:							
Raising funds	4	(1,874)		(1,874)	(1,527)	-	(1,527)
Charitable activities	5	(36,726)	(1,040,611)	(1,077,337)	-	(691,932)	(691,932)
		(38,600)	**(1,040,611)**	**(1,079,211)**	**(1,527)**	**(691,932)**	**(693,459)**
Net income/ (expenditure)		**(5,271)**	**(237,807)**	**(243,078)**	**47,671**	**(52,116)**	**(4,445)**
Transfers between funds		(18,871)	18,871	-	64,743	(64,743)	-
Net movement in funds		**(24,142)**	**(218,936)**	**(243,078)**	**112,414**	**(116,859)**	**(4,445)**
Reconciliation in funds							
Total funds brought forward		367,286	220,436	587,722	254,871	337,295	592,166
Total funds carried forward	12	**343,144**	**1,500**	**344,644**	**367,285**	**220,436**	**587,721**

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Annual Accounts

Statement of Financial Position for the 16-month period to 31 July 2025

	Notes	2025 (16 months) £	2024 £
Current assets			
Debtors /Prepayments	10	300	2,002
Cash at bank and in hand		421,856	594,490
Total current assets		**422,156**	**596,492**
Creditors: amounts falling due within one year	11	(77,511)	(8,771)
Net current assets		**344,644**	**587,721**
Net assets		**344,644**	**587,721**
The funds of the charity			
Unrestricted funds		343,144	367,285
Restricted income funds		1,500	220,436
Total charity funds		**344,644**	**587,721**

The trustees are satisfied that the company is entitled to exemption from the requirement to obtain an 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 Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime.

Approved by the Board of Trustees on 31st March 2026 and signed on its behalf by

Samantha Puddy - Trustee

Annual Accounts

Statement of Cash Flows for the 16-month Period to 31 July 2025

	Notes	2025 (16-month) £	2024 £
Cashflows from operating activities			
Net income for the reporting period		(243,078)	(4,445)
Adjustments for:			
Decrease/ (increase) in debtors		1,702	3,630
Increase/ (decrease) in creditors		68,740	(11,358)
		(172,635)	(12,173)
Change in cash and cash equivalents in the reporting period		**(172,635)**	**(12,173)**
Cash and cash equivalents at the beginning of the reporting period		594,490	606,663
Cash and cash equivalents at the end of the reporting period		**421,855**	**594,490**

Annual Accounts
Notes to the Accounts for the 16-month Period to 31 July 2025

1 Summary of significant accounting policies

Charity Information

Gloucestershire Rape and Sexual Abuse Centre is a Charitable Incorporated Organisation (CIO) incorporated in England and Wales. The registered office is PO Box 3292, Gloucester, GL1 9HW

Accounting Convention

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

Reporting Period Length

These accounts have been prepared for a 16-month period to 31 July 2025. The Charity has chosen to match the financial year more closely to those of the major funders, to ease reporting and avoid confusion. As a result, the comparative amounts presented in the financial statements (including the related notes) are not entirely comparable.

Going concern

The charity reported a cash outflow of £172,635 (2024: £12,173 outflow) for the year.

Closing reserves as at 31 July 2025 were £344,644, (2024: £587,721), of which £343,144 (2024: £367,285) were unrestricted.

The Trustees have reviewed the circumstances of the charity and consider that adequate resources continue to be available to fund the activities of the organisation for the foreseeable future. The Trustees are therefore of the view that the charity is a going concern.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donated services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102) the general volunteer time is not recognised in the financial statements. Refer to the Trustees' annual report for more information about their contribution.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Restricted funds are amounts which the funder has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

Costs of raising funds and their associated support costs.

Expenditure on charitable activities includes the costs associated with the provision of services to service users along with the production of materials and educational activities undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Debtors

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Creditors

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

Pensions

Contributions to defined contribution plans are expensed in the period to which they relate.

2 Income from Donations and Other Sources

	2025 (16 months) £	2024 £
General Donations	18,002	49,198
Restricted Gifts and Donations	-	5,032
Gifts for group work	876	-
Grants of a general nature	-	-
Sales of Product (calendars)	250	-
Services Invoiced	456	-
Bank Interest	13,745	10,278
	33,329	**64,508**

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS102 and the Charities SORP (FRS102), the economic contribution of general volunteers is not recognised in the accounts.

3 Income from charitable activities

	2025 (16 months) £	2024 £
Restricted funds (note 12)		
Police and Crime Commissioner	550,865	425,931
NHS CCG	80,000	55,305
Ministry of Justice	140,931	92,277
Lloyds Bank Foundation	-	25,000
Barnwood Trust	22,350	25,993
Group Work	3,658	-
Gloucester Community Funding	5,000	-
Total income from charitable activities	**802,804**	**624,506**

4 Expenditure on raising funds

In the year ended 31 July 2025, expenditure of £1,874 (2024: £1,527) was incurred on raising funds, all of which was unrestricted.

There are no support costs associated with these activities in either the current or prior year.

5 Expenditure on charitable activities

	2025			2024		
	Charitable activities £	Support costs £	2025 Total (16 months) £	Charitable activities	Support costs	2024 Total £
Staff costs	836,726	24,140	**860,866**	466,152	72,703	**538,855**
Support and development (staff and volunteers)	40,208	3,388	**43,596**	20,148	4,874	**25,022**
Travel and subsistence (staff and volunteers)	37,663	1,091	**38,754**	21,988	808	**22,796**
Consultants	8,621	4,244	**12,864**	107	-	**107**
IT and telephone costs	27,855	6,423	**34,278**	24,161	552	**24,713**
Rent and office costs	49,457	3,892	**53,349**	22,383	20,748	**43,131**
Insurance		1,859	**1,859**	-	828	**828**
Printing, postage and stationery	1,294	3,311	**4,605**	2,102	1,424	**3,526**
Promotion, Website, Publicity	4,147	2,376	**6,522**	12,046	-	**12,046**
Equipment and maintenance			-	5,738	430	**6,168**
Professional fees	1,790	14,698	**16,487**	-	11,708	**11,708**
Client Support	20	762	**782**	410	1,791	**2,201**
Event costs	685	140	**825**	-	-	-
General expenses		794	**794**	-	418	**418**
Governance	766	606	**1,373**	-	171	**171**
Bank charges		384	**384**	-	242	**242**
	1,009,232	68,105	**1,077,337**	575,235	116,697	**691,932**
Analysis by fund:						
Unrestricted funds	-	36,726	36,726	-	-	-
Restricted funds	1,009,232	31,379	1,040,611	575,235	116,697	691,932
	1,009,232	68,105	1,077,337	575,235	116,697	691,932

6 Independent Examiner's remuneration

	2025 (16 months)	2024
Independent Examination fees	1,500	1,500

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2025 (16 months)	2024
Salaries and wages	766,500	480,760
Social security costs	53,309	30,142
Pension costs	41,057	27,953
	860,866	**538,855**

No employees had employee benefits in excess of £60,000 (2024: None). Pension costs are allocated to funds in proportion to the related staffing costs incurred.

For the financial year ended 31 July 2025, the key management personnel of the charity were: Trustees, CEO, Head of Service, Service Manager Office Manager. The total employee benefits of the key management personnel of the charity were £184,288 (2024: £89,617). Note: 2025 amount is for 4 key personnel, 2024 was 3

The Trustees were not paid and did not receive any other benefits from employment in the year (2024: £ Nil). No trustee received payment for professional or other services supplied to the charity (2024: £ Nil)

8 Staff numbers

The average headcount for the reporting period was 19 staff (2024: 21). The average number of full-time equivalent employees (including casual and part-time staff) during the year was 14 (2024: 20).

The average number of full-time staff was 16 (2024: 16) and the average number of part-time staff was 3 (2024: 5) in the reporting period.

9 Corporation tax

The charity is exempt from tax on income and gains falling within Section 505 of the Taxes Act 1988 or Section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

10 Debtors

	2025 (16 months) £	2024 £
Prepayments and accrued income	300	540
Trade Debtors	-	-
Other debtors	-	1,462
	300	2,002

11 Creditors: amounts falling due within one year

	2025 (16 months) £	2024 £
Accruals	1,964	2,478
Trade Creditors	4,174	-
Other Creditors	14,478	6,293
Deferred Income Creditor	56,896	
	77,511	8,771

12 Analysis of charitable funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2025 (16 months)
Unrestricted funds					
Unrestricted funds	367,286	33,329	(38,600)	(18,871)	343,144
	367,286	33,329	(38,600)	(18,871)	**343,144**
Restricted funds					
Police and Crime Commissioner	111,336	551,065	(671,608)	9,207	0
NHS Clinical (re-named CCG)	56,006	80,000	(136,006)		0
Ministry of Justice	-	140,931	(140,931)	-	-
Lloyds Foundation	27,772	-	(27,772)		-
Groups	7,780	3,458	(11,238)		- 0
Barnwood Trust	17,542	22,350	(49,556)	9,664	- 0
Glos Community Fund / Fluck Fund	-	5,000	(3,500)		1,500
Total Restricted Funds	220,436	802,804	(1,040,611)	18,871	**1,500**
Total charity funds	**587,722**	**836,133**	**(1,079,211)**	-	**344,644**

Analysis of charitable funds for year ended 31 March 2024 (Prior Year)

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
Unrestricted fund	254,871	49,198	(1,526)	64,743	367,286
Restricted funds					
Police and Crime Commissioner	179,860	425,931	(455,591)	(38,864)	111,336
NHS Clinical Commissioning Grp	68,383	55,305	(54,191)	(13,491)	56,006
Ministry of Justice	-	92,277	(90,166)	(2,111)	-
Children in Need	8,114	-	(8,114)		-
Lloyds Foundation	52,250	25,000	(49,478)		27,772
Groups	6,650	15,275	(3,868)	(10,277)	7,780
Barnwood Trust	21,912	24,461	(28,831)		17,542
Donations Fluck Fund etc	126	1,567	(1,693)		-
Total Restricted Funds	337,295	639,816	(691,932)	(64,743)	220,436
Total charity funds	**592,166**	**689,014**	**(693,458)**	-	**587,722**

13 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	2025 Total £
Cash at bank and in hand	420,356	1,500	421,856
Current Assets - Prepayments	300	-	300
Current Liabilities	(77,511)	-	(77,511)
	343,144	**1,500**	**344,644**

14 Related party transactions

There were no related party transactions in the 16-month Period ended 31 July 2025 (2024: £Nil)

15 Capital commitments

At 31 July 2025, the organisation had £Nil (2024: £ Nil) capital commitments.

16 Legal status of the Charity

The charity is a Charitable Incorporated Organisation. In the event of the charity being wound up, the members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

GLOUCESTERSHIRE RAPE AND SEXUAL ABUSE CENTRE

England & Wales - Charity number 1155902

Accounts

Registered Charity Number: 1155902
Registered Company Number: CE000857

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements

For the Year Ended 31 March 2024

Charity Information

Trustees

Trustees who served during the year and up to the date of this report were as follows:

- Cate Hemingway Co-Chair
- Honor Binning
- Amy Hale Co-Chair
- Dr Nicola Jones
- Danielle Vincent
- Samantha Puddy Appointed May 2024
- Helen Williams
- Helen Bromley Resigned Jan 2024
- Julia Davey Resigned May 2024
- Natalie Limbrick Resigned Jan 2024
- Dr Louise Livesey Resigned March 2024
- Amy Norton Resigned Sept 2023
- Zoe Stoddart Resigned Nov 2023

Key management personnel:

The key management personnel during the financial year to 31 March 2024 were:

- Gilli Appleby CEO
- Rachel Hole Services and Training Manager

Independent Examiner

Griffiths Marshall
4th Floor, Llanthony Warehouse
The Docks
Gloucester
GL1 2EH

Bankers

Unity Trust Bank
4 Brindley Place
Birmingham
B1 2JB

Registered office

PO Box 3292
Gloucester
Gloucestershire
GL1 9HW

Registered charity number: 1155902, Registered company number: CE000857

Trustees Report

The Trustees present their report and examined financial statements for the year ended 31 March 2024. The 'charity information' set out on page 1 form part of this report.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Purpose and aims

The charity's purposes, as set out in the objects contained in the company's memorandum of association are

- To relieve the emotional, psychological and/or physical distress of people who have experienced sexual violence, especially women and girls; and
- To educate the public around the nature and extent of sexual violence and its impact on people, especially on women and girls

GRASAC strategic aims for 2023 – 2026 are to:

1. relieve the emotional, psychological and/ or physical distress of people, especially women and girls who have experienced sexual violence
2. empower people, especially women and girls, to find their own way of living in a future unconnected to their traumatic past
3. educate the public about the nature of sexual violence and its impacts, especially on women and girls
4. be part of the movement towards a world free of sexual violence

Ensuring our work delivers our aims

We review our aims, objectives and activities each year. This review looks at what we have achieved and the outcomes of our work in the previous 12 months, the success of each key activity and the benefits they have brought to those people that we are set up to help. The review also helps to ensure that our aims, objectives and activities remain focused on our stated purposes. We consult with service users, staff, volunteers and external partners.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'Public Benefit: Running a Charity (PB2)'.

The focus of our work

The strategic aims focus on direct services and our work to educate and to change society. Our approach to achieving these aims is informed by four principles

- Our services are of high quality: clients must be confident that they will receive an excellent service; we have achieved RCEW's National Service Standards and aspire to exceed them.

- We will grow so we can reach under-served women and girls in Gloucestershire who have often waited years to be heard. We will evidence need through improved data collection so we can widen our service provision.
- Our services need to be sustainable: all survivors, especially women and girls, deserve access to stable specialist services; we will continue to make the case for long-term, dedicated funding and will ensure our organisation is robust.
- We need to be informed by the voices of survivors; their experiences and voices must be heard, and we will continue to promote survivors' rights.

How our activities deliver public benefit

GRASAC recognises that the impact of sexual violence can affect victim-survivors' mental health, emotional and psychological development, family and relationships, work, and physical health. Sexual violence is sometimes the identifiable trigger point leading to addiction, violent relationships, professional sex working and homelessness. GRASAC helps victim-survivors of all ages access their rights, navigate the CJS, improve their wellbeing and ability to function, reduce trauma symptoms and the risk of repeat victimisation.

Feedback from clients across our services consistently demonstrates the positive impact of our work.

Through education and campaigning, GRASC aims to raise public awareness of the reality and impact of rape and sexual violence and ensures victim-survivors are informed of the support services available.

GRASAC recognises the intersectional and unique factors of every victim-survivor's experience. Our services are accessible and include specialist services targeted at, and designed for, all communities. This has included community-based and specialisms in services for global majority communities, LGBTQ+ clients and people with Learning Disabilities and Autism. We ensure victim-survivors' voices inform and shape our service delivery.

GRASAC is the lead provider of support and advocacy for survivors of sexual violence in Gloucestershire. In addition, and crucially, we work alongside a wide network of frontline health, social, housing and educational services providing a joined-up and holistic approach to support.

All our charitable activities are undertaken to further our charitable purposes for the public benefit.

Achievements and Performance

This annual report demonstrates the breadth of work carried out by committed staff and volunteers on behalf of clients. As a trustee board, we are particularly moved by the number of compliments and positive feedback received from both clients and from professionals that refer to or work in partnership with us.

GRASAC supported over 800 clients in this last year, offering more than 5,640 hours of clients support. We are pleased that we have maintained our excellent support levels. 32% of our clients were under 18years with 2% under 13 years. 90% of clients identified as female, 8% male, 0.8% non-binary and 0.6% as trans.

GRASAC continued to provide the following core services across Gloucestershire through a mixture of in -person, online, phone and email, reflecting the geography of the areas and the needs of clients (who, for some, find virtual support more accessible).

Emotional / Therapeutic Support -

Specialist support work provides emotional, practical and advocacy support for victim-survivors. Specialist support workers offer individuals the space and time, to talk through their thoughts, feelings and options through up to 20 sessions of 1:1 support for individuals aged 13+.

Independent Sexual Violence Advisers (ISVA) –

ISVAs (including children's ISVAs) offer confidential specialist support providing practical help and emotional support to anyone who has been raped or sexually assaulted at any time in their lives regardless of whether they wish to report to the police. ISVAs support survivors/victims to decide if they wish to report to the police, provide information about the legal process and individuals' rights. They also liaise with the police and prosecution service, advocate on the individual's behalf and provide support through any trial process, as well as make and support referrals to other services to meet other identified needs.

Group Work –

We have continued to offer group work which incorporates psychoeducational and holistic/self-care approaches. This year we have particularly focused on community-based peer groups. Some of our groups have also been survivor led recognising the power of healing alongside people with shared experience. The Phoenix Programme (a six-session programme for young girls who have experienced sexual violence focused on empowerment, healthy relationships and coping mechanisms) has provided an opportunity to engage with education providers across the County. Sessions are held in parallel for their parents and carers (including grandparents).

Phone and e- support –

We provide direct access emotional support through our telephone and e-Support facilities five days a week for anyone wishing to seek advice and/or support whether for themselves or someone they care about – this support can be accessed anonymously.

Online resources -

Self-help resources and guides continue to be available through our website.

Training -

We have continued to offer training and workshops on a variety of topics including consent and understanding sexual violence to a wide range of audiences across schools, statutory, corporate and VCSE sectors.

Partnership working -

GRASAC continues to believe in and champion partnership working, working with our partners to deliver service, share best practise, and develop innovative approaches to support.

Our team has grown, thanks to increased funding, so that we have been able to increase our offer of emotional support to both adults from minority groups in our community and young people and, employed additional ISVAs/ChISVAs which has helped to reduce waiting times for this service.

Following the return to face-to-face services after the difficult Covid restrictions, our focus for the year has been on maintaining and developing our services. Our rurally based offices have proved to be a comfortable and positive environment from which to work and offer client-based services.

Volunteers continue to be a valuable and crucial part of GRASAC and our offer by and for volunteers is a priority for us to develop in 2024/25. Volunteers primarily support our groupwork and fundraising.

We want to extend our thanks and gratitude to all the staff and volunteers who have shown such commitment and dedication in ensuring that we continue to provide consistent and high-quality service to our clients.

Financial review

Financial summary

Income in the year totalled £689,014 (2023: £726,461) of which £624,506 (2023: £707,922) came from grant funding from a number of different bodies (see note 3 to the financial statements). These funds were used to provide a range of services, including the Independent Sexual Violence Advisers, one-to-one support, helpline, e-mail, text and on-line support to relieve the trauma and distress of those who have experienced sexual violence

Expenditure in the year totalled £693,459 (2023: £652,921) of which £691,932 (2023: £652,878) related to charitable activities, the most sizeable being staff costs which totalled £538,855 (2023: £504,168).

Total reserves as at 31 March 2024 were £587,721 (2023: £592,166) of which £367,285 (2023: £254,871) was unrestricted and £220,436 (2023: £337,295) was restricted and unavailable for the general purposes of the charity. Of the unrestricted funds none have been designated (2023: none).

Reserves policy

The level of income retained in reserves is based on a realistic assessment of contractual obligations to staff (i.e. maternity, sickness and redundancy pay), running cost contingencies, winding up and dilapidation costs, risk management and a contingency for any unanticipated reductions in income. Due to the nature of GRASACs work, it is vital that advocacy and therapeutic support are completed for each client in a sensitive and timely manner. Therefore, we set reserves at 5 months of delivery costs to enable us to prioritise the continuation and safe ending of all work.

