



EDUCATING,
ENGAGING AND
EMPOWERING
communities to end
VIOLENCE
AGAINST WOMEN
AND GIRLS.



ANNUAL REPORT AND ACCOUNTS

1 April 2022 to 31 March 2023

Charity RegistrationNo: 1158744

Company Registration No:
08686204 (England and Wales)

Submitted by:
Debra Steven,
CEO

Structure, Governance and Management

Year to 31st March 2023



Report of the Directors For the period ended 31 March 2023

The Trustees present their report and accounts for the Period commencing 1 April 2022 and ending 31 March 2023.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Reference and administrative information

Charity number	1158744
Company number (England and Wales)	08686204
Founder	Debra Sheilagh Steven
Chief Executive Officer	Debra Sheilagh Steven

Principal & Registered Office

11/12 Hallmark Trading Centre
Fourth Way Wembley
Middlesex HA9 0LB

Bankers

Barclays Bank PLC
8 George Street Richmond
Greater London TW9 1JU

Accountants

Artisan Accounts
11/12 Hallmark Trading Centre
Fourth Way Wembley
Middlesex HA9 0LB

Trustees, who served during the year, who were also directors of the company were:

Gifty Enright
Chairperson
Appointed
1 Dec. 2020
Resigned
30 Sept. 2023



**Andreena
Leeanne**
Appointed 17 Feb. 2021



Renee Campbell
Appointed 12 May 2020



**Penelope Anne
Middleton**
Appointed 8 May 2019



George Bennet
Appointed 1 Feb. 2023



**Lana
Wrightman**
Appointed 8 May 2019



Resigned:

Catherine Maeve Kelly Golding
Resigned 31 March 2023

New appointed Chairperson as of 6 June 2023 and therefore "Letter of Introduction" by:

Hannah Jane Parry
Chairperson
Appointed 6 June 2023



CEO (Founder)

**Debra
Steven**



Introduction from the Chair

Hannah Jane Parry

Year to 31st March 2023

Recent years have seen a significant shift in the conversation surrounding violence against women and girls (VAWG) due to increased awareness of sexual harassment and violence in school settings. This has been highlighted in a number of reports by organisations including Everyone's Invited, the End Violence against Women and Girls Coalition, OFSTED and the Women and Equalities Committee of the House of Commons.

According to the briefing "It happens all the time" (Girlguiding, 2021- referred to in subsequent DfE guidance), 67% of girls and young women aged 13-18 have experienced sexual harassment at school from another student. Of those, 29% first experienced sexual harassment when they were just 11-13 years old. An OFSTED rapid review report into 'Sexual Abuse in Schools and Colleges' (2021) described similar levels of sexual abuse and harassment.

Reasons for such behaviours are complex. 24-hour access to hardcore online pornography and unhealthy social media content has left children and young people, especially boys and young men, with a misguided representation of what healthy and respectful relationships look like.

Sections of our society, including women and girls from black and minoritized communities continue to experience multiple forms of disadvantage, abuse and discrimination. These communities are particularly badly hit by the cost-of-living crisis adding to increased stress within households and triggering increased cases of all forms of violence against women in recent years.

Against an ever-changing landscape many parents are ill-equipped to talk about healthy sexual relationships with their children leading to difficult but necessary discussions being avoided at home. At school the delivery of relationships and sex education (RSE) is inconsistent. And whilst the subject is compulsory in secondary schools to 16, young people remain in school until 18 with the further effect that in two key years of their education they risk being left with little or no support to help them to navigate complex and potentially harmful situations in youth relationships.

We know this. As an education and prevention charity we go into schools and other settings and work hard to educate and change attitudes young people have towards each other and of themselves. With us they learn appropriate boundaries, respect and how to stand up to inappropriate behaviour. We also work to empower girls and young women to defend themselves if things do go wrong.

We do this through our '**Action Breaks Silence Community Intervention**'. Our programmes strive to end VAWG through positive training in local communities and programme and workshop delivery in schools and workplaces:

- we **train** young under-employed or unemployed young people or survivors of VAWG to deliver our expertly designed workshops and programmes in schools;
- we **empower** and **educate** Y5 & Y6 students to become Active Bystanders to end VAWG in our **Empowerment, Empathy & Active Bystander Primary School Programme**;
- we **unite** young people to address VAWG in youth relationships in our **Youth Ambassador Programme**;
- we **educate** students and other individuals on healthy attitudes and respect in our **Undefining Masculinity** workshops; and
- we provide self-defence experts to deliver **Empowerment through Self Defence** workshops in schools, colleges and workplace settings.

Continued on next page

In 2022/23 over 5,000 students, teachers and adults have been engaged, educated and empowered by us to become active bystanders to end all forms of male violence in our communities through their participation in one of these workshops or programmes.

The year to 31st March 2023 was one of financial resilience, below are highlights of funds secured:

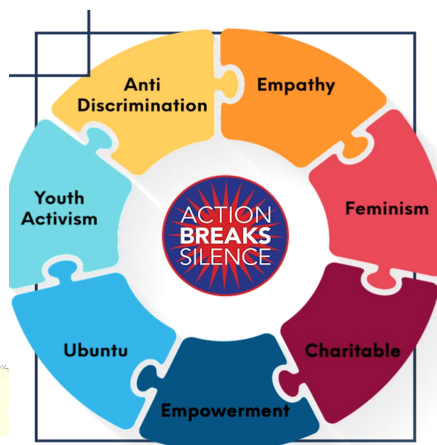
- £38,953 from MOPAC'S London Mayor's VAWG Grassroots Fund to deliver the Action Breaks Silence Community Intervention in Lambeth and Hounslow
- £9,998 from the Peabody Young People's Fund
- Both the above funds are managed by the London Community Foundation
- £3,000 from City Bridge as an award for Action Breaks Silence achieving the Bronze Hallmark from London Youth
- £26,376 from Capital Group donated as part of their match funding scheme
- £5,000 was awarded to Action Breaks Silence from Impact100London
- £52,984 was raised through the delivery of Empowerment through Self-Defence and Undefined Masculinity Workshops at Independent School and Corporates in London.