Statement of going concern

After reviewing the charity's forecasts and projections and its reserves, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements

The main risk to organisation's ability to continue as a going concern is the loss of significant funding. In order to mitigate this risk, the organisation have implemented a funding plan that increases its work with other funding bodies and diversifies our portfolio of funders. Increased efforts have been made in 2023/24 to grow our networking opportunities across the Gloucestershire community and to seek non-recurrent funds from corporate supporters. We continue to develop the internal structure of the organisation to ensure that it is lean and adaptable. Staffing levels have been challenging during this year, with a higher than expected level of sickness and absence. Steps are being taken, alongside existing EAP and support mechanisms, to provide additional support for all staff

Structure, governance and management

Governing document

The charity is a Charitable Incorporated Organisation. It is a charity registered with the Charity Commission. Anyone aged over 18 years of age can become a member of the charity and there are currently 19 members (11 trustees and 8 volunteers) (2022: 35, 2023: 19).

Appointment of Trustees

Trustees are elected by members of the charity or co-opted and elected at General Meetings. The two volunteer representatives are full trustees but must declare a conflict of interest where there are matters being discussed that relate to their capacity as volunteers

Trustee induction and training

All new Trustees receive an induction into the work of the charity as well as an introduction into the role of a trustee and its responsibilities. The induction process for new Trustees also

includes training and development days. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role

Organisation
The Board of Trustees, which cannot have less than three or more than twelve members, administers the charity. The Board of Trustees normally meets every second month. A CEO is appointed by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the Trustees, for operational matters including finance, employment and service delivery related activities

Conflicts of interest
None of the Trustees receive remuneration or other benefit for their work with the charity. Any connection between a trustee or senior manager and a potential employee, supplier or service provider must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party.

As part of the recruitment process all Trustees complete a Conflict of Interest Statement. In addition a Register of Trustees' Interests is collated and recorded annually. At each Board meeting, all Trustees must declare any changes to their conflicts of interest

Remuneration policy
The pay of all staff is reviewed annually and are normally (funding permitted) increased in accordance with inflation and annual earnings.

Pay benchmarking is carried out periodically and where required for recruitment of new posts through internet searching for similar posts and discussion with partner agencies delivering sexual violence services across the country in the Rape Crisis network

Risk management
The Trustees hold a Risk Register documenting the major risks facing the charity along with mitigating actions. This is reviewed on a regular basis as part of the rolling timetable of the Board of Trustees. The following are considered by the Board of Trustees to be 'red' risks meaning that there is a high probability of them occurring and, if this were to happen, there would be a significant impact on the organisation

- Loss of key personnel - GRASAC has a comprehensive HR policy framework and development plans in place. All key management positions are currently filled. The revised policy and associated contracts of employment stipulate that key personnel have an extended (3 month) notice period which allows sufficient time for recruitment
- Loss of significant funding - The strategic plan includes a funding plan, which is reviewed by the Board of Trustees in their bi-monthly meetings.
- External strategy - Changes in the external environment due to the elongated health pandemic could not have been foreseen but we are continuing to work with all current funders and potential funders to ensure future financial security. We have now returned to following the action plan set out in the three year strategy.

Plan for future periods
GRASAC has identified the following strategic priorities for 2024/25

- to relieve the distress of people who have experienced sexual violence
- to empower people to find their own way of living in future
- to educate the public about the nature of sexual violence and its impact; and
- to be part of the movement towards a world free of sexual violence; and
- Diversification of funding streams to provide further stability to core services and to fund new initiatives

By order of the Board of Trustees

Co-Chair of Trustees
Date 18 November 2024

Trustees' responsibilities in relation to the financial statements

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

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Statement as to disclosure to our Independent Examiner

In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of this the Independent Examiner is unaware; and
- The Trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that she is obliged to take as a director in order to make herself aware of any information relevant to the Independent Examination and to establish that the Independent Examiner is aware of that information

By order of the Board of Trustees

Date 18 November 2024

Gloucestershire Rape and Sexual Abuse Centre

Independent Examiner's Report

To the Trustees of Gloucestershire Rape and Sexual Abuse Centre

I report to the trustees on my examination of the financial statements of Gloucestershire Rape & Sexual Abuse Centre (the charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Gloucestershire Rape and Sexual Abuse Centre

Independent Examiner's Report

To the Trustees of Gloucestershire Rape and Sexual Abuse Centre

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Stephen Humphries.

Stephen Humphries FCA
Independent Examiner

Griffiths Marshall

4th Floor, Llanthony Warehouse
The Docks
Gloucester
GL1 2EH

Dated 11TH DECEMBER 2024

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements

Statement of financial activities for the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Incoming resources					
Donations	**2**	49,198	5,032	54,230	10,733
Charitable activities	**3**	-	624,506	624,506	707,922
Other		-	10,278	10,278	2,377
		49,198	639,816	689,014	726,461
Expenditure on:					
Raising funds	**4**	1,527	-	1527	43
Charitable activities	**5**	-	691,932	691,932	652,878
Net income/(expenditure)		47,671	(52,116)	(4,445)	73,540
Transfer between funds		64,743	(64,743)	-	-
Net movement in funds		**112,414**	**(116,859)**	**(4,445)**	**73,540**
Reconciliation in funds					
Total funds brought forward		254,871	337,295	592,166	518,626
Total funds carried forward		**367,285**	**220,436**	**587,721**	**592,166**

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements

Statement of financial position as at 31 March 2024

	Note	2024	2023
		£	£
CURRENT ASSETS			
Debtors	**10**	2,002	5,632
Cash at bank and in hand		594,490	606,663
		596,492	612,295
LIABILITIES			
Amount falling due within one year	**11**	(8,771)	(20,129)
NET CURRENT ASSETS		587,721	592,166
NET ASSETS		587,721	592,166
THE FUNDS OF THE CHARITY			
Unrestricted funds		367,285	254,871
Restricted income funds		220,436	337,295
TOTAL CHARITY FUNDS		587,721	592,166

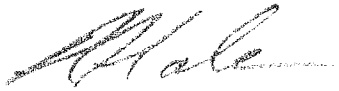
The trustees are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

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

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime.

Approved by the Board of Trustees on 18 November 2024 and signed on its behalf by:



Amy Hale, Co-chair

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements

Statement of Cash Flows for the year ended 31 March 2024

	2024 £	2023 £
Cashflows from operating activities		
Net income for reporting period	(4,445)	73,540
Adjustments for:		
Decrease/(increase) in debtors	3,630	(4,582)
Increase/(decrease) in creditors	(11,358)	8,098
	(12,173)	77,056
Change in cash and cash equivalents in the reporting period	**(12,173)**	**77,056**
Cash and cash equivalents at the beginning of the reporting period	606,663	529,607
Cash and cash equivalents at the end of the reporting period	594,490	606,663

1 Summary of significant accounting policies

Charity Information

Gloucestershire Rape and Sexual Abuse Centre is a Charitable Incorporated Organisation (CIO) incorporated in England and Wales. The registered office is PO Box 3292, Glouceste, GL1 9HW

Accounting Convention

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

Gloucestershire Rape and Sexual Abuse Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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

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

Going concern

The charity reported a cash outflow of £(12,173) (2023: £77,056, inflow) for the year. Closing reserves as at 31 March 2024 were £587,721, (2023: £592,166), of which £367,285 (2023: £254,871) were unrestricted.

The Trustees have reviewed the circumstances of the charity and consider that adequate resources continue to be available to fund the activities of the organisation for the foreseeable future. The Trustees are therefore of the view that the charity is a going concern.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donated services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102) the general volunteer time is not recognised in the financial statements. Refer to the Trustees' annual report for more information about their contribution.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Restricted funds are amounts which the funder has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

-Costs of raising funds and their associated support costs.
- Expenditure on charitable activities includes the costs associated with the provision of services to service users along with the production of materials and educational activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Debtors

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Creditors

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

Pensions

Contributions to defined contribution plans are expensed in the period to which they relate.

2 **Income from donations**	**2024**	**2023**
	£	**£**
Gifts	54,230	16,162
Grants of a general nature	-	-
	54,230	1,800

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS102 and the Charities SORP (FRS102), the economic contribution of general volunteers is not recognised in the accounts.

3 Income from charitable activities

	2024	2023
	£	£
Police and Crime Commissioner	425,931	447,357
NHS CCG	55,305	56,333
Ministry of Justice	92,277	110,817
Children in Need	-	44,253
Lloyds Bank Foundation	25,000	27,250
Barnwood Trust	25,993	21,912
	624,506	707,922

4 Expenditure of raising funds

In the year ended 31 March 2024, expenditure of £3219 (2023: £43) was incurred on raising funds, all of which was unrestricted.

There are no support costs associated with these activities in either the current or prior year.

5 Expenditure of charitable activities

	Charitable activites	Support costs	2024 Total	2023 Total
	£	£	£	£
Incoming resources				
Staff costs	466,152	72,703	538,855	504,168
Support and development (staff and volunteers	20,148	4,874	25,022	20,870
Travel and subsistence (staff and volunteers	21,988	808	22,796	18,614
Consultants	107	-	107	-
IT and telephone costs	24,161	552	24,713	19,796
Rent and office costs	22,383	20,748	43,131	45,567
Insurance	-	828	828	770
Printing, postage and stationery	2,102	1,424	3,526	4,749
Promotion	12,046	-	12,046	10,798
Equipment and maintenance	5,738	430	6,168	3,685
Professional fees	-	11,708	11,708	9,627
Client support	410	1,791	2,201	13,488
General expenses	-	418	418	264
Governance	-	171	171	234
Bank charges	-	242 242	248	
	575,235	**116,697**	**691,932**	**652,878**

6 Independent examiner's remuneration

	2024	2023
	£	£
Independent examination fees	1,500	1,440

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2024 £	2023 £
Salaries and wages	480,760	441,804
Social security costs	30,142	36,517
Pension costs	27,953	25,847
	538,855	504,168

No employees had employee benefits in excess of £60,000 (2023: None). Pension costs are allocated to funds in proportion to the related staffing costs incurred.

For the financial year ended 31 March 2024, the key management personnel of the charity were: Trustees, Director and Service Delivery Manager. The total employee benefits of the key management personnel of the charity were £89,617 (2023: £85,767).

The Trustees were not paid and did not receive any other benefits from employment in the year (2023: £ Nil). No trustee received payment for professional or other services supplied to the charity (2023: £ Nil).

8 Staff numbers

The average headcount for the reporting period was 21 staff (2023: 19). The average number of full-time equivalent employees (including casual and part-time staff) during the year was 20 (2023: 17.5).

The average number of full-time staff was 16 (2023: 12) and the average number of part-time staff was 5 (2023: 7) in the reporting period.

9 Corporation tax

The charity is exempt from tax on income and gains falling within Section 505 of the Taxes Act 1988 or Section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

10 Debtors

	2024	2023
	£	£
Prepayments and accrued income	540	938
Other debtors	1,462	4,694
	2,002	5,632

11 Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals	2,478	14,526
Other creditors	6,293	5,603
	8,771	20,129

12 Analysis of charitable funds

Unrestricted funds	Balance at April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at March 2024 £
Unrestricted fund	254,871	49,198	(1,526)	64,743	367,286
Restricted funds					
Police and Crime Commissioner	179,860	425,931	(455,591)	(38,864)	111,336
NHS Clinical Commissioning Group	68,383	55,305	(54,191)	(13,491)	56,006
Ministry of Justice	-	92,277	(90,166)	(2,111)	-
Children in Need	8,114	-	(8,114)	-	-
Lloyds Foundation	52,250	25,000	(49,478)	-	27,772
Groups	6,650	15,275	(3,868)	(10,277)	7,780
Barnwood Trust	21,912	24,461	(28,831)	-	17,542
Donations Fluck Fund etc	126	1,567	(1,693)	-	-
Total charity funds	337,295	639,816	(691,932)	(64,743)	220,436

Analysis of charitable funds for year ended 31 March 2023

Unrestricted funds	Balance at April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at March 2023 £
Unrestricted fund	238,383	14,898	(43)	1,633	254,871
Restricted funds					
Police and Crime Commissioner	155,374	447,357	(422,871)	-	179,860
NHS Clinical Commissioning Group	84,986	56,333	(72,936)	-	68,383
Ministry of Justice	-	110,817	(110,817)	-	-
Children in Need	7,683	44,253	(43,822)	-	8,114
Lloyds Foundation	25,000	27,250	-	-	52,250
Groups	7,200	2,377	(1,294)	(1,633)	6,650
Barnwood Trust	-	21,912	-	-	21,912
Donations Fluck Fund etc	-	1,264	(1,138)	-	126
Total charity funds	280,243	711,563	(652,878)	(1,633)	337,295

13 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Cash at bank and in hand	367,285	227,205	594,490
Current assets	-	2,002	2,002
Current liabilities	-	(8771)	(8771)
	367,285	220,436	587,721

14 Related party transactions

There were no related party transactions in the financial year ended 31 March 2024 (2023: £Nil).

15 Capital commitments

At 31 March 2024, the organisation had £Nil (2023: £Nil) capital commitments.

16 Financial instruments

	2024 £	2023 £
Financial assets		
Cash	594,490	606,663
Other debtors	1,462	1,050
	595,952	607,713
Financial liabilities		
Credit cards	236	1,653
	8,771	20,129

17 Legal status of the Charity

The charity is a Charitable Incorporated Organisation. In the event of the charity being wound up, the members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

GLOUCESTERSHIRE RAPE AND SEXUAL ABUSE CENTRE

England & Wales - Charity number 1155902

Accounts

Gloucestershire Rape and Sexual Abuse Centre

Annual Report

2022/2023

The service

Gloucestershire Rape and Sexual Abuse Centre's services are free, confidential and non-judgemental. They form part of a comprehensive care pathway for survivors of rape and sexual violence, but in particular for women and girls.

The impact of sexual violence is both immediate and long-term. GRASAC's services enable survivors to manage the impact of sexual violence and to move forward from their experiences.

As a service we provide emotional and practical support as well as advocacy for survivors. We provide advice and information to family members, friends and professionals supporting survivors of sexual violence.

OUR AIMS

- To relieve the emotional, psychological and/or physical distress of people who have experienced sexual violence, in particular women and girls.
- To educate the public about the nature and extent of sexual violence and its impact.

"I am not what happened to me, I am who I choose to become."

Foreword by the Co-chairs of the Board of Trustees

On behalf of the board of trustees, it is our privilege and honour to present GRASAC's 2022-23 Annual Report. GRASAC is the only dedicated sexual violence support organisation in the county and continues to be free, confidential and non-judgemental. This annual report demonstrates the breadth of work carried out by committed staff and volunteers on behalf of clients. As a trustee board, we are have been particularly moved by the number of compliments and positive feedback that has been received, both from both clients and from professionals that refer into the service and with whom GRASAC works daily, examples and case studies are enclosed with the report.

Recent national statistics show that around 1 in 4 women have been raped or sexually assaulted since the age of 16 years and that the highest number of rapes were recorded by police in the year ending December 2021. The Crime Survey England and Wales (year ending March 2022) found 2.3% of adults aged 16 and over experienced some form of sexual assault in the year, which equates to around 798,000 women (3.3% of women) and 275,000 men (1.2% of men). Of those, about 1.7% experienced unwanted sexual touching and 0.6% experienced rape. The Crime Survey for England and Wales (CSEW) also estimates that fewer than one in five (17%) victims reported their experience of rape or assault by penetration to the police.

The recently published Gloucestershire Sexual Violence Strategy 2023-2026 noted a 28% increase in reported rapes recorded by the Gloucestershire Constabulary in 2019/20 compared with 2018/2019. For the year ending March 2022 (the latest available data, reported March 2023), there were 2,207 sexual offences (more than recorded residential burglaries and drugs offences). Within those, were 847 rape incidents with adult victims recorded by the Constabulary (a 31% rise on the previous year). Taking the national reporting figure of 17%, we can extrapolate that the actual numbers may be around 12,980 sexual assaults including 4,980 rapes. In addition, there were 777 cases of child sexual abuse and 417 cases of child sexual exploitation recorded in Gloucestershire.

The rate of case referral by the Police to the Crown Prosecution Service is 8% nationally, the South West Crown Prosecution Service charging rate for referred cases is 71.1% and the conviction rate for those charged is 68.3%. This means we can broadly estimate that of those rape cases recorded by Gloucestershire Constabulary in the year ending March 2022 (847), 68 will have been referred to the South West Crown Prosecution Service, 48 will have been charged and 33 will have resulted in conviction (which represents 3.9% of the recorded cases which mirrors the national figures). Thus, the criminal justice system continues to fail survivors. The number of sexual offence cases waiting to go to Crown Court nationally now stands at a new record high of 9,324, a 31% increase on the numbers waiting at the same time last year.

Nationally, the majority of victims of sexual offences are women and girls (86% of sexual offences recorded by the police in the year ending March 2022 and 91% of rape offences recorded by the police. This is why it is important that our services are open to all genders, but especially focuses on women and girls.
Irrespective of the gender of the victim, 98.5% of victims identified the perpetrator as being male (male victims 85.6%, female victims 99.0%).
Highlighting that sexual violence remains a gendered issue. The age profile of victimisation by sexual offences is markedly different by gender; boys and men are most victimised before the age of 14 (28.2% of recorded male victim sexual offences) whereas for women and girls the rates of victimisation remain fairly constant from 0-29 years old with female victim sexual offences for 15-19 year olds running at almost 5 times the percentage of the of that age 5.3% of the female population is aged 15-19 years whereas 23.8% of female victim sexual offences came from that age group (the comparable rate for men was just over 2.5 times the population rate). This is why we are so pleased to be able to offer the Phoenix Programme for young women.

As trustees, we sincerely hope that this situation improves, and we will continue to undertake policy work that challenges this appalling situation for survivors.

GRASAC supports all people affected by rape and sexual assault and encourages all users of our services, regardless of gender, sexuality, race or ethnicity – and in particular women and girls from all sections of the community to come forward not only to seek support but to help us to shape services into the future. Your input is invaluable and very much welcomed.

Overview of the year by CEO, Gilli Appleby

I would first like to extend my thanks to the Board of Trustees, volunteers and staff at GRASAC for welcoming me into the organisation and offering me the opportunity to work with such a committed and passionate group of women. Everyone involved is dedicated to supporting and empowering survivors of sexual violence from across the county of Gloucestershire and it has been a privilege to join and be part of the team as we reflect on our achievements and look to the future.

This last financial year we have seen a number of changes in Board membership and key staff. I would particularly like to note the retirement of Mary Robinson as GRASAC trustee and latterly co-chair of the charity, a passionate and dedicated member of the board for many years.

We also said farewell to Maggie Stewart who, as Chief Executive so expertly led the organisation through a period of growth and development, latterly navigating GRASAC through the challenges of the Covid pandemic.

GRASAC has welcomed new trustees Danielle Vincent, Amy Hale and Honor Binning – all of whom come with invaluable expertise including operations management at a senior level, supporting and empowering young people, and representing victims of abuse.

In introducing the Annual Report, on behalf of everyone involved, I would also like to take this opportunity to thank all of our commissioners and funders for their continued support and funding.

Our Services

The overarching aim of GRASAC is that every person should be free from sexual violence. Whilst all rape crisis centres supporting victims of sexual violence have this as their aim, we are all far from achieving this goal. You will note in this report that GRASAC supported in excess of 800 clients in this last year, offering more than 8,500 contacts with clients.

We are pleased that 63 percent of GRASAC clients reported they felt more confident in themselves after GRASAC support. A figure we aim to improve on over the coming year.

Our focus throughout the year has therefore been on maintaining and developing our services as we emerge from the pandemic. Everyone has worked tirelessly to return to face-to-face services while also recognising the learning through the pandemic.

Our new out-of-town accommodation is proving to be a comfortable and positive environment from which to work and offer client-based services.

Policy Work

GRASAC has continued to maintain and lead constructive dialogue with our partner agencies and funders to raise awareness of the demands of the service and the needs of our clients.

The 16 Days of Action Against Domestic Violence campaign starts each November with the International Day for the Elimination of Violence Against Women and concludes in December to coincide with International Human Rights Day. These 16 days provide a dedicated period for advocacy and action.

Under the umbrella of the 16 Days of Action GRASAC organised the Reclaim the Night march, which was held in Stroud and drew a sizeable crowd including women's advocacy groups from across Gloucestershire, including local Soroptimist clubs and the County's Police and Crime Commissioner. My thanks to the GRASAC staff and volunteers who support this annual event so effectively.

We have also continued to oppose sexual entertainment licences being granted for venues across Cheltenham and will endeavour to influence the Cheltenham Borough Council policy when next open to consultation as part of its policy review process.

Looking forward in 2023/2024 A key priority for 23/24 will be the review and development of our strategy and business plan for 2023 – 2026. This will focus on ensuring that GRASAC remains true to its aims and values, and can continue to deliver a quality, trauma-informed service to victims of sexual violence. This will be developed and prioritised in partnership with those who look to GRASAC for support, with our Trustees, volunteers and staff to ensure the sustainability of GRASAC and an openness to new ways of working where we can better support all victims of sexual violence. We will also recognise the need to be able to evidence the impact of our work to give confidence to our current and future funders.

Casework

Our Specialist Support Workers deliver up to 20 one-to-one emotional support sessions to our clients.

GRASAC's team of Independent Sexual Violence Advisors provide specialist advocacy support for clients who are navigating or who are thinking of going through the criminal justice system.

Support Pathways

Support is available through our face-to-face and videocall sessions. There are also ongoing telephone, text and email support services available to clients.

Fundraising

The fundraising team is made up of staff and volunteers who have found new and innovative ideas and activities to fundraise for GRASAC.
We were also Hazlewoods Accountants' Charity of the Year who kindly raised a very impressive £50k.
John Lewis donated £1k which funded our the pilot programme for Phoenix Group.
Thanks must also be extended to individuals who have given one-off donations or who donate to us regularly.

Who and how we help

GRASAC supported over

800

people this year

Over

8,500

contacts were made with clients across the service

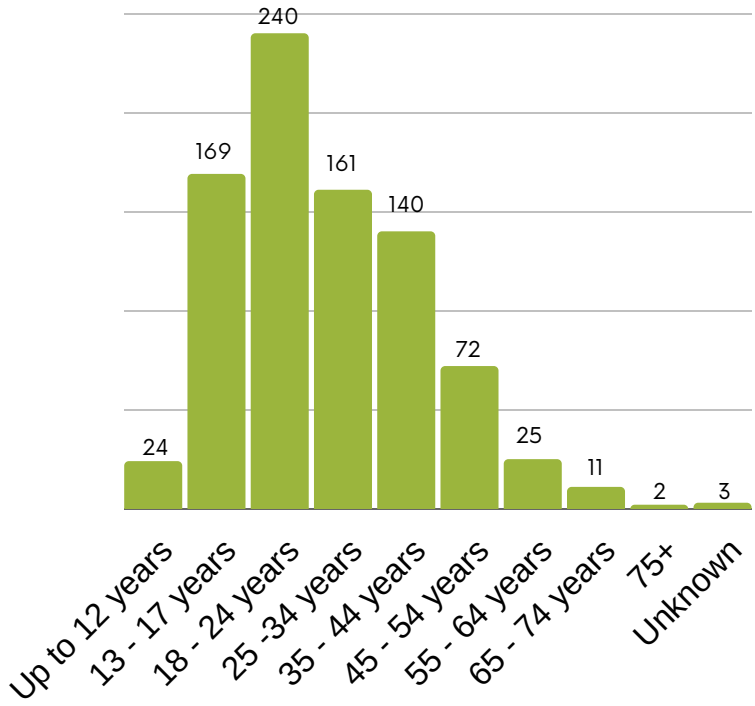
56%

of clients experienced childhood sexual abuse/exploitation

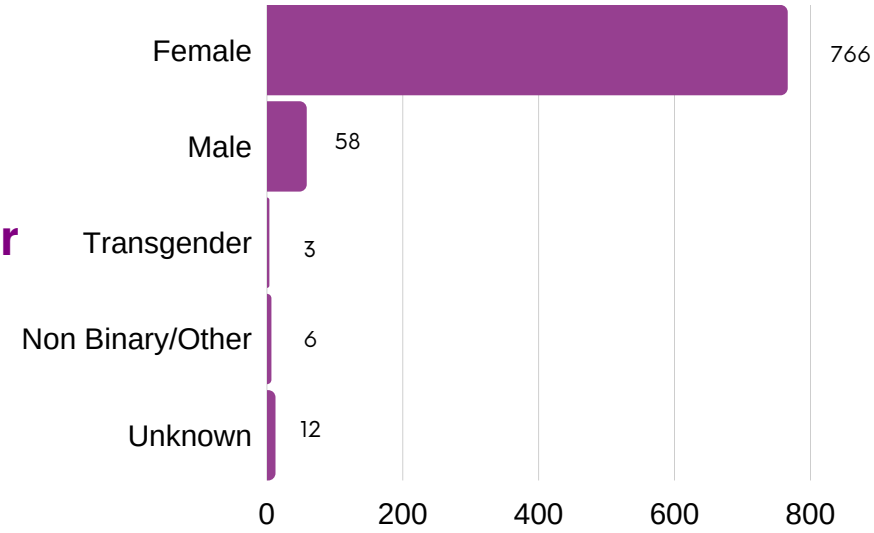
35%

of clients experienced recent sexual abuse

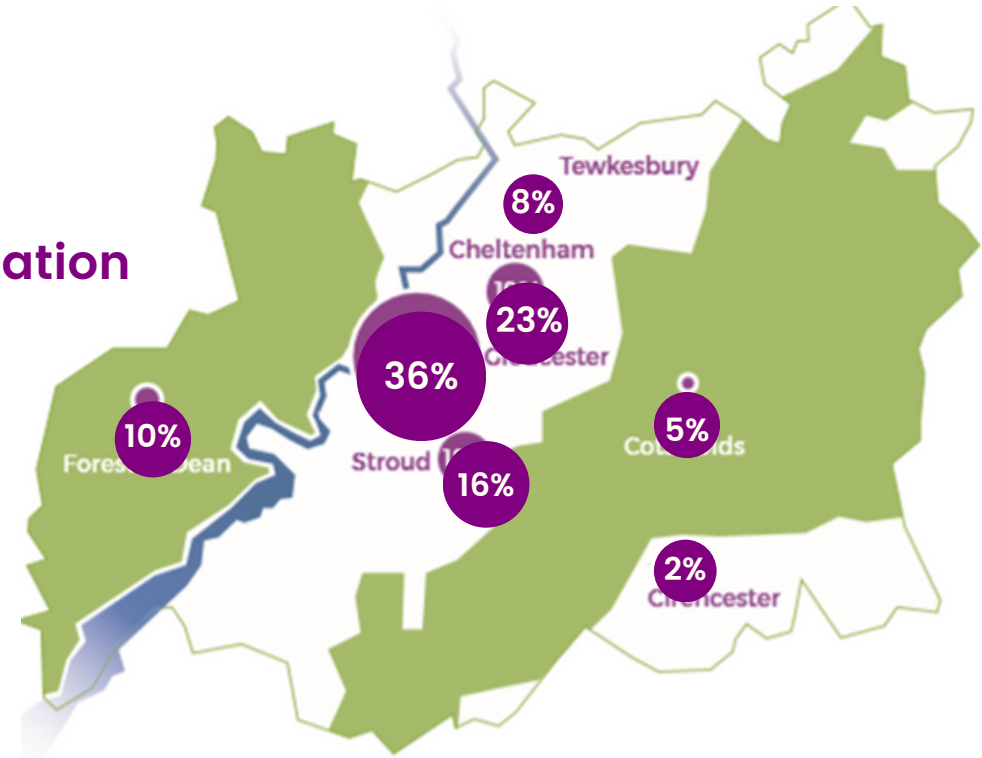
Age



Gender



Location



Who and how we help

Around

10%

of clients identify as being part of the LGBTQ+ community

61%

of clients have depression, anxiety, and/or PTSD

53%

of clients felt they are better able to manage flashbacks, panic attacks and/or anxiety while

68%

of clients felt their ability to take better care of themselves physically and mentally increased

61%

said they're better equipped to manage their depression, suicidal feelings, and self-harm after support

Around

30%

of clients had been subjected to sexual violence at the hands of their current or previous intimate partners

54%

of clients have reported their experience of sexual violence to the police

29%

of clients disclosed having a disability

63%

of clients reported they felt more confident in themselves after GRASAC support

Feedback from clients

"I have been given the gift of choice again. I can choose to be in an intimate relationship if I want to be. I can choose to respond or not react. I have now made many healthy choices which have benefited me greatly. Sexual abuse as a child and rape as an adult took away my choices for a while, GRASAC changed that for me"

Emotional Support Client

"Thank you so much for your help. It has been a pleasure knowing you, you have been an amazing support to me.
I'm a little sad our time has come to an end but I'm aware your kindness, knowledge and support is needed by many others and they will be very lucky to have you on their side"

ISVA Support Client

"Thank you so much for all the love and support you have showed me for these 4 years. I couldn't have done it without you. And thank you so much for sitting with me when I was giving evidence. You're the most beautiful soul to ever walk this earth, I really hope you know that. You deserve the world and more for what you do for us survivors"

ISVA Support Client

""I would just like to say a huge thank you. My life has been changed completely I can now see things more clearly and appreciate things in a different way. I can now see a life without fear and without viewing myself as a victim."

Emotional Support Client

Case Study

'I will remember you for the rest of my life...in all the years of hating myself, your words have brought me the closest to being truly kind to myself than anything else I have been told. When I feel destructive, your voice is always in the back of my mind. You have comforted an inner child plagued by fear and anger and being able to tell you anything- even the darkest things that I could not share with anyone else has saved my life more than once. I may still struggle, but parts of me that I thought were broken have been healed. I am so grateful for you and how non-judgemental you have been, your patience, kindness, and genuine care. Thank you for everything'.

This client experienced historic childhood sexual abuse and online grooming. The impact of this trauma was manifested in multiple of different ways - the client was struggling with flashbacks, dissociation, nightmares, PTSD and self-injury. The sessions were focused on building a safe a supportive space, which meant allowing the client to feel that if she did not want to talk, she did not have to. Instead, we would spend time colouring, doing grounding exercises, and writing.
As our relationship grew throughout the 24 sessions, the client began to talk about her experiences of historic CSA - this was challenging as the feelings that surfaced were complex and at times overwhelming. The client struggled with issues around self-esteem, also seeking support for an eating disorder and drug misuse whilst working with GRASAC. Gently and at her pace, she began to recognise the heavy feelings of guilt, shame and blame were not her fault; she began to feel that she could see a future, one that she could look forward to and invest in.
We talked about the ending of our sessions, both of us decided that we would meet on the top of a hill that we both knew. My client wrote her hopes and dreams for the future on a balloon and we let it go. She said that it was not the end, it was the beginning of the next chapter of her life.

Feedback from clients

"I would like to thank you so much for your support through this difficult time. You have been an amazing person to talk to and very understanding. It would be very hard without you so I just want to let you know how much it means to me. I will be honest, I don't count on the compensation, and it is not my priority, children are and I need to get stronger for them. I wish you all the best in the New Year and I hope you will continue what you do for those who need it the most. You're support is absolutely priceless and amazing."

ISVA Support Client

I finally had a safe person to discuss uncomfortable, embarrassing or shameful feelings or issues I was having with my body as a result of my trauma. Without this gift, the length and quality of trauma support/sessions, I would probably still be having unsuccessful counselling on and off and no place to talk about the sexual abuse that happened to me when I was 3 years old. I have finally found the missing puzzle pieces; I can now understand my journey and more importantly where I want my journey to go to next."

Emotional Support Client

Case Study

Client in her twenties referred themselves to GRASAC services. Client had been gang raped in a foreign country. Client was not able to pursue a criminal investigation due to the different jurisdiction in the country where the abuse happened. Client also felt that she did not receive sufficient support from services at the time the sexual assault happened. During this process Client's mental health and wellbeing deteriorated. Client was referred to the ISVA service for support through the ongoing investigation in the foreign country as well as the UK. After the Criminal investigation ended in the UK, the client sought emotional support at GRASAC. At this point, Client had a clearer understanding from the ISVA support around what had happened and the difficulties of the investigation moving forward. Client began their healing journey by starting their emotional support with GRASAC. During the Client's 24 sessions of support, they were able to explore the trauma of the sexual assault, re-claim memory, and configure their own toolbox of coping strategies. GRASAC also provided essential advocacy in writing a supporting letter for compensation needs. Through this experience, the Client reflected that GRASAC's emotional support service had made a positive difference to their life, which was evident through Client's newfound confidence and motivation for life. Client is now able to see a future and has cleansed relationships and associations with the foreign country. The therapeutic interventions enabled the Client to challenge unanswered questions and empower herself to seek inner justice.

Financial Overview

In 2022/2023, GRASAC's funders were:

We were also the Charity of the Year for Hazlewoods Accountants (to May 2023). We thank all of our funders, donors and individual supporters.

GRASAC statement of income & expenditure for the year ended 31 March 2023

Income From:	**Total Funds 2023**
Donations	16,162
Police and Crime Commissioner	447,357
NHS/CCG	56,333
Ministry of Justice	110,817
Children in Need	44,253
Lloyds Bank Foundation	27,250
Barnwood Trust	21,912
Other	2,377
TOTAL Income	**726,461**
Expenditure on:	
Staff Costs	504,168
Support & Development Costs (staff & volunteers)	52,927
Office Costs	66,133
Administrative Costs	29,648
TOTAL Expenditure	**652,921**
Net Income/(expenditure)	**73,540**

Trustees

GRASAC's board of trustees meets bi-monthly and is an active team in all aspects our organisation's work - from policy making to volunteering.

Dr Louise Livesey – Co-Chair

I have a day job teaching Criminology at the University of Gloucestershire. My passion is challenging sexual violence through research, teaching and activism. I joined the trustee board in 2016

Helen Bromley – Co-Chair

I have over 15 years of experience in Human Resources and Organisational Development. I work for a Bristol-based charity.

Nicola Jones

I was joined GRASAC as a trustee in November 2021. Born & raised in Gloucestershire, I worked in public service as a social and community worker, a national and international civil servant, and a women's rights activist, funder, & researcher.

Amy Norton

I am Head of Equality, Diversity and Inclusion at the Office for Students, the independent regulator for higher education in England. I am keen to combine my professional and personal commitment to tackling sexual violence.

Zoe Stoddart

I joined GRASAC as a trustee in June 2022, having previously volunteered for the charity, and worked on the Helpline. My career background is in project management.

Amy Hale

I joined GRASAC as a Trustee in the Autumn of 2022. My day job is in the Civil Service and I've worked in this sector for around 17 years.

Honor Binning

I joined GRASAC as a board member in July 2022. My background is in working with young people: managing mentoring projects and leading on community groups.

Danielle Vincent

I joined GRASAC in 2022. I am a senior associate solicitor in a London law firm specialising in representing sexual abuse survivors (both children and adults) in civil claims.

Julia Davey

Having spent the last 10 years in volunteer management, four of those years at GRASAC, I returned in 2022 as a volunteer group facilitator and as a Trustee.

Contact Details

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@glosrasac

Gloucestershire Rape and Sexual Abuse Centre
here for you

Thank you to our staff and volunteers who made this amazing year possible!

Registered Charity Number: 1155902
Registered Company Number: CE000857

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements

For the Year Ended 31 March 2023

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements For the Year Ended 31 March 2023
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Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements For the Year Ended 31 March 2023
Charity Information

Trustees
Trustees who served during the year and up to

Honor Binning	
Helen Bromley	Co-Chair
Amy Hale	
Dr Nicola Jones	
Dr Louise Livesey	Co-Chair
Amy Norton	
Jessica Smith	
Zoe Stoddart	
Danielle Vincent	
Jo Adams	Resigned August 2022
Mary Robinson	Resigned December 2022
Sally Williamson	Resigned November 2022
Julia Davey	Appointed December 2022
Cate Hemingway	Appointed August 2023
Natalie Limbrick	Appointed July 2023

Key management personnel:
The key management personnel during the fina

Maggie Stewart / Gilli Appleby	CEO
Magdalena Gulcz-Hayward	Training and Service Manager

Independent Examiner
Griffiths Marshall
Beaumont House
172 Southgate Street
Gloucester
GL1 2EZ

Bankers
Unity Trust Bank
4 Brindley Place
Birmingham
B1 2JB

Registered office
14 Highnam Business Centre
Highnam
Gloucestershire
GL2 8DN

Registered charity number:	1155902
Registered company number:	CE000857

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements For the Year Ended 31 March 2023
Trustees Report

The Trustees present their report and examined financial statements for the year ended 31 March 2023.

The 'charity information' set out on page 1 form part of this report.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Purpose and aims

The charity's purposes, as set out in the objects contained in the company's memorandum of association, are:
To relieve the emotional, psychological and/or physical distress of people who have experienced sexual violence, especially
To educate the pubic around the nature and extent of sexual violence and its impact on people, especially on women and

GRASAC has four strategic aims:

1. To relieve the emotional, psychological and/ or physical distress of people, especially women and girls, who have
2. To empower people, especially women and girls, to find their own way of living in a future unconnected to their traumatic
3. To educate the public about the nature of sexual violence and its impacts, especially on women and girls.
4. To be part of the movement towards a world free of sexual violence.

The focus of our work

The strategic aims 1 and 2 focus on the services we deliver to survivors. Strategic aims 3 and 4 focus on our work to educate

1. Our services are of high quality: clients must be confident that they will receive an excellent service; we have achieved the
2. We will grow so we can reach under-served women and girls in Gloucestershire who have often waited years to be heard.
3. Our services need to be sustainable: all survivors, especially women and girls, deserve access to stable specialist
4. We need to be informed by the voices of survivors; their experiences and voices must be heard, and we will continue to

Ensuring GRASAC's work is regularly assessed and meets the needs of the clients

The Board of Trustees reviews the business plan three times during each financial year and considers what has been
In this regard, during the financial year 2022-23, the work of the charity was able to return to a mainly office and outreach

Achievements and Performance

This annual report demonstrates the breadth of work carried out by committed staff and volunteers on behalf of clients. As a trustee board, we are particularly moved by the number of compliments and positive feedback received from both clients and from professionals that refer into the service with whom GRASAC works daily.

GRASAC supported in excess of 800 clients in this last year, offering more than 8,500 contacts with clients. We are pleased that 63 percent of GRASAC clients reported they felt more confident in themselves after GRASAC support. A figure we will look to improve on over the coming year.

Our staffing establishment has grown, thanks to increased funding from our funders, so that we have increased our offer of emotional support to both adults from minority groups in our community, and young people. This is further complemented by the successful pilot of the Phoenix Programme: a six-session programme for young girls who have experienced sexual violence. The programme focuses on empowerment, healthy relationships and coping mechanisms. Sessions are held in parallel for their parents and carers (including grandparents) to attend for peer support, a 'safe space' to share their experiences and concerns, and to seek advice and information from the GRASAC staff and volunteers. This programme proved to be a success and will continue.

Additional funding for ISVA (independent sexual violence advisors) has ensured reduced waiting times for those choosing to access the criminal justice system, advocating for, and both practically and emotionally supporting, these clients.

Our focus throughout the year has therefore been on maintaining and developing our services as we emerge from the pandemic. Everyone has worked tirelessly to return to face-to-face services while also recognising the learning through the pandemic. Our new out-of-town accommodation is proving to be a comfortable and positive environment from which to work and offer client-based services.

Financial review

Financial summary

Income in the year totalled £726,461 (2022: £698,180) of which £707,922 (2022: £675,779) came from grant funding from a number of different bodies (see note 3 to the financial statements). These funds were used to provide a range of services, including the Independent Sexual Violence Advisers, one-to-one support, helpline, e-mail, text and on-line support to relieve the trauma and distress of those who have experienced sexual violence.

Expenditure in the year totalled £652,921 (2022: £618,640) of which £652,878 (2022: £615,516) related to charitable activities, the most sizeable being staff costs which totalled £504,168 (2022: £481,169).

Total reserves as at 31 March 2023 were £592,166 (2022: £518,626) of which £254,871 (2022: £238,383) was unrestricted and £337,295 (2022: £280,243) was restricted and unavailable for the general purposes of the charity. Of the unrestricted funds none have been designated (2022: none).

The excess of unrestricted reserves over and above our required reserves level will be committed to operations going forward.

Reserves policy
The level of income retained in reserves is based on a realistic assessment of contractual obligations to staff (i.e. maternity, sickness and redundancy pay), running cost contingencies, winding up and dilapidation costs, risk management and any unanticipated reductions in income.

Due to the nature of GRASACs work, particularly with our vulnerable clients, it Is vital that counselling and support are completed for each client in a sensitive and timely manner. Therefore, the running costs contingency is significant and represents an estimate of six months of skeleton operating costs prioritising the continuation and safe ending of one-to-one emotional and support work being actively provided by the organisation. Any clients on our waiting list will be contacted and

Statement on going concern
After reviewing the charity's forecasts and projections and its reserves, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements

The main risk to organisation's ability to continue as a going concern is the loss of significant funding. In order to mitigate this risk, the organisation have implemented a funding plan that increases its work with other funding bodies and diversifies our portfolio of funders. Increased efforts will be made in 2023/24 to grow our networking opportunities across the Gloucesterhsire community and to seek non-recurrent funds from corporate supporters. We continue to develop the internal structure of the organisation to ensure that it is lean and adaptable and this this regard, appointed a second Team Leader post to further support on a daily basis.

Structure, governance and management

Governing document
The charity is a Charitable Incorporated Organisation. It is a charity registered with the Charity Commission.
Anyone aged over 18 years of age can become a member of the charity and there are currently 19 members (11 trustees and 8 volunteers) (2021: 37, 2022: 35).

Appointment of Trustees
Trustees are elected by members of the charity or co-opted and elected at General Meetings. The two volunteer representatives are full trustees but must declare a conflict of interest where there are matters being discussed that relate to their capacity as volunteers.

Trustee induction and training
All new Trustees receive an induction into the work of the charity as well as an introduction into the role of a trustee and its responsibilities. The induction process for new Trustees also includes training and development days. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation
The Board of Trustees, which cannot have less than three or more than twelve members, administers the charity. The Board of Trustees normally meets every second month. A CEO is appointed by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the Trustees, for operational matters including finance, employment and service delivery related activities.

Conflicts of interest
None of the Trustees receive remuneration or other benefit for their work with the charity. Any connection between a trustee or senior manager and a potential employee, supplier or service provider must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party.

As part of the recruitment process all Trustees complete a Conflict of Interest Statement. In addition a Register of Trustees' Interests is collated and recorded annually. At each Board meeting, all Trustees must declare any changes to their conflicts of interest.

Remuneration policy
The pay of all staff is reviewed annually and are normally (funding permitted) increased in accordance with inflation and annual earnings.

Pay benchmarking is carried out periodically and where required for recruitment of new posts through internet searching for similar posts and discussion with partner agencies delivering sexual violence services across the country in the Rape Crisis network.

Risk management

The Trustees hold a Risk Register documenting the major risks facing the charity along with mitigating actions. This is reviewed on a regular basis as part of the rolling timetable of the Board of Trustees. The following are considered by the Board of Trustees to be 'red' risks meaning that there is a high probability of them occurring and, if this were to happen, there would be a significant impact on the organisation:

- Loss of key personnel

  GRASAC has a comprehensive HR policy framework and development plans in place. All key management positions are currently filled. The revised policy and associated contracts of employment stipulate that key personnel have an extended (3 month) notice period which allows sufficient time for recruitment.

- Loss of significant funding

  The strategic plan includes a funding plan, which is reviewed by the Board of Trustees in their bi-monthly meetings.

- External strategy

  Changes in the external environment due to the elongated health pandemic could not have been foreseen but we are continuing to work with all current funders and potential funders to ensure future financial security. With this exception, we are following the action plan set out in the three year strategy.

Plans for future periods

GRASAC has identified the following strategic priorities for 2023/24:

- to relieve the distress of people who have experienced sexual violence;
- to empower people to find their own way of living in future;
- to educate the public about the nature of sexual violence and its impact; and
- to be part of the movement towards a world free of sexual violence.

By order of the Board of Trustees:

Dr. Louise Livesey
Co Chair of Trustees
10 October 2023

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also directors for the purposes of Company law) are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the chariity and of the incoming resources and application of resources, including the income and expenditure for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our Independent Examiner
In so far as the Trustrees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of this the Independent Examiner is unaware; and
- The Trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that she is obliged to take as a director in order to make herself aware of any information relevant to the Independent Examination and to establish that the Independent Examiner is aware of that information.

By order of the Board of Trustees

Dr. Louise Livesey
12 October 2023

Gloucestershire Rape and Sexual Abuse Centre
Independent Examiner's Report
To the Trustees of Gloucestershire Rape and Sexual Abuse Centre

I report to the trustees on my examination of the financial statements of Gloucestershire Rape & Sexual Abuse Centre (the charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Stephen Humphries ACA

Independent Examiner

Griffiths Marshall

Beaumont House
172 Southgate Street
Gloucester
GL1 2EZ

Dated 30/11/23

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements
Statement of financial activities for the year ended 31 March 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income and endowments from:					
Donations	2	14,898	1,264	16,162	21,648
Charitable activities	3	-	707,922	707,922	675,779
Other		-	2,377	2,377	753
		14,898	**711,563**	**726,461**	**698,180**
Expenditure on:					
Raising funds	4	(43)	-	(43)	(3,124)
Charitable activities	5	-	(652,878)	(652,878)	(615,516)
		(43)	**(652,878)**	**(652,921)**	**(618,640)**
Net income/ (expenditure)		**14,855**	**58,685**	**73,540**	**79,540**
Transfers between funds		1,633	(1,633)	-	-
Net movement in funds		**16,488**	**57,052**	**73,540**	**79,540**
Reconciliation in funds					
Total funds brought forward		238,383	280,243	518,626	439,086
Total funds carried forward		**254,871**	**337,295**	**592,166**	**518,626**

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements
Statement of Financial Position as at 31 March 2023

	Notes	2023	2022 £
Current assets			
Debtors	10	5,632	1,050
Cash at bank and in hand		606,663	529,607
Total current assets		**612,295**	**530,657**
Creditors: amounts falling due within one year	11	(20,129)	(12,031)
Net current assets		**592,166**	**518,626**
Net assets		**592,166**	**518,626**
The funds of the charity			
Unrestricted funds		254,871	238,383
Restricted income funds		337,295	280,243
Total charity funds		**592,166**	**518,626**

The trustees are satisfied that the company is entitled to exemption from the requirement to obtain an 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 Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime.

Approved by the Board of Trustees on 18 May 2023 and signed on its behalf by:

Dr. Louise Livesey

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements
Statement of Cash Flows for the year ended 31 March 2023

	Notes	2023 £	2022 £
Cashflows from operating activities			
Net income for the reporting period		73,540	79,540
Adjustments for:			
Decrease/ (increase) in debtors		(4,582)	5,517
Increase/ (decrease) in creditors		8,098	(365)
		77,056	84,692
Change in cash and cash equivalents in the reporting period		**77,056**	**84,692**
Cash and cash equivalents at the beginning of the reporting period		529,607	444,915
Cash and cash equivalents at the end of the reporting period		**606,663**	**529,607**

1 Summary of significant accounting policies

Charity Information
Gloucestershire Rape and Sexual Abuse Centre is a Charitable Incorporated Organisation (CIO) incorporated in England and Wales. The registered office is 14 Highnam Business Centre, Highnam, Gloucestershire, GL2 8DN.

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

Gloucestershire Rape and Sexual Abuse Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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

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

Going concern
The charity reported a cash inflow of £77,056 (2022: £84,692, inflow) for the year.
Closing reserves as at 31 March 2023 were £592,166, (2022: £518,626), of which £254,871 (2022: £238,383) were unrestricted.

The Trustees have reviewed the circumstances of the charity and consider that adequate resources continue to be available to fund the activities of the organisation for the foreseeable future. The Trustees are therefore of the view that the charity is a going concern.

Income
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donated services
Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102) the general volunteer time is not recognised in the financial statements. Refer to the Trustees' annual report for more information about their contribution.

Interest receivable
Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting
Unrestricted funds are available to spend on activities that further any of the purposes of charity. Restricted funds are amounts which the funder has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure and irrecoverable VAT
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

Costs of raising funds and their associated support costs.

Expenditure on charitable activities includes the costs associated with the provision of services to service users along with the production of materials and educational activities undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Debtors
Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Creditors
Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

Pensions
Contributions to defined contribution plans are expensed in the period to which they relate.

2 Income from donations

	2023	2022 £
Gifts	16,162	21,648
Grants of a general nature	-	-
	16,162	**21,648**

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS102 and the Charities SORP (FRS102), the economic contribution of general volunteers is not recognised in the accounts.

3 Income from charitable activities

	2023 £	2022 £
Restricted funds (note 12)		
Police and Crime Commissioner	447,357	410,321
NHS CCG	56,333	114,333
Ministry of Justice	110,817	91,754
Children in Need	44,253	34,371
Lloyds Bank Foundation	27,250	25,000
Barnwood Trust	21,912	-
	-	-
	-	-
Total income from charitable activities	**707,922**	**675,779**

4 Expenditure on raising funds

In the year ended 31 March 2022, expenditure of £45 (2022: £3124) was incurred on raising funds, all of which was unrestricted.

There are no support costs associated with these activities in either the current or prior year.

5 Expenditure on charitable activities

	Charitable activities £	Support costs £	2023 Total £	2022 Total £
Staff costs	421,699	82,469	**504,168**	481,169
Support and development (staff and volunteers)	19,630	1,240	**20,870**	14,826
Travel and subsistence (staff and volunteers)	18,120	494	**18,614**	13,376
Consultants	-	-	**-**	1,080
IT and telephone costs	18,750	1,046	**19,796**	23,906
Rent and office costs	32,680	12,887	**45,567**	45,479
Insurance	-	770	**770**	718
Printing, postage and stationery	3,339	1,410	**4,749**	2,285
Promotion	10,798	-	**10,798**	3,839
Equipment and maintenance	3,073	612	**3,685**	9,322
Professional fees	-	9,627	**9,627**	7,678
Client Support	13,488	-	**13,488**	7,191
Event costs	-	-	**-**	3,964
General expenses	-	264	**264**	124
Governance	-	234	**234**	269
Bank charges	-	248	**248**	290
	541,577	**111,301**	**652,878**	**615,516**

6 Independent Examiner's remuneration

	2023	2022 £
Independent Examination fees	1,440	1,440

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2023	2022 £
Salaries and wages	441,804	420,989
Social security costs	36,517	33,185
Pension costs	25,847	26,995
	504,168	**481,169**

No employees had employee benefits in excess of £60,000 (2022: None). Pension costs are allocated to funds in proportion to the related staffing costs incurred.

For the financial year ended 31 March 2023, the key management personnel of the charity were: Trustees, Director and Service Delivery Manager. The total employee benefits of the key management personnel of the charity were £85,767 (2022: £89,723).

The Trustees were not paid and did not receive any other benefits from employment in the year (2022: £Nil). No trustee received payment for professional or other services supplied to the charity (2022: £Nil).

8 Staff numbers

The average headcount for the reporting period was 19 staff (2022: 16). The average number of full-time equivalent employees (including casual and part-time staff) during the year was 17.5 (2022: 14).

The average number of full-time staff was 12 (2022: 7) and the average number of part-time staff was 7 (2022: 9) in the reporting period.

9 Corporation tax

The charity is exempt from tax on income and gains falling within Section 505 of the Taxes Act 1988 or Section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

10 Debtors

	2023	2022
	£	£
Prepayments and accrued income	938	550
Other debtors	4,694	500
	5,632	1,050

11 Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	14,526	6,629
Other creditors	5,603	5,402
	20,129	12,031

12 Analysis of charitable funds

	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Unrestricted funds					
Unrestricted fund	238,383	14,898	(43)	1,633	**254,871**
Restricted funds					
Police and Crime Commissioner	155,374	447,357	(422,871)		**179,860**
NHS Clinical Commissioning Grp	84,986	56,333	(72,936)		**68,383**
Ministry of Justice	-	110,817	(110,817)		-
Children in Need	7,683	44,253	(43,822)		**8,114**
Lloyds Foundation	25,000	27,250			**52,250**
Groups	7,200	2,377	(1,294)	(1,633)	**6,650**
Barnwood Trust		21,912			**21,912**
Donations Fluck Fund /John Lewis	-	1,264	(1,138)		**126**
	-				-
Total charity funds	280,243	711,563	(652,878)	(1,633)	337,295

Analysis of charitable funds for year ended 31 March 2022

	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Unrestricted funds					
Unrestricted fund	210,411	21,172	(3,124)	9,924	**238,383**
Restricted funds					
Police and Crime Commissioner	114,269	410,321	(369,216)		**155,374**
NHS Clinical Commissioning Grp	48,063	114,333	(77,410)		**84,986**
Ministry of Justice	18,777	91,754	(100,607)	(9,924)	-
Children in Need	11,654	34,371	(38,342)		**7,683**
Lloyds Foundation	18,750	25,000	(18,750)		**25,000**
Groups	7,097	753	(650)		**7,200**
Community Foundation Tampon Tax	4,875	-	(4,875)		-
Donations inc Barnwood Trust (hardship during Covic	5,190	476	(5,666)		-
Total charity funds	228,675	677,008	(615,516)	(9,924)	280,243

13 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Cash at bank and in hand	254,871	351,792	606,663
Current assets	-	5,632	5,632
Current liabilities	-	(20,129)	(20,129)
	254,871	**337,295**	**592,166**

14 Related party transactions

There were no related party transactions in the financial year ended 31 March 2023 (2022: £Nil).

15 Capital commitments

At 31st March 2023, the organisation had £Nil (2022: £Nil) capital commitments.

16 Financial instruments

	2023 £	2022 £
Financial assets		
Cash	606,663	529,607
Other debtors	1,050	1,050
Total financial assets	**607,713**	**530,657**
Financial liabilities		
Credit cards	1,653	1,427
Total financial liabilities	**1,653**	**1,427**

17 Legal status of the Charity

The charity is a Charitable Incorporated Organisation. In the event of the charity being wound up, the members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

Gloucestershire Rape & Sexual Abuse Centre
PO Box number 3292
Gloucester
GL1 9HW

PRIVATE AND CONFIDENTIAL
Griffiths Marshall
Beaumont House
172 Southgate Street
Gloucester
GL1 2EZ

15 June 2023

Dear Sir

Letter of Representation

We confirm to the best of our knowledge and belief, and having made appropriate enquires of other officials of the charity, the following representations given to you in connection with your preparation of the charity's financial statements for the 31st March 2023.

1. We acknowledge as trustees our responsibility for making accurate representations to you and for the financial statements which you have prepared for the charity. All the accounting records have been made available to you and all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of all management and trustees' meetings, have been made available to you.

2. The charity has no liabilities or contingent liabilities other than those disclosed in the financial statements.

3. There has been no event since the balance sheet date which requires disclosing or which would materially affect the amounts in the financial statements, other than those already disclosed or included in the financial statements.

4. The charity has had at no time during the year any arrangement, transaction or agreement to provide credit facilities (including loans, quasi-loans or credit transactions) for trustees nor to guarantee or provide security for such matters.

5. We confirm that we have disclosed to you all related party transactions relevant to the charity, and that we are not aware of any further related party matters that require disclose.

6. The charity has not contracted for, nor authorised any capital expenditure other than as disclosed in the financial statements.

8. We confirm that there are no laws or regulations that are central to the charity's ability to conduct its business.

9. We have considered the current position of the charity and its prospective trading in the reasonably foreseeable future and believe that the charity should be classed as a going concern.

Yours faithfully

.....

Trustee
On behalf of the board of trustees of Gloucestershire Rape & Sexual Abuse Centre.

GLOUCESTERSHIRE RAPE AND SEXUAL ABUSE CENTRE

England & Wales - Charity number 1155902

Accounts

GLOUCESTERSHIRE RAPE AND SEXUAL ABUSE CENTRE

ANNUAL REVIEW
APRIL 2021 - MARCH 2022

- Relieve the emotional, psychological and/or physical distress of people who have experienced sexual violence, especially women and girls
- Educate the public about the nature and extent of sexual violence and its impact, especially on women and girls

AIMS

THE SERVICE

GRASAC's services are free, confidential and non-judgemental. They form part of a comprehensive care pathway for survivors of rape and sexual violence.

The impact of sexual violence is both immediate and long-term. GRASAC's services enable survivors to manage the impact of sexual violence and to move forward from their experiences.

As a service we provide emotional and practical support as well as advocacy for survivors. We provide advice and information to family members, friends and professionals supporting survivors of sexual violence.

FOREWORD BY THE CO-CHAIRS OF THE BOARD OF TRUSTEES

The year 2021-22 has continued the theme of challenging times from the preceding year. Despite this, GRASAC has continued to develop its services. The end of 2021-22 brought with it renewed attention to sexual violence and Violence Against Women and Girls more generally with the Sarah Everard case and #EveryonesInvited restarting conversations about misogyny. Every time sexual violence hits the national agenda, the requests for help from our service rises – and 2021-22 was no different.

Our Helpline continued to operate in this challenging context with volunteers and paid staff making a supreme effort to be there for people needing support. Our Specialist Support Workers continued to meet clients (in Covid appropriate ways) and support their journeys. Our Independent Sexual Violence Advisors also continued to support clients through the Criminal Justice System and against a backdrop of Sexual Offences being least charged/summonsed serious offence (Home Office 2022). Only 2.9% of sexual offences reported to the Police resulted in a charge/summons. This is the lowest percentage in recent history. We know that 2 in 5 people who report rape later withdraw their consent for prosecution – but it is little wonder when for nearly 40% of all sexual violence cases and 50% of all rape cases wait over 100 days for a decision about what will happen with their case. We know these investigations are complex but disproportionate lack of timeliness compared to other cases and incredibly low charging rates only reinforces the message that violence against women and girls is tolerated in UK society.

GRASAC continues in its endeavours not just to support those targeted (mostly women and girls) by sexual violence perpetrators but also to work towards ending sexual violence entirely. Until we have a society where it is demonstrably shown that sexual violence is unconscionable, then GRASAC will continue to operate. As Trustees we know we have incredible staff and volunteers who make life better for so many who need our service and who selflessly help fundraise, educate and assist other services. We are fortunate to have so many amazing people working for us and we thank you all for your contributions.

MARY ROBINSON & DR LOUISE LIVESEY

Co-Chairs of the board of trustees

27% increase in referrals to GRASAC's ISVA service

36% increase in referrals to GRASAC's emotional support services

38% increase in referrals of children to GRASAC's services

97% of clients rated the support received as excellent

33% increase in the number of support sessions provided

OVERVIEW OF THE YEAR BY CEO, MAGGIE STEWART

This financial year unfortunately started in a very similar way to last: lockdown, restrictions and GRASAC delivering a service to clients in difficult circumstances.

However, on a positive note, GRASAC took advantage of moving premises to more permanent accommodation at a very competitive rent, and to a location that has been universally well received. Clients have been particularly forthcoming in their praise of the surroundings, for example:

'GRASAC support rooms have been well thought out as it is so private and I particularly liked the ease of parking. Also that I didn't ever see another client in the building, I would be met at the door and I would be shown into the therapy room. I was always greeted with a friendly smile and made to feel important whilst on site. Everything from the location to the décor in the room has been so beautifully thought of and I felt it was so safe and private'

The team provided over 3500 one to one sessions across the service

GRASAC now offers ground floor support rooms, training room, kitchen and bathroom facilities as well as parking for clients and visitors. Donations to the service from individuals and groups have allowed us to equip the 1-1 rooms with new and welcoming furnishings. An early visitor to the new premises was Alex Chalk, QC and MP for Cheltenham. Alex took the time to talk to all members of the team, asking about individual roles and gaining some insight into the complex nature of the work undertaken.

The theme of this year's annual report is based on feedback on the services provided and we have included a number of case studies that will demonstrate the depth and quality of the work undertaken on behalf of clients.

Staffing the Service

During the year, the team has once again been extended and we have welcomed to GRASAC an additional three Independent Sexual Violence Advisors (ISVA's), two working with adults and one exclusively with children and young people. As can be seen from the enclosed statistics, both the ISVA and the Specialist Support Worker (SSW) caseloads' have increased: a 27% increase in referrals to the ISVA service and a 38% increase in referrals to the emotional support service. GRASAC has seen a marked increase in clients reporting complex needs, often exacerbated by the increased timescale of the well-reported 'Report to Court'. GRASAC's experience is that this now exceeds three years.

In the year to March 2022, the service supported in excess of 1,000 clients.

Policy Work

The ultimate aim of the service agreed in the business plan is to live in a world free from sexual violence. Clearly, we are a very long way from reaching this goal. However, we continue to respond to government calls for evidence to influence strategy and have meaningful dialogue with key partners. GRASAC continues to organise the Reclaim the Night March and the event in November drew the biggest crowd to date.
GRASAC continues to oppose sexual entertainment licences in venues across Cheltenham and participates in the Communities Partnership board in the town.

Partners and Commissioners of GRASAC

We take this opportunity to thank commissioners for their continuous and increased funding that GRASAC has successfully applied for. The Office of Police Crime Commissioner and the Ministry of Justice continue to offer extraordinary funding that is available for charities to apply for during this second year of the pandemic.

The NHS Clinical Commissioning Group and NHS England also continue to fund essential services, enabling GRASAC to support more clients during the year. Barnwood Trust again offered support to clients suffering financial hardship during the pandemic. Grants were distributed for clothing, food, contribution towards fuel costs and household items, with an average individual grant of £240.

Offering Training to Professionals and Educational Establishments

We continue to offer disclosure training to professionals and work in partnership with colleagues at the University of Gloucestershire and the Sexual Assault Referral Centre (SARC) to deliver this. During the year, over 280 professionals have accessed the training. GRASAC accepted the invitation to train police officers on the updated Victims Code of Practice and delivered a number of sessions to Gloucestershire Constabulary.

Additionally, GRASAC has received many requests from schools and colleges to undertake group work on consent and healthy relationships, some in response to the Everyone's Invited Campaign. In total, the number of students that have attended group presentations and workshops exceeds 650. As a service, GRASAC hopes to expand its reach into preventative work and offer bespoke training in sexual violence to professionals, companies and organisations. This will include Bystander Intervention Training commissioned by the Office of the Police Crime Commissioner.

Looking forward to 22/23

As we emerge from the pandemic, we hope that GRASAC can expand on its work with partners to provide a seamless and effective service to everyone that seeks GRASAC's support in the county. We aim to ensure that all sectors of the community are aware of GRASAC and how it exists to relieve the emotional, psychological and physical distress of people who have experienced sexual violence at any time in their lives.

MAGGIE STEWART
CEO

Volunteers have given 412 Hours to GRASAC

On average 52 referrals were received each month

100% of clients received the support they needed

100% of clients always felt believed and understood

RAPE CRISIS NATIONAL SERVICE STANDARDS
Rape Crisis Professionally Approved

CASEWORK

The Specialist Support Workers deliver up to 24 sessions of one-to-one support for survivors.

GRASAC's team of Independent Sexual Violence Advisors provide specialist advocacy support for clients who are navigating or who are thinking of going through the criminal justice system.

SUPPORT PATHWAYS

Support is available through our telephone helpline, face-to-face sessions and via video. There are also ongoing telephone, text and email support services available to meet the clients' needs.

FUNDRAISING

The fundraising team is made up of volunteers and staff who have continued to impress everyone with their innovative fundraising ideas and activities.
During this year, this has included holding an auction attended by over 100 supporters of the service and hosting a skittles evening in the Forest of Dean. The fundraising group also hosted its first comedy night and raised funds through a number of raffles. Despite ebbing and flowing of restrictions, the fundraisers managed to raise over £7,000, a remarkable achievement.

Thanks must also be extended to individuals who have given one-off donations or give regularly through the bank. We also kindly received a donation of over £4,000 from the Owl Trust.

FEEDBACK FROM CLIENTS AND PROFESSIONALS

'I have finally found someone who fully listens to everything I say and feel in a non-judgemental manner and she reassured me that it was okay to feel how I feel about things, she has helped me massively in accepting what happened to me and ways to reduce the symptoms of my trauma. She really has been great!'

'I finally had a safe person to discuss uncomfortable, embarrassing or shameful feelings or issues I was having with my body as a result of my trauma.'

'My future is no longer defined by the past and I couldn't be happier.

'I always feel comfortable coming for my sessions and the atmosphere itself is lovely.'

'Clients have been given the gift of choice again.'

'GRASAC quite literally gave myself back to me. Part of me had been put on pause.'

'I felt very supported and not judged which made me able to open up more and not feel like there is something wrong with me. I was given lots of information that I didn't know and sources of books to read to understand things more which I found very helpful.'

'This organisation is so valuable and the work here is fantastic. I wish every survivor could have the experience I have had.'

'Thank you for all the love and support you've given me over the last few years.'

'You have given me back hope for the future.'

'I chose to do my sessions in the park, a safe and special place, where I walk my dog.'

'I like how you made me feel so believed and like I could trust you with my feelings. Personally I don't think you could do anything better.'

'Thank you so much for this morning's session. It was perfectly pitched and I know that they will have taken a great deal from it.'

'I feel so much better and I finally feel ready to grow and build myself, rather than constantly dwelling on the past.'

'I can now see a life without fear and without viewing myself as a victim.'

FINANCIAL OVERVIEW

In 2021-22 GRASAC's funders were

Donors also include the Owl Trust. We thank all of our funders, donors and individual supporters this year.

GRASAC STATEMENT OF INCOME & EXPENDITURE FOR THE YEAR ENDED 31 MARCH 2022

Income From:	**Total Funds 2022**
Donations	£21,648
Police and Crime Commissioner	£410,321
NHS/CCG	£114,333
Ministry of Justice	£91,754
Children in Need	£34,371
Lloyds Bank Foundation	£25,000
Other	£753
TOTAL Income	**£698,180**
Expenditure on:	
Staff Costs	£505,653
Volunteer Costs	£5,067
Office Costs	£70,550
Administrative Costs	£37,370
TOTAL Expenditure	**£618,640**
Net Income/(expenditure)	**£79,540**

CASE STUDIES

Case Study 1

"I cannot put into words how grateful I am for your support. You have guided me into the place I am in today and I am not exaggerating when I say I may not have still been here if it was not for you. Thank you for always listening and understanding me."

Client had experienced recent sexual violence, and as a result was experiencing flashbacks, night terrors and was frightened to leave the house. Client was also struggling with low self-esteem, which was impacting on her relationship with her partner.

Through the 24 sessions that we worked together, client was able to process the trauma that she had experienced, in which there was also a trauma bond, which was very challenging as the client felt shame and guilt for these feelings.

Client was able to talk openly about her childhood and her relationship with her father, which she said that she had not openly talked to anyone about. Client was able by the end of the sessions to write a 'letter to the perpetrator', which she read out in one of our last sessions. She then said that she was going to 'destroy' it as she felt that she was able to 'let it go, she had 'found a peace and was able to start the new chapter of her life'.

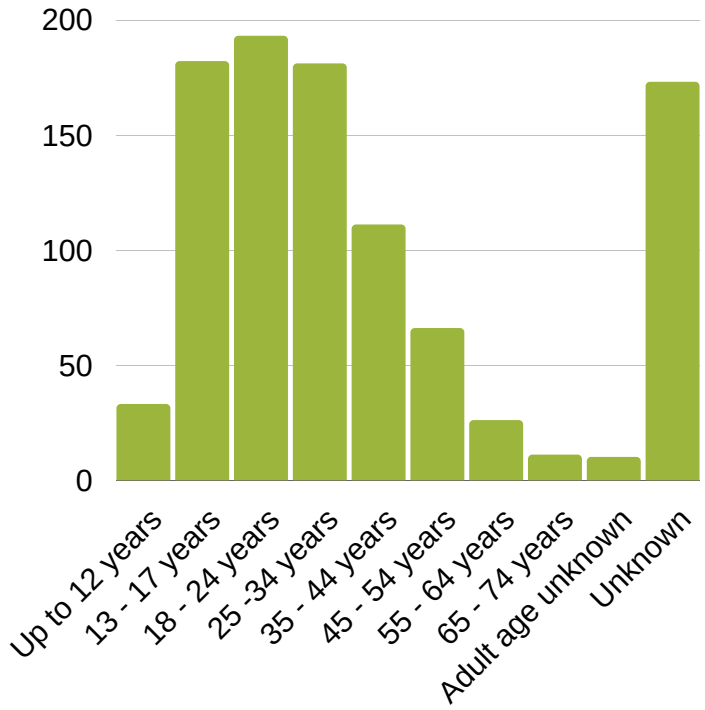
Case Study 2

Client experienced recent sexual abuse when she was referred. Over this time the client has struggled with waiting for updates and dealing with her emotions around the investigation. She has praised GRASAC for their support through this and said she wouldn't know what she would do without the support from the ISVA. The client has also experienced financial hardships which the ISVA has been able to help with. The client has expressed her gratitude for GRASAC'S support multiple times

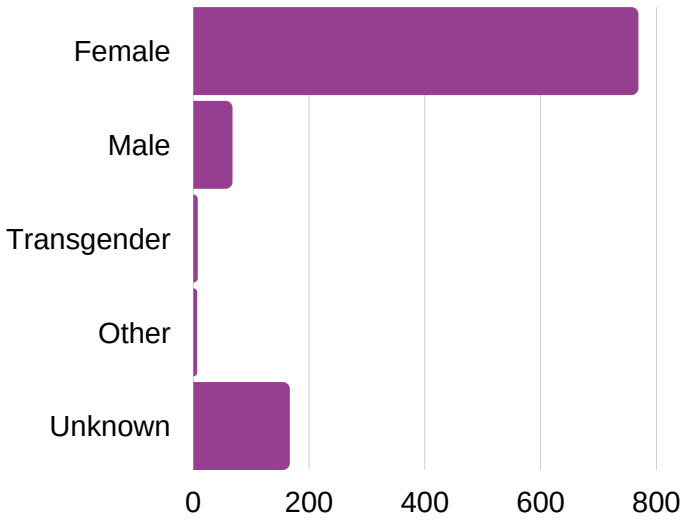
The client has had issues in the past in relation to financial abuse and through the ISVA service, she was supported in being guided in what actions to take with this and how she can stay safe. Work with the client has also included healthy relationships and safety planning. The client now feels a lot more confident with getting to know people and the warning signs to look for, as well as recognising what she wants from a relationship and making sure to prioritise this. The client explained how doing this made her feel strong and empowered to be independent and focus on her own needs and wishes.

WHO AND HOW WE HELP

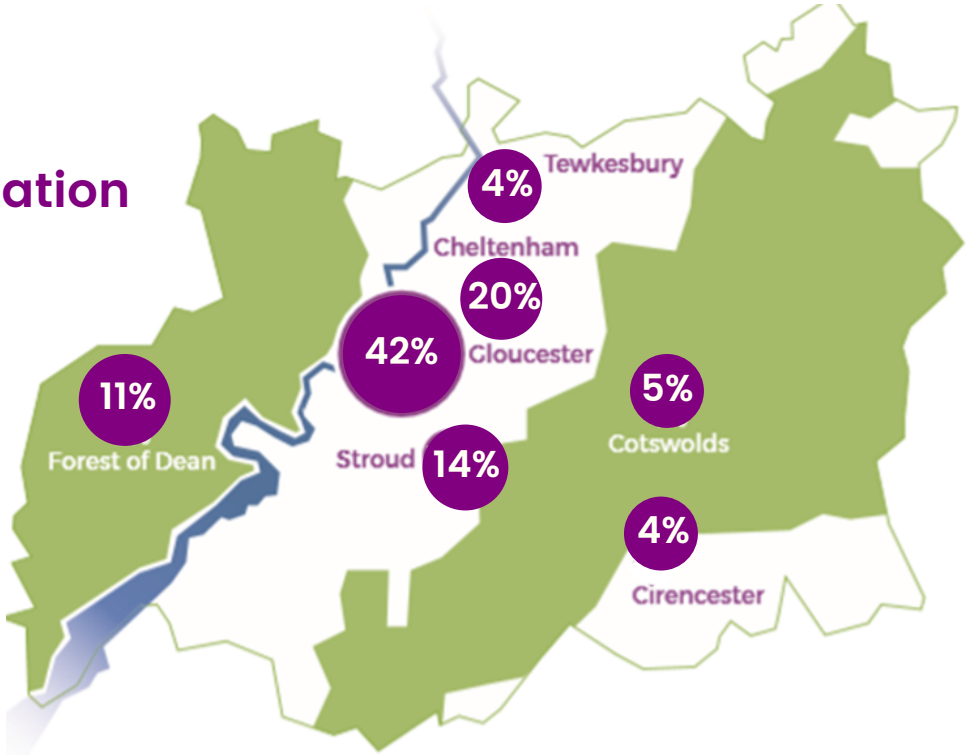
Age



Gender



Location



55% of clients felt their positive coping skills increased

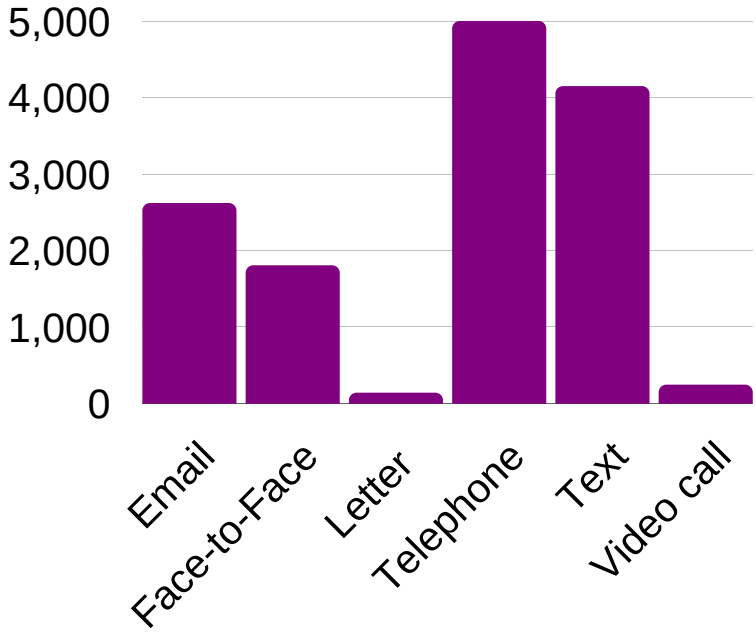
GRASAC supported over 1000 people this year

Over 14,000 contacts were made with clients across the service

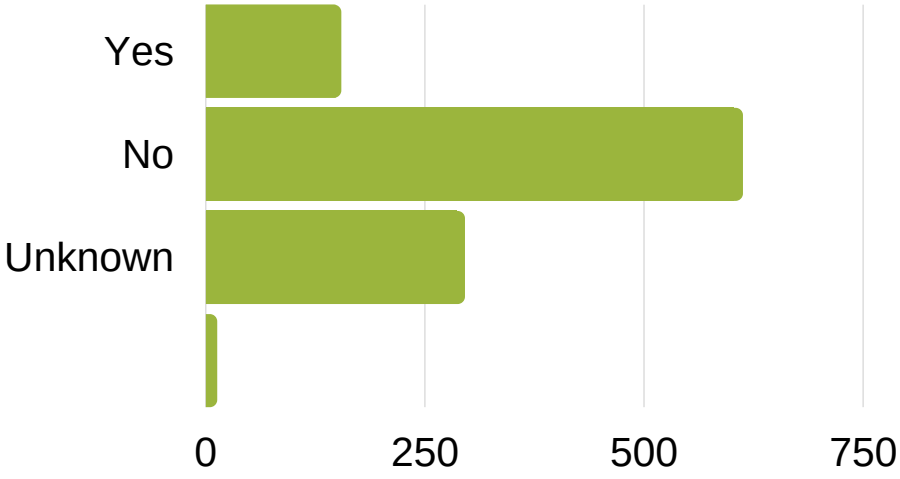
49% of clients experienced childhood sexual abuse/ exploitation

33% of clients experienced recent sexual abuse

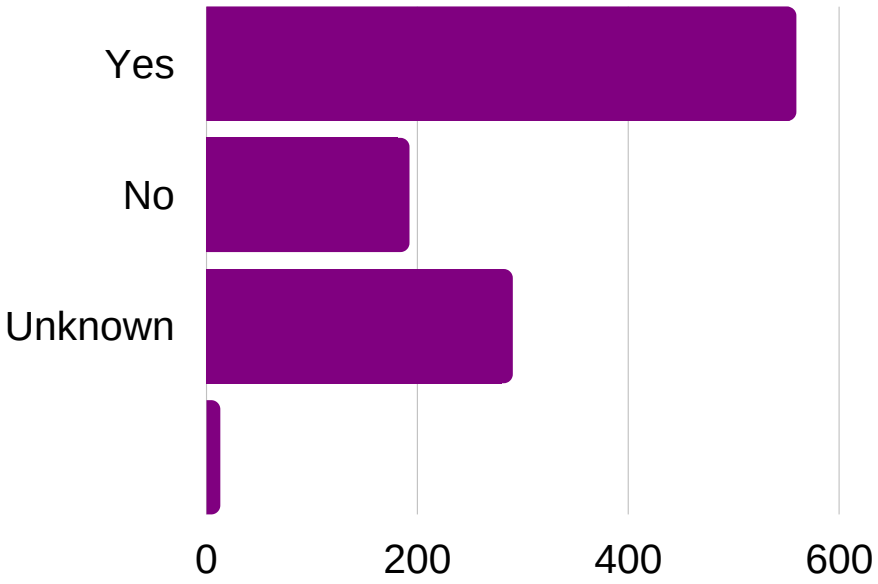
Type of contact



Disability



Client Reporting Mental Health Needs



23% of clients reported multiple incidents of sexual violence

35% of clients identify as having a disability

9% of clients reported experiencing sexual violence as a child and adult

60% of clients reported to the police

55% of clients identified as having a mental health need

CASE STUDIES

Case Study 3

A client was referred into the service in 2020. She was a survivor of a sexual assault as an 11-year-old by a family friend. She was one of several clients that GRASAC supported that related to the same criminal investigation.

Due to the timing of the referral the client was supported regularly, at her request, by telephone.

The hearing was in October 2021 in one of the Nightingale Courts in Cirencester. The perpetrator was found guilty on all charges.

The ISVA attended at Gloucester Crown Court at the end of October 2021, with the clients, the CPS prosecuting Barristers, Judge and the Officer in Charge for sentencing.

The survivors had their victim impact statements read out by the prosecuting barrister. The perpetrator was placed on the sex offenders register for life, sentenced to a total of 28 years and can never contact the survivors. This was also the first time all the survivors had heard all the statements, for themselves and the others, in full.

Case Study 4

During support sessions the client felt confident to disclose that she had also been affected by sexual violence during childhood.

The client said she had accessed therapeutic support in the past but felt that it didn't change the way that she has been feeling. The recent event of rape meant that client had started experiencing flashbacks and intense anxiety.

Support varied in terms of exploring trauma as well as helpling with housing issues, foodbank vouchers and exploring healthy relationships. The client had reported that she had been feeling up and down during support, however she also started noticing changes in herself in terms of confidence, self esteem, self soothing and coping strategies. The client is now able to recognise 'red flags' in relationships and she no longer feels she has to tolerate unhealthy, toxic behaviour. The client advised she wanted to look after herself physically and mentally and has made positive changes in terms of being more physically active, going for walks and joining the gym.

The client reported she is beginning to recognise her own value and is generally feels better in herself and this transfers onto her new found ability to implement positive parenting strategies,.

All session were face to face either at the Centre or in 'walking and talking' that the client indicated was very beneficial.

TRUSTEES

Gloucestershire Rape and Sexual Abuse Centre's board of trustees meets bi-monthly and is an active team in all aspects of GRASAC's work from policy making to volunteering.

Mary Robinson – Co-Chair

I am an independent consultant in the international development sector. I have a background in human rights and campaigning and NGO management. I became particularly interested in women's rights through my role as a member of the Independent Monitoring Board for local prisons.

Dr Louise Livesey – Co-Chair

I have a day job teaching Criminology at the University of Gloucestershire. My passion is challenging sexual violence through research, teaching and activism. I joined the trustee board in 2016.

Jo Adams – Treasurer

I am an ACA accountant with 20 years' finance experience. I want to use my skills to help GRASAC continue to be successful in the invaluable service it provides.

Jessica Smith

I currently work in the charitable sector, supporting pregnant women and new mothers in prison. I have been a volunteer with GRASAC since 2017. I am proud to be part of a feminist, women-led organisation providing support to women and girls

Amy Norton

I am Head of Equality, Diversity and Inclusion at the Office for Students, the independent regulator for higher education in England. I am keen to combine my professional and personal commitment to tackling sexual violence.

Helen Bromley

I have over 15 years of experience in Human Resources and Organisational Development. I work for a charity in South Gloucestershire.

Nicola Jones

I was delighted to join GRASAC as a trustee at the end of 2021. Born and raised in Gloucestershire, I was in public service for many years as a social and community worker, a national and international civil servant, and as a women's rights activist, funder, and researcher

Sam Hanly and Vicky Boroughs resigned from the board of trustees during the year. we take this opportunity to thank Sam and Vicky for their work on behalf of our staff, volunteers and survivors.

CONTACT DETAILS

PO BOX 3292, GLOUCESTER, GL1 9HW
www.glosrasac.org
info@glosrasac.org.uk
01452 305421

HELPLINE: 01452 526770
SUPPORT EMAIL: support@glosrasac.org.uk
TWITTER: @GLOSRASAC
FACEBOOK: @GLOSRASAC

GLOUCESTERSHIRE RAPE AND SEXUAL ABUSE CENTRE IS AN INDEPENDENT CHARITY. REGISTERED NO. 1155902

Gloucestershire Rape and Sexual Abuse Centre
here for you

RAPE CRISIS
England & Wales

Registered Charity Number: 1155902
Registered Company Number: CE000857

Gloucestershire Rape and Sexual Abuse Centre

Board of Trustees Annual Report and Financial Statements

For the Year Ended 31 March 2022

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements For the Year Ended 31 March 2022
Contents

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Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements For the Year Ended 31 March 2022
Charity Information

Trustees
Trustees who served during the year and up to

Joanna Adams	Treasurer
Victoria Boroughs	Resigned 18th March 2022
Helen Bromley	
Sam Hanley	Resigned 15th September 2021
Dr Nicola Jones	Appointed 23rd November 2021
Dr Louise Livesey	Co-Chair
Amy Norton	
Mary Robinson	Co-Chair
Zoe Stoddart	Appointed 7th June 2022
Danielle Vincent	Appointed 7th June 2022
Sally Williamson	Appointed 15th September 2022
Jessica Smith	Resigned 14th April 2022

Key management personnel:
The key management personnel during the fina

Maggie Stewart	CEO
Magdalena Gulcz-Hayward	Training and Service Manager

Independent Examiner
Griffiths Marshall
Beaumont House
172 Southgate Street
Gloucester
GL1 2EZ

Bankers
Unity Trust Bank
4 Brindley Place
Birmingham
B1 2JB

Registered office
14 Highnam Business Centre
Highnam
Gloucestershire
GL2 8DN

Registered charity number:	1155902
Registered company number:	CE000857

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements For the Year Ended 31 March 2022
Trustees Report

The Trustees present their report and examined financial statements for the year ended 31 March 2022.

The 'charity information' set out on page 1 form part of this report.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Purpose and aims

The charity's purposes, as set out in the objects contained in the company's memorandum of association, are:

To relieve the emotional, psychological and/or physical distress of people who have experienced sexual violence, especially women and girls; and

To educate the pubic around the nature and extent of sexual violence and its impact on people, especially on women and girls.

GRASAC has four strategic aims:
1. To relieve the emotional, psychological and/ or physical distress of people, especially women and girls, who have experienced sexual violence.
2. To empower people, especially women and girls, to find their own way of living in a future unconnected to their traumatic past.
3. To educate the public about the nature of sexual violence and its impacts, especially on women and girls.
4. To be part of the movement towards a world free of sexual violence.

The focus of our work

The strategic aims 1 and 2 focus on the services we deliver to survivors. Strategic aims 3 and 4 focus on our work to educate and to change society. Our approach to achieving these aims is informed by four principles:

1. Our services are of high quality: clients must be confident that they will receive an excellent service; we have achieved the National Service Standards and aspire to exceed them.
2. We will grow so we can reach under-served women and girls in Gloucestershire who have often waited years to be heard we will evidence need through improved data collection so we can widen our service provision.
3. Our services need to be sustainable: all survivors, especially women and girls, deserve access to stable specialist services; we will continue to make the case for long-term, dedicated funding and will ensure our organisation is robust.
4. We need to be informed by the voices of survivors; their experiences and voices must be heard, and we will continue to promote survivors' rights.

Ensuring GRASAC's work is regularly assessed and meets the needs of the clients

The Board of Trustees reviews the business plan three times during each financial year and considers what has been achieved and also to agree what changes need to be made during the period to that planned.

In this regard, during the financial year 2021-22, the work of the charity remained hybrid in response to the continuing global pandemic. Service delivery continued to be offered by telephone, text, on-line platforms and face to face where needed for some clients. Grasac moved office in April 2021 and management staff have worked fully in the office since that time and this ensured that services were able to be delivered with minimum disruption to clients and maximum support for staff.

Financial review

Financial summary

Income in the year totalled £675,779 (2021: £626,571) of which £675,779 (2021: £593,402) came from grant funding from a number of different bodies (see note 3 to the financial statements). These funds were used to provide a range of services, including the Independent Sexual Violence Advisers, one-to-one support, helpline, e-mail, text and on-line support to relieve the trauma and distress of those who have experienced sexual violence.

Expenditure in the year totalled £618,640 (2021: £517,971) of which £615,516 (2021: £517,739) related to charitable activities, the most sizeable being staff costs which totalled £481,169 (2021: £379,496) .

Total reserves as at 31 March 2022 were £518,626 (2021: £439,086) of which £238,383 (2021: £210,411) was unrestricted and £280,243 (2021: £228,675) was restricted and unavailable for the general purposes of the charity. Of the unrestricted funds none have been designated (2021: none).

The excess of unrestricted reserves over and above our required reserves level will be committed to operations going forward.

Reserves policy

The level of income retained in reserves is based on a realistic assessment of contractual obligations to staff (i.e. maternity, sickness and redundancy pay), running cost contingencies, winding up and dilapidation costs, risk management and any unanticipated reductions in income.

Due to the nature of GRASACs work, particularly with our vulnerable clients, it Is vital that counselling and support are completed for each client in a sensitive and timely manner. Therefore, the running costs contingency is significant and represents an estimate of six months of skeleton operating costs prioritising the continuation and safe ending of 1-1 emotional and support work being actively provided by the organisation. Any clients on our waiting list will be contacted and

Statement on going concern
After reviewing the charity's forecasts and projections and its reserves, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements

The main risk to organisation's ability to continue as a going concern is the loss of significant funding. In order to mitigate this risk, the organisation have implemented a funding plan that increases its work with other funding bodies and diversify our portfolio of funders. We continue to develop the internal structure of the organisation to ensure that it is lean and adaptable and this this regard, appointed a Team Leader post to further support on a daily basis.

Structure, governance and management

Governing document
The charity is a Charitable Incorporated Organisation. It is a charity registered with the Charity Commission.
Anyone aged over 18 years of age can become a member of the charity and there are currently 35 members (2021: 37).

Appointment of Trustees
Trustees are elected by members of the charity or co-opted and elected at General Meetings. The two volunteer representatives are full trustees but must declare a conflict of interest where there are matters being discussed that relate to their capacity as volunteers.

Trustee induction and training
All new Trustees receive an induction into the work of the charity as well as an introduction into the role of a trustee and its responsibilities. The induction process for new Trustees also includes training and development days. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation
The Board of Trustees, which cannot have less than three or more than twelve members, administers the charity. The Board of Trustees normally meets every second month. A CEO is appointed by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the Trustees, for operational matters including finance, employment and service delivery related activities.

Conflicts of interest
None of the Trustees receive remuneration or other benefit for their work with the charity. Any connection between a trustee or senior manager and a potential employee, supplier or service provider must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party.

As part of the recruitment process all Trustees complete a Conflict of Interest statements. At each Board meeting, all Trustees must declare any changes to their conflicts of interest.

Remuneration policy
The pay of all staff is reviewed annually and where normally (funding permitted) increased in accordance with inflation and annual earnings.

Pay benchmarking is carried out periodically and where required for recruitment of new posts through internet searching for similar posts and discussion with partner agencies delivering sexual violence services across the country in the Rape Crisis network

Risk management
The Trustees hold a Risk Register documenting the major risks facing the charity along with mitigating actions. This is reviewed on a regular basis as part of the rolling timetable of the Board of Trustees. The following are considered by the Board of Trustees to be 'red' risks meaning that there is a high probability of them occurring and, if this were to happen, there would be a significant impact on the organisation:

- Loss of key personnel

  GRASAC has a comprehensive HR policy framework and development plans in place. All key management positions are currently filled. The future policy is for key personnel to have an extended notice period which would allow sufficient time for recruitment.

- Loss of significant funding

  The strategic plan includes a funding plan, which is reviewed by the Board of Trustees in their bi-monthly meetings.

- External strategy

  Changes in the external environment due to the elongated health pandemic could not have been foreseen but we are continuing to work with all current funders and potential funders to ensure future financial security. With this exception, we are following the action plan set out in the three year strategy.

Plans for future periods
GRASAC has identified the following strategic priorities for 2022-2023

- to relieve the distress of people who have experienced sexual violence;
- to empower people to find their own way of living in future;
- to educate the public about the nature of sexual violence and its impact; and
- to be part of the movement towards a world free of sexual violence.

Disclosure of information to the Independent Examiner
In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, that the Independent Examiner is unaware; and
- The Trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that she is obliged to take as a director in order to make herself aware of any information relevant to the Independent Examination and to establish that the Independent Examiner is aware of that

By order of the Board of Trustees:

Dr. Louise Livesey
Co Chair of Trustees
6th September 2022

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also directors for the purposes of Company law) are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our Independent Examiner
In so far as the Trustrees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of this the Independent Examiner is unaware; and
- The Trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that she is obliged to take as a director in order to make herself aware of any information relevant to the Independent Examination and to establish that the Independent Examiner is aware of that information.

By order of the Board of Trustees

Dr. Louise Livesey
6th September 2022

GLOUCESTERSHIRE RAPE & SEXUAL ABUSE CENTRE

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF GLOUCESTERSHIRE RAPE & SEXUAL ABUSE CENTRE

I report on the financial statements of the charity for the year ended 31 March 2022, which are set out on the following pages.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of ICAEW.

It is my responsibility to:

(i) examine the financial statements under section 145 of the 2011 Act;
(ii) 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
(iii) to state whether particular matters have come to my attention.

Basis of independent examiner's 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 financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, 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 financial statements present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In connection with my examination, no other matter except that referred to in the previous paragraph has come to my attention:

(a) which gives me reasonable cause to believe that in any material respect the requirements:

(i) to keep accounting records in accordance with section 130 of the 2011 Act; and
(ii) prepare financial statements which accord with the accounting records and comply with the accounting requirements of the 2011 Act; have not been met or

(b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Stephen Humphries ACA

Griffiths Marshall

Independent Examiner

Beaumont House
172 Southgate Street
Gloucester
GL1 2EZ

Dated.....

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements
Statement of financial activities for the year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income and endowments from:					
Donations	2	21,172	476	21,648	33,008
Charitable activities	3	-	675,779	675,779	593,402
Other		-	753	753	161
		21,172	**677,008**	**698,180**	**626,571**
Expenditure on:					
Raising funds	4	(3,124)	-	(3,124)	(232)
Charitable activities	5	-	(615,516)	(615,516)	(517,739)
		(3,124)	**(615,516)**	**(618,640)**	**(517,971)**
Net income		**18,048**	**61,492**	**79,540**	**108,600**
Transfers between funds		9,924	(9,924)	-	-
Net movement in funds		**27,972**	**51,568**	**79,540**	**108,600**
Reconciliation in funds					
Total funds brought forward		210,411	228,675	439,086	330,486
Total funds carried forward		**238,383**	**280,243**	**518,626**	**439,086**

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements
Statement of Financial Position as at 31 March 2022

	Notes	2022 £	2021 £
Current assets			
Debtors	10	1,050	6,567
Cash at bank and in hand		529,607	444,915
Total current assets		**530,657**	**451,482**
Creditors: amounts falling due within one year	11	(12,031)	(12,396)
Net current assets		**518,626**	**439,086**
Net assets		**518,626**	**439,086**
The funds of the charity			
Unrestricted funds		238,383	210,411
Restricted income funds		280,243	228,675
Total charity funds		**518,626**	**439,086**

The trustees are satisfied that the company is entitled to exemption from the requirement to obtain an 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 Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime.

Approved by the Board of Trustees on 6th September 2022 and signed on its behalf by:

Dr. Louise Livesey

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements
Statement of Cash Flows for the year ended 31 March 2022

	Notes	2022 £	2021 £
Cashflows from operating activities			
Net income for the reporting period		79,540	108,600
Adjustments for:			
Decrease/ (increase) in debtors		5,517	(250)
Increase/ (decrease) in creditors		(365)	9,045
		84,692	117,395
Change in cash and cash equivalents in the reporting period		**84,692**	**117,395**
Cash and cash equivalents at the beginning of the reporting period		444,915	327,520
Cash and cash equivalents at the end of the reporting period		**529,607**	**444,915**

1 Summary of significant accounting policies

Charity Information
Gloucestershire Rape and Sexual Abuse Centre is a Charitable Incorporated Organisation (CIO) registered with Charities Commission on 21 February 2014. Registered number 1155902.

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

Gloucestershire Rape and Sexual Abuse Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The charity reported a cash inflow of £84,692 (2021: £117,395, inflow) for the year.
Closing reserves as at 31 March 2022 were £518,626, (2021: £439,086), of which £238,383 (2021: £210,411) were unrestricted.

The Trustees have reviewed the circumstances of the charity and consider that adequate resources continue to be available to fund the activities of the organisation for the foreseeable future. The Trustees are therefore of the view that the charity is a going concern.

Income
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donated services
Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102) the general volunteer time is not recognised in the financial statements. Refer to the Trustees' annual report for more information about their contribution.

Interest receivable
Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting
Unrestricted funds are available to spend on activities that further any of the purposes of charity. Restricted funds are amounts which the funder has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure and irrecoverable VAT
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

Costs of raising funds and their associated support costs.

Expenditure on charitable activities includes the costs associated with the provision of services to service users along with the production of materials and educational activities undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Debtors
Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Creditors
Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

Pensions
Contributions to defined contribution plans are expensed in the period to which they relate.

2 Income from donations

	2022	2021
		£
Gifts	21,648	33,008
Grants of a general nature	-	-
	21,648	**33,008**

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS102 and the Charities SORP (FRS102), the economic contribution of general volunteers is not recognised in the accounts.

3 Income from charitable activities

	2022	2021
	£	£
Restricted funds (note 12)		
Police and Crime Commissioner	410,321	344,129
NHS CCG	114,333	56,336
Ministry of Justice	91,754	104,615
Children in Need	34,371	24,357
Lloyds Bank Foundation	25,000	31,000
Community Foundation Tampon Tax	-	4,997
Charities Aid Foundation	-	24,468
Comic Relief	-	3,500
Total income from charitable activities	**675,779**	**593,402**

4 Expenditure on raising funds

In the year ended 31 March 2022, expenditure of £3,124 (2021: £232) was incurred on raising funds, all of which was unrestricted. This was for venue hire, fundraising and promotional materials in relation to the annual auction.

There are no support costs associated with these activities in either the current or prior year.

5 Expenditure on charitable activities

	Charitable activities	Support costs	2022 Total	2021 Total
	£	£	£	£
Staff costs	419,326	61,843	**481,169**	379,496
Support and development (staff and volunteers)	14,741	85	**14,826**	14,990
Travel and subsistence (staff and volunteers)	12,970	406	**13,376**	2,532
Consultants	1,080		**1,080**	1,885
IT and telephone costs	22,660	1,246	**23,906**	18,022
Rent and office costs	36,899	8,580	**45,479**	53,538
Insurance	-	718	**718**	665
Printing, postage and stationery	1,841	444	**2,285**	3,728
Promotion	2,824	1,015	**3,839**	1,643
Equipment and maintenance	6,962	2,360	**9,322**	20,017
Professional fees	450	7,228	**7,678**	7,496
Client Support	7,191	-	**7,191**	12,492
Event costs	-	3,964	**3,964**	525
General expenses	-	124	**124**	114
Governance	-	269	**269**	360
Bank charges	-	290	**290**	236
	526,944	**88,572**	**615,516**	**517,739**

6 Independent Examiner's remuneration

	2022	2021
		£
Independent Examination fees	1,440	990

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2022	2021
		£
Salaries and wages	420,989	335,930
Social security costs	33,185	20,035
Pension costs	26,995	23,531
	481,169	**379,496**

No employees had employee benefits in excess of £60,000 (2020: None). Pension costs are allocated to funds in proportion to the related staffing costs incurred.

For the financial year ended 31 March 2022, the key management personnel of the charity were: Trustees, CEO and Service and Training Manager. The total employee benefits of the key management personnel of the charity were £94,415 (2021: £91,436).

The Trustees were not paid and did not receive any other benefits from employment in the year (2021: £Nil). No trustee received payment for professional or other services supplied to the charity (2021: £Nil).

8 Staff numbers

The average headcount for the reporting period was 16 staff (2021: 18). The average number of full-time equivalent employees (including casual and part-time staff) during the year was 14 (2021: 14).

The average number of full-time staff was 7 (2021: 5) and the average number of part-time staff was 9 (2021: 13) in the reporting period.

9 Corporation tax

The charity is exempt from tax on income and gains falling within Section 505 of the Taxes Act 1988 or Section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

10 Debtors

	2022	2021
	£	£
Prepayments and accrued income	550	400
Other debtors	500	6,167
	1,050	6,567

11 Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals	6,629	7,848
Other creditors	5,402	4,548
	12,031	12,396

12 Analysis of charitable funds

	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Unrestricted funds					
Unrestricted fund	210,411	21,172	(3,124)	9,924	**238,383**
Restricted funds					
Police and Crime Commissioner	114,269	410,321	(369,216)		**155,374**
NHS Clinical Commissioning	48,063	114,333	(77,410)		**84,986**
Ministry of Justice	18,777	91,754	(100,607)	(9,924)	-
Children in Need	11,654	34,371	(38,342)		**7,683**
Lloyds Foundation	18,750	25,000	(18,750)		**25,000**
Groups	7,097	753	(650)		**7,200**
Community Foundation	4,875	-	(4,875)		-
Donations inc Barnwood Trust (hardship during Covid)	5,190	476	(5,666)		-
Total charity funds	**228,675**	**677,008**	**(615,516)**	**(9,924)**	**280,243**

Name of restricted funds	**Description, nature and purpose of funds**
Police and Crime Commissioner	Funding for the ISVA service, volunteer expenses, rent, CSA and Rural
NHS Clinical Commissioning Group	Funding to be used for the provision of specialist support services with the aim to reduce the waiting lists.
Ministry of Justice	Funding to support staff salaries, including General Manager,
Children in Need	Funding for a Children's Independent Sexual Violence Adviser (ISVA).
Lloyds Foundation	Funding for the Director's role.
Groups (donations)	Funding to provide additional services, such as friendship and arts and craft g

Analysis of charitable funds for year ended 31 March 2021

	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
Unrestricted funds					
Unrestricted fund	186,128	15,487	(232)	9,028	**210,411**
Restricted funds					
Brook Trust	43,474	56,336	(50,143)	(1,604)	**48,063**
NHS Clinical Commissioning Group	16,302	24,357	(29,005)	-	**11,654**
Awards for All - Big Lottery	10,000	4,997	(10,122)	-	**4,875**
St James Place	-	3,500	(3,500)	-	**-**
Comic Relief	7,097	-	-	-	**7,097**
Groups (donations)	18,750	31,000	(31,000)	-	**18,750**
Lloyds Foundation	19,660	104,615	(96,470)	(9,028)	**18,777**
Ministry of Justice	29,075	344,129	(258,935)	-	**114,269**
Police and Crime Commissioner	-	24,468	(26,072)	1,604	**-**
Rape Crisis England and Wales	-	17,682	(12,492)	-	**5,190**
Total charity funds	**144,358**	**611,084**	**(517,739)**	**(9,028)**	**228,675**

13 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Cash at bank and in hand	238,383	291,224	529,607
Current assets	-	1,050	1,050
Current liabilities	-	(12,031)	(12,031)
	238,383	**280,243**	**518,626**

14 Related party transactions

There were no related party transactions in the financial year ended 31 March 2022 (2021: £Nil).

15 Capital commitments

At 31st March 2022, the organisation had £Nil (2021: £Nil) capital commitments.

16 Financial instruments

	2022	2021
	£	£
Financial assets		
Cash	529,607	444,915
Other debtors	1,050	6,167
Total financial assets	**530,657**	**451,082**
Financial liabilities		
Credit cards	1,427	1,745
Total financial liabilities	**1,427**	**1,745**

17 Legal status of the Charity

The charity is a Charitable Incorporated Organisation. In the event of the charity being wound up, the members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

GLOUCESTERSHIRE RAPE & SEXUAL ABUSE CENTRE

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF GLOUCESTERSHIRE RAPE & SEXUAL ABUSE CENTRE

I report on the financial statements of the charity for the year ended 31 March 2022, which are set out on the following pages.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of ICAEW.

It is my responsibility to:

(i) examine the financial statements under section 145 of the 2011 Act;
(ii) 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
(iii) to state whether particular matters have come to my attention.

Basis of independent examiner's 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 financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, 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 financial statements present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In connection with my examination, no other matter except that referred to in the previous paragraph has come to my attention:

(a) which gives me reasonable cause to believe that in any material respect the requirements:

(i) to keep accounting records in accordance with section 130 of the 2011 Act; and
(ii) prepare financial statements which accord with the accounting records and comply with the accounting requirements of the 2011 Act; have not been met or

(b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Stephen Humphries ACA

Griffiths Marshall

Independent Examiner

Beaumont House
172 Southgate Street
Gloucester
GL1 2EZ

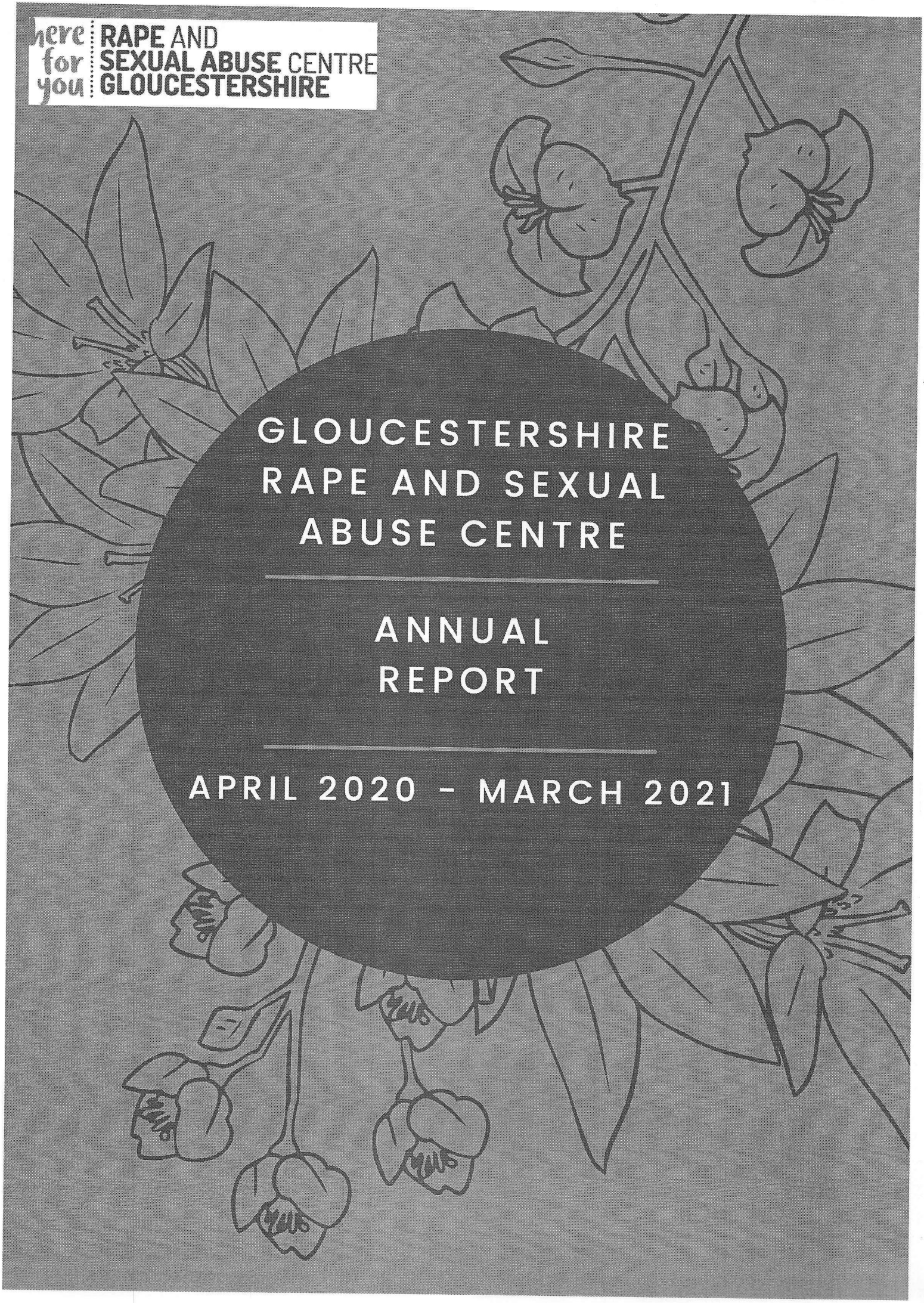
Dated.....

GLOUCESTERSHIRE RAPE AND SEXUAL ABUSE CENTRE

England & Wales - Charity number 1155902

Accounts

here for you | RAPE AND SEXUAL ABUSE CENTRE GLOUCESTERSHIRE



GLOUCESTERSHIRE RAPE AND SEXUAL ABUSE CENTRE

ANNUAL REPORT

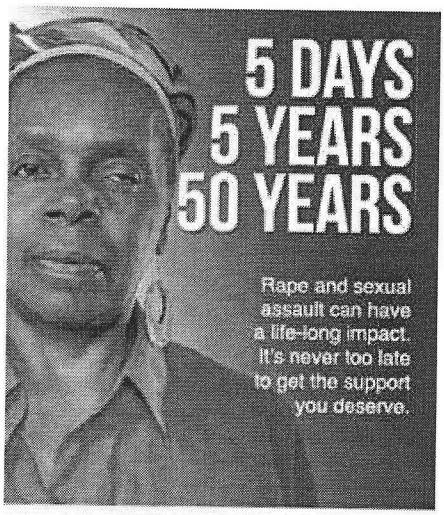
APRIL 2020 - MARCH 2021

"Right from my assessment the huge burden that I had been carrying was lifted from my shoulders. I left there that day literally feeling like a different person! That was such a gift to me"

"This service has changed my life for the better, and I have decided to start volunteering with GRASAC, in the hope of repaying some of the kindness they have shown me"

Sexual violence and older women

A guide for providing support



We're here for you

RAPE AND SEXUAL ABUSE CENTRE GLOUCESTERSHIRE

01452 526 770
support@glosrasac.org.uk
www.glosrasac.org

AIMS

- Relieve the emotional, psychological and/or physical distress of people who have experienced sexual violence, especially women and girls.
- Educate the public about the nature and extent of sexual violence and its impact, especially on women and girls.

FOREWORD BY THE CO-CHAIRS OF THE BOARD OF TRUSTEES

an average 40 referrals were received per month

On behalf of the board of trustees, it is our privilege to present GRASAC's 2020-21 annual report. GRASAC services continue to be free, confidential and non-judgemental and form part of a comprehensive care pathway for survivors of rape and sexual violence.

This has been a particularly difficult year, much of it spent in lockdown and a variety of restrictions on daily life. Increased rates of domestic abuse[1] and child abuse have been reported and we are only just beginning to understand sexual violence during the pandemic. Services, including GRASAC's, have seen a rise in contacts, estimated nationally to be about 62% above pre-pandemic levels[2]. The latest crime survey for England and Wales report estimated that there were 773,000 sexual assaults on people over 16 years between March 2020 and March 2021, 84% of them on female victims[3]. Based on their research, they estimate there are 1.6 million adults aged 16-74 years in England and Wales who have experienced rape or assault by penetration.

There has been considerable publicity for the excessively long waiting times for rape cases coming to court, together with the seemingly overly cautious approach to decision-making on sexual violence cases and low conviction rates. Notwithstanding these delays and challenges, GRASAC has continued to support women to go to court, which will no doubt have made a contribution to the 94.4% rape conviction rate in Gloucestershire, the highest in England and Wales.

We also recognise the great contribution of some of our surviving women, who have got involved in fundraising, becoming ambassadors and have the skills and power to effect change and attitudes to sexual violence. We are proud to be involved in partnerships with other local agencies to make our work more effective and also to be part of the global movement to end sexual violence.

During 2021-22 we will be reviewing and updating our business plan. In the last year the Black Lives Matter campaign has highlighted that there is a long path to achieving equality. As an organisation we are committed to involving under-represented groups in shaping the services and future direction of GRASAC. We look forward to finding new ways to improve our reach and impact.

MARY ROBINSON & DR LOUISE LIVESEY
Co-Chairs of the board of trustees

[1] Information from Office for National Statistics data releases
https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabuseduringthecoronaviruscovid19pandemicenglandandwales/november2020
[2] Information from Changing Lives Partnership:
https://www.tnlcommunityfund.org.uk/media/insights/documents/Nowhere-To-Turn-FINAL-REPORT.pdf?mtime=20201202112932&focal=none
[3] Information from Office for National Statistics data releases
https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/sexualoffencesinenglandandwalesoverview/march2020

"It only got BETTER! It felt very strange to me that once I started my one to one work, I always left feeling AMAZING! Don't get me wrong there were dark moments and very painful and difficult things to face but I NEVER left GRASAC feeling awful. I always felt so uplifted and positive"

100% of clients received the information they needed

"Thank you for uncovering the real me. Thank you for EVERYTHING. You have changed my life for the better and that helps me and my children"

OVERVIEW OF THE YEAR BY CEO, MAGGIE STEWART

As any other organisation or business, GRASAC started the year and ended it under a series of lockdowns and easing of restrictions as the pandemic took hold at various times during the 12-month period.

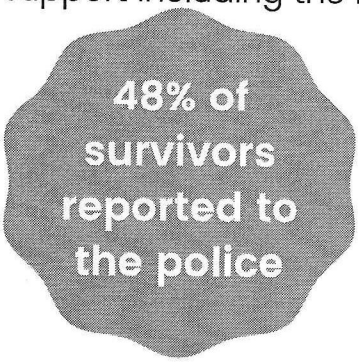
However, as a victim support service, GRASAC was given written permission by The Ministry of Justice to keep the office open and this therefore resulted in a blended approach of face-to-face, video or telephone support to meet individual clients' needs.

Thankfully, GRASAC had very recently concluded a digital review that attracted funding, and therefore we were IT ready and there was no delay in staff being able to offer services remotely to clients. This has continued throughout the year.

Staffing the Service

During the year, the team has been extended and we have welcomed to the service an additional Independent Sexual Violence Adviser (ISVA), an Education and Training Officer and two Specialist Support Workers. During the same period, the ISVA caseload has increased significantly with clients being supported for much longer periods as a result of the slowing down of the court process. Gaining funding for the Specialist Support Workers has been very timely, as there has been an increase in referrals during the year. Thankfully, this resulted in a reduction in the number of clients waiting for GRASAC support which has reduced the wait times significantly from 36 weeks at the beginning of the year to 12 weeks on average across all services at the end of the year.

Lockdown in its various forms has also been an opportunity for staff to take part in additional on-line training offered to the sector and this has ranged from suicide prevention training to safeguarding and child protection delivered to all team members. Staff have been supported through this exceptional period through buddy groups, additional team and casework meetings, self-care and on-line support including the now well-used Zoom and Microsoft Teams!



Client contact increased by 43%

Casework

The responsive approach offered during the year has resulted in a variety of methods to support clients: face-to-face, video, telephone, e-mail, and text. Unfortunately, face-to-face group work was suspended during the period although GRASAC recommenced the friendship group online in February. Volunteers take the lead in providing this fortnightly support to clients.

Volunteers

GRASAC continues to be supported by a committed group of women that not only answer the helpline calls, they also take on the role of helping the service through fundraising as well as the friendship group noted above. In this exceptional year, it is appropriate to give a huge thanks to all the volunteers and their willingness to adapt to the ever-changing circumstances in which they have delivered a service.

Of course, trustees of GRASAC are also volunteers and I would also like to thank all trustees for their continued and unerring support of the service and the team during this unprecedented year.

Policy and Strategic Direction

In February 2020 the trustees agreed the business plan and strategy for the service for the following 3 years from April 2020 and this was clearly disrupted as a result of the pandemic affecting how, who and where services were delivered as well as impacting on GRASAC's ability to partner with key stakeholders.

However, GRASAC continues to be proactive and has submitted evidence to the Home Office in relation to the government's violence against women and girls strategy as well as continuing to pilot projects in relation to women over 55 and male emotional support.

As a service, GRASAC was invited to take part in a number of working groups and forums as grant givers sought first hand evidence of what grant holders are looking for in terms of grant scope, reporting and monitoring in the medium to longer term. These included involvement in discussions with senior staff from BBC Children in Need, NHS commissioners, Ministry of Justice and Lloyds Bank Foundation Trust. Being given the opportunity to comment and note requirements and concerns has been enormously helpful. Hopefully it will result in grants being offered for longer periods with less onerous reporting (in some cases) and a degree of flexibility when grants are offered to meet changing demands and needs.

Funding

During the year GRASAC has been able to secure extra funding in order to meet the additional costs of providing remote services and I would particularly like to acknowledge the support received from the Office of the Police Crime Commissioner and the opportunity to apply for much needed funding during the year.

This, together with additional funding from Lloyds Bank Trust during the year as well as the opportunity to successfully apply for additional extraordinary funding from the Ministry of Justice, Charities Aid Foundation and NHS England has been enormously beneficial to supporting GRASAC and enabling us to meet the ever-increasing need for the services we offer.

GRASAC has also been working in collaboration with the Barnwood Trust and through their individual grant programme, we have been able to support clients in financial hardship with one-off grants for much needed items – including children's clothing, beds, carpets, and basic food items. Clients have also been able to access foodbank vouchers through their caseworkers.

Preparing to move the GRASAC office

In September we started to look at more permanent and affordable accommodation. In this regard, moving premises is timely as a number of organisations and companies have vacated premises and this has given GRASAC an opportunity to consider a range of options. At the end of the financial year, suitable premises have been found and a lease signed for accommodation that offers ground floor support rooms, training room, kitchen and bathroom facilities and we look forward to moving into our new home at the beginning of the financial year.

MAGGIE STEWART
CEO

45% of clients have reported mental health needs

Over 740 ISVA sessions took place

TRAINING

During the year we have concentrated on staff and volunteer training. This is an example of some of the topics covered.

Gambling harm and how to support clients

Action on adverse childhood experiences

Child to parent violence

Independent sexual violence advisor

Online counselling

Power programme

Could you spot a loan shark?

Substance misuse

Working with shame online

Disability

Introduction to section 28 pre-recorded cross examination

Domestic abuse

Energy welfare

Why are women blamed for everything?

Working with trauma in times of trauma

Footsteps counselling

Financial abuse

Providing remote support

The body and social media

Dealing with distress

Eating disorder

Suicide prevention

Problem solving circles

Diploma in therapeutic counselling

Association of accounting technicians - level 3 practitioner

Safeguarding

Women's empowerment and recovery

Providing email support

What does research tell us about porn?

Violence against older women project

The Service

1368 Emotional Support sessions were provided

Our services are free, confidential and non-judgemental and form part of a comprehensive care pathway for survivors of rape and sexual violence.

The impact of sexual violence is both immediate and long-term. GRASAC's services enable survivors to manage the impact that sexual violence has on them, and to move on from their experiences.

We provide emotional and practical support as well as advocacy for survivors. We also provide advice and information to family, friends and professionals supporting survivors of sexual violence.

Case Study

The client was originally allocated to the Independent Sexual Adviser (ISVA) service as a 15-year-old girl. This was following a sexual assault by 2 unknown males who had vaginally and anally raped her. The incident was reported to Gloucestershire Constabulary and she was taken to the Sexual Assault Referral Centre (SARC) for a forensic medical examination. The following day she completed her Achieving Best Evidence interview (ABE).

At the plea and trial preparation hearing the defendants entered a not guilty plea, and a trial date was set for May 2020.

Due to the pandemic the trial was postponed until November 2020. The client felt her mental health had deteriorated as a result of the case and was diagnosed with depression when the trial was further delayed to 2021. The trial was heard in Bristol Crown Court in January and with the Officer in Charge a pre-trial visit to allay her fears was arranged.

The client and supporting ISVA attended Court in January and gave evidence from behind a screen. The defendants were convicted with sentences of 10 and 12 years.

Virtual events were held to continue to raise awareness

Casework

Our Specialist Support Workers deliver a 24 session model of one-to-one support for survivors.

Our team of Independent Sexual Violence Advisors provide specialist advocacy supporting clients' journeys through the criminal justice system, where appropriate.

Support Pathways

Support is available through our telephone helpline, face-to-face sessions and via video. There is also ongoing telephone, text and email support services available to meet the clients' needs.

Fundraising

GRASAC's fundraising team is made up of volunteers and staff who have been fantastic in adapting their fundraising activities to meet the challenges faced during the year. The team are to be commended for delivering an online auction and raffle and online quizzes that kept us all entertained during times when we were not able to meet in person. Because the auction has been held previously, GRASAC was able to apply for lost funding and the total raised by the fundraising group during the year was a staggering £11,784.

As well as this, we were again approached by students at one of the Houses in Cheltenham College and have been their charity of the year. We are very grateful for this ongoing support. Other groups and individuals have also raised funds for GRASAC during the year.

Thanks also must go to individuals that have given one-off donations or have set up direct debits in GRASAC's favour. This is very much appreciated by staff and trustees.

FINANCIAL OVERVIEW

In 2020-21 GRASAC's funders were

OPCC Office of the Police & Crime Commissioner for Gloucestershire | The Commissioner's Fund Breaking the cycle of crime

Ministry of Justice

NHS Gloucestershire Clinical Commissioning Group

WORCESTERSHIRE COMMUNITYFOUNDATION
MAKING A DIFFERENCE TO YOUR COMMUNITY

FUNDED BY COMIC RELIEF

LLOYDS BANK FOUNDATION England & Wales

barnwood

CAF Charities Aid Foundation

NHS England

gcf Gloucestershire Community Foundation
Gloucestershire Gives

Supported by BBC Children in Need
© BBC 2007 Reg. charity England & Wales no. 802052 and Scotland no. SC039557

Donors also include the Souter Charitable trust and Ecclesiastical. We thank all of our funders, donors and individual supporters this year.

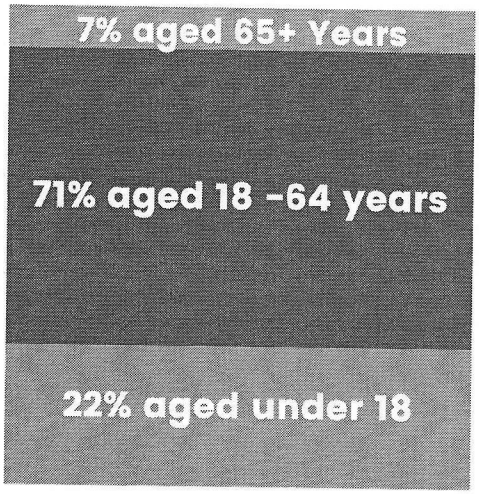
STATEMENT OF FINANCIAL ACTIVITY

GRASAC Statement of Financial Activities for the year ending 31 March 2021

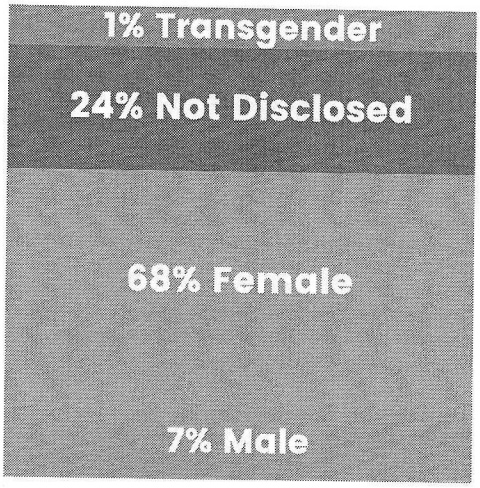
Income:	
Police and Crime Commissioner	£344,129
Ministry of Justice	£104,615
NHS/CCG	£56,336
Lloyds Bank Foundation	£31,000
Charities Aid Foundation	£24,468
Children In Need	£24,357
Community Foundation Tampon Tax	£4,997
Comic Relief	£3,500
Restricted Funds carried over from 2019-20 (with funders permission)	£120,614
Donations and legacies	£29,208
TOTAL Income	**£743,223**
Expenditure:	
Staff costs	£396,120
Volunteer costs	£3,171
Office costs	£82,791
Administrative costs	£35,889
TOTAL Expenditure	**£517,971**
Net Income	**£225,252**
Unrestricted funds transferred to reserves	£24,123

WHO AND HOW WE HELP

Age

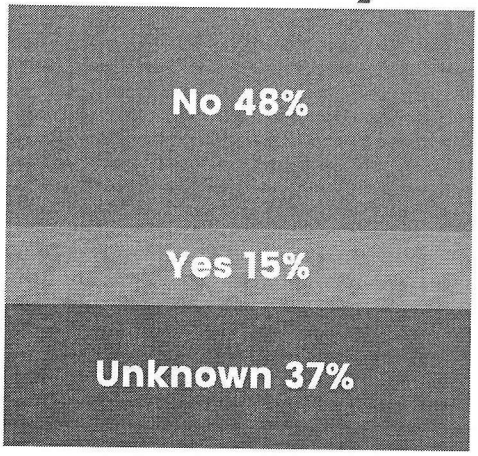


Gender

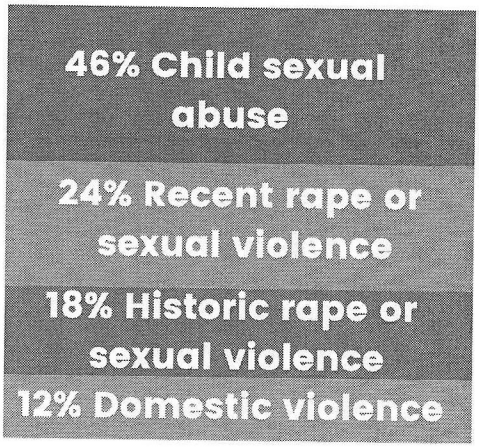


45 % of clients have experienced multiple assaults

Reported Disability



Experience



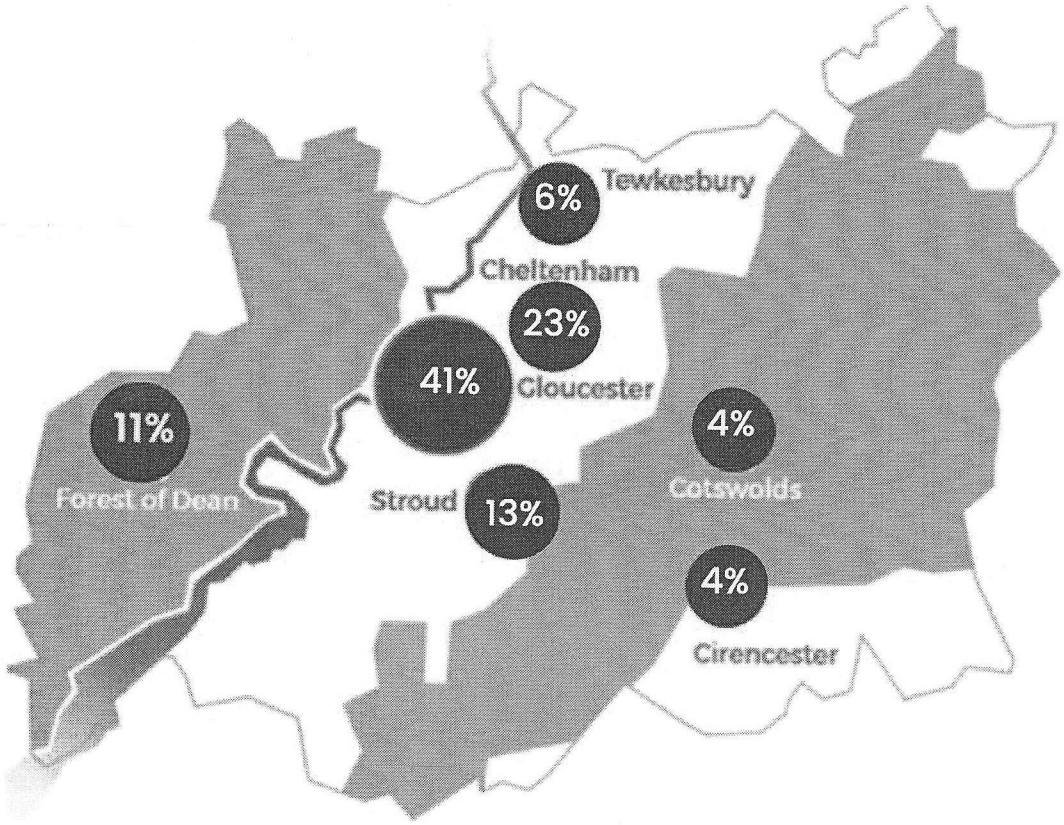
"Everything has been perfect and it has helped me"

WAITING LISTS

SNAP SHOT AS AT 31ST MARCH 2021

Waiting list name	Number on the waiting list at 31st March 2021	Average time on waiting list
Adult Emotional Support	37	26 weeks
Child Emotional Support	4	9 weeks
Adult ISVA	6	3 weeks
Child ISVA	11	11 weeks
On hold – clients awaiting face to face support	16	NA

LOCATION OF CLIENTS SUPPORTED BY AUTHORITY AREA



CLIENTS' REPORTED ADDITIONAL NEEDS

ISVA Service	Mar-20	Mar-21	Percentage Increase
Accommodation and Housing	3	66	2100%
Mental Health and Wellbeing	98	447	356%
Advocacy	8	207	2488%
Alcohol and Drug use	2	25	1150%
Employment and Education	24	129	438%
Finance	5	36	620%
Coping Mechanisms	19	121	537%
Harm from Others	13	97	646%
Health and Medical	10	72	620%
1:1 Meeting	42	118	181%

Specialist Support Work	Mar-20	Mar-21	Percentage Increase
Accommodation and Housing	4	6	50%
Mental Health and Wellbeing	32	45	41%
Advocacy	3	6	50%
Alcohol and Drug use	3	10	233%
Employment and Education	0	14	100%
Finance	5	10	50%
Coping Mechanisms	15	69	360%
Personal Safety	8	14	75%
Physical Health	15	25	67%
Emotional Support	57	161	182%

Gloucestershire Rape and Sexual Abuse Centre's board of trustees meets bi-monthly and is an active team in all aspects of our work from policy making to volunteering.

Mary Robinson – Co-Chair

I am an independent consultant in the international development sector. I have a background in human rights campaigning and NGO management and was previously Deputy Secretary General of Amnesty International. I became particularly interested in women's rights through my role as a member of the Independent Monitoring Board for local prisons. I am a Director of GCPS Consulting, which specialises in child protection and safeguarding. I am also an Independent Panel Member for the Judicial Appointments Commission.

Dr Louise Livesey – Co-Chair

I have a day job teaching Criminology at the University of Gloucestershire. My passion is challenging sexual violence through research, teaching and activism. I joined the trustee board in 2016.

Jo Adams – Treasurer

I am an ACA accountant with 20 years' finance experience. I want to use my skills to help GRASAC continue to be successful in the invaluable service it provides.

Vicky Boroughs

I have been a Trustee since GRASAC first moved to a management structure 9 years ago and have been proud to see it grow from strength to strength. At that time I was working for the public services' union UNISON, as the Regional Women's and Equalities' Officer. My focus there was primarily on empowering women, ensuring their voices were heard and that the union campaigned on issues relevant to them. Prior to that, I worked as a Probation Officer for over 20 years where as well as supervising a range of offenders, I also had a specific role liaising with victims of serious sexual and violent crimes. I am now retired and involved in a variety of activities including setting up a community project that aims to improve the health and wellbeing of individuals through nature-based activities. I'm hopeful that it will become a resource for GRASAC in the near future.

Jessica Smith

I currently work in the charitable sector, supporting pregnant women and new mothers in prison. Previously, I worked as a solicitor for nearly 10 years. I have been a volunteer with GRASAC since 2017 and I am passionate about using my skills and experience to help GRASAC to continue to meet its charitable objectives and strengthen this invaluable service. I am proud to be part of a feminist, women-led organisation providing support to women and girls subjected to sexual violence.

Volunteers have given 460 hours to GRASAC

Amy Norton

I am Head of Equality, Diversity and Inclusion at the Office for Students, the independent regulator for higher education in England. I am keen to combine my professional and personal commitment to tackling sexual violence

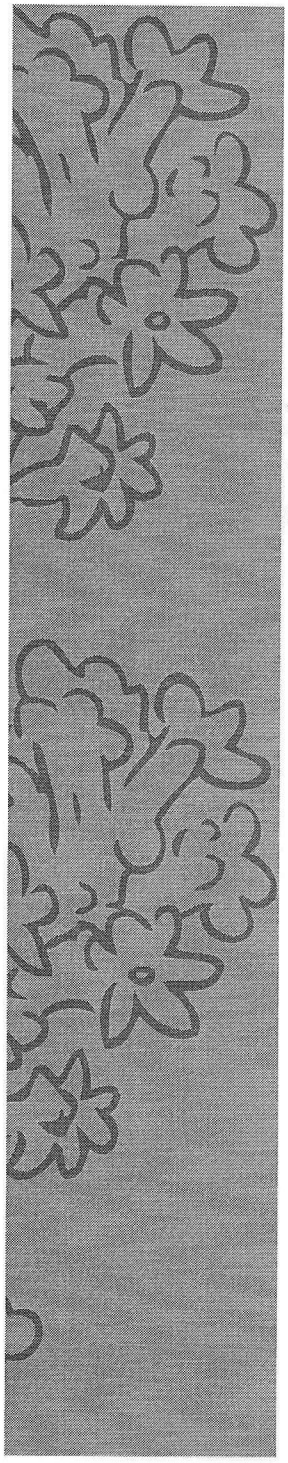
Helen Bromley

I am an HR and Communications professional with over 20 years experience in the financial services sector. I joined GRASAC as a Trustee in February 2021. I have also recently moved into the charity sector for my full-time employment.

Sam Hanly

I have been a volunteer with GRASAC since 2014 on both the helpline and providing one-to-one support. As a volunteer trustee, I act as a conduit between the board and volunteers.

Eleanor Hutchinson resigned from the board of trustees during the year. Eleanor's work has been invaluable and we take this opportunity to thank her on behalf of our staff, volunteers and survivors.



100% of clients received the support they needed

100% of clients felt believed and understood

"I'd like to say that the ISVA always made me feel very comfortable. She was very friendly and explained everything very clearly"

here for you | RAPE AND SEXUAL ABUSE CENTRE GLOUCESTERSHIRE

CONTACT DETAILS

Website: www.glosrasac.org

Email: info@glosrasac.org.uk

Phone: 01452 305421

Post: PO box 16, Gloucester, GL4 0RU

Helpline: 01452 526770

Support email:
support@glosrasac.org.uk

social media: @glosrasac

Gloucestershire Rape and Sexual Abuse Centre is an independent charity. Registered No. 1155902

GLOUCESTERSHIRE RAPE & SEXUAL ABUSE CENTRE

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF GLOUCESTERSHIRE RAPE & SEXUAL ABUSE CENTRE

I report to the trustees on my examination of the financial statements of Gloucestershire Rape & Sexual Abuse Centre (the charity) for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England & Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Stephen Humphries ACA

Independent Examiner

Griffiths Marshall

Beaumont House
172 Southgate Street
Gloucester
GL1 2EZ

Dated

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements
Statement of financial activities for the year ended 31 March 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Income and endowments from:					
Donations and legacies	2	15,487	17,521	33,008	23,242
Charitable activities	3	9,028	584,374	593,402	450,565
Other trading actvities	4	-		-	2,040
Other		-	161	161	641
		24,515	**602,056**	**626,571**	**476,489**
Expenditure on:					
Raising funds	5	(232)	-	(232)	(2,123)
Charitable activities	6	-	(517,739)	(517,739)	(439,411)
		(232)	**(517,739)**	**(517,971)**	**(441,534)**
Net income/ (expenditure)		**24,283**	**84,317**	**108,600**	**34,955**
Transfers between funds		-	-	-	-
Net movement in funds		**24,283**	**84,317**	**108,600**	**34,955**
Reconciliation in funds					
Total funds brought forward		186,128	144,358	330,486	295,532
Total funds carried forward		**210,411**	**228,675**	**439,086**	**330,487**

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements
Statement of Financial Position as at 31 March 2021

	Notes	2021 £	2020 £
Current assets			
Debtors	11	6,567	6,317
Cash at bank and in hand		444,915	327,520
Total current assets		**451,482**	**333,837**
Creditors: amounts falling due within one year	12	(12,396)	(3,351)
Net current assets		**439,086**	**330,486**
Net assets		**439,086**	**330,486**
The funds of the charity			
Unrestricted funds		210,411	186,128
Restricted income funds		228,675	144,358
Total charity funds		**439,086**	**330,486**

The trustees are satisfied that the company is entitled to exemption from the requirement to obtain an 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 Act.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.
The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime.

Approved by the Board of Trustees on [ ] XXXX and signed on its behalf by:

Joanna Adams, Treasurer

Gloucestershire Rape and Sexual Abuse Centre
Board of Trustees Annual Report and Financial Statements
Statement of Cash Flows for the year ended 31 March 2021

	Notes	2021 £	2020 £
Cashflows from operating activities			
Net income for the reporting period		108,600	34,955
Adjustments for:			
Decrease/ (increase) in debtors		(250)	(4,650)
Increase/ (decrease) in creditors		9,045	(8,960)
		117,395	21,345
Change in cash and cash equivalents in the reporting period		**117,395**	**21,345**
Cash and cash equivalents at the beginning of the reporting period		327,520	306,176
Cash and cash equivalents at the end of the reporting period		**444,915**	**327,521**