Notwithstanding these successes, there was a noticeable decrease in our income compared to 2021/22, creating an annual deficit. This was largely due to two major donations in 21/22 being non-recurring. The deficit was mitigated by the significant income received in 21/22 which meant we ended 21/22 with a substantial surplus of just over £142K which carried forward into ongoing and new projects in 22/23. Whilst there are always financial ebbs and flows in small, dynamic charities such as ours we continue to work hard to ensure we can deliver our programmes as widely as possible next year and beyond in these tough economic times.

Action Breaks Silence delivers its workshops and programmes through the contribution & support of its trainers, volunteer and funders. We would not be here without them. On behalf of the Board, I wish to sincerely thank you all for helping the charity to create a world where women and girls can live their lives free of all forms of male violence and the threat of such violence.

Hannah Jane Parry

Appointed Chair on 6 June 2023



Executive Summary

Our Vision, Our Mission, Our Values



Action Breaks Silence is a front line prevention educational charity, whose aim is to create a world in which women and girls can live their lives free from male violence and the threat of such violence.

A multi-pronged approach is adopted and actioned through the delivery of the Action Breaks Silence Community Intervention to end violence against women and girls (VAWG).

This intervention is delivered in school settings and aims to tackle the root causes of violence against women and girls, with targeted strategies to promote gender equity and healthy relationships. The design and delivery of the intervention is guided by the Social Norms and Active Bystander Theories and follows a “Whole Schools Approach” (developed by [AVA](#)).

Each of the Action Breaks Silence programmes is designed to be implemented over time with each programme building on the previous one, thus hoping to create long-term systemic change.

Programme delivery is focused on communities that face a multitude of challenges, including economic, as well as high levels of VAWG. Many of the women and girls the charity engages and supports are survivors of male violence. The charity has a passion and belief in youth engagement and values the power of youth voice and peer to peer mentorship.

Our Vision

Our vision is to create a world in which women and girls can live their lives free from male violence and the threat of such violence.

The term ‘violence against women and girls’ refers to the acts of violence or abuse that disproportionately affect women and girls. Crimes and behaviour covered by this term include rape, sexual offences, domestic abuse, stalking, sexual harassment and ‘honour’ killings, as well as many others.

Our Mission

Our mission is to create safer communities and to support long-term, systemic change. This is achieved by tackling the root causes of VAWG with a focus on often unheard youth from communities experiencing structural inequity and high levels of VAWG. The voices of those most affected by male violence are at the heart of programme design, implementation and delivery.

Our Values

Our core values are feminism, anti-discrimination, empathy, youth activism, inclusion and empowerment. These values guide and inform the culture of the organisation and the design and delivery of our programmes.



Statistics

Why we do what we do

- 25% of women are affected by domestic violence in their lifetime and one in five women in the UK will experience sexual assault during her lifetime. ¹
- A recent report by UN Women UK found that 97% of women aged 18–24 have been sexually harassed
- Police recorded crime data (England and Wales) indicated that 51.9% of female victims of sexual offences were aged between 5–19.
- NSPCC's How Safe are our Children Report found that girls are particularly vulnerable to sexual abuse, accounting for around 90% of victims of recorded rape offences against 13–15-year-old.
- Girlguiding's Girls 2021 Survey found that 67% of girls and young women aged 13–18 surveyed have experienced sexual harassment at school from another student.

¹ Metropolitan Police Services VAWG Action Plan 2022.

- *That it was empowering and it like, made you build your confidence because at the end when you actually got to put your like what you learned to use it like made you realise you have more strength than you know.*

- *I really enjoyed the final part of actual applying our skills because if it were to happen, I feel more confident in actually applying those skills that we learned today.*

- *I learned what my boundaries were and I liked how they talked about the different kind of boundaries that you can have, for example financial, sexual, physical and there's one more and I also like practising the different self-defence techniques that I can use in the future if I ever need to.*

What did you enjoy about the session and why?



Programmes

The Action Breaks Silence Community Intervention to end VAWG consists of:

1. The Train-the-Trainer Mentorship Programme

Designed for sustainable growth, the Train-the-Trainer programme forms an integral part of the Community Intervention. Under or unemployed young people are upskilled to deliver VAWG prevention programmes in the communities in which they live.

The programme seeks to not only offer the benefit of consistent employment but to build self-esteem, self-competence and to drive social change. Our trainers become contributors, role-models, mentors and active bystanders to end VAWG in their own communities.

2. Empowerment, Empathy and Active Bystander Primary School Programme to end VAWG

This is a 16-hour programme, delivered over two academic years.

Phase One consists of 8 x 1-hour weekly sessions for Year 5 students. The sessions are engaging and interactive and cover topics self-love, self-competence, breaks down gender stereotyping and promoting equity, empowerment and empathy. Students also learn about the different types of abuse and discuss what is needed to become an active bystander in an age appropriate way.

One year later in Year 6, the same students come together as one group and participate in Phase Two, again 8 x 1-hour weekly sessions. Phase 2 focuses on recognising abusive behaviours and sexual harassment and on further learning on how to become an active bystander at school and within their communities.

Note that session one and session eight of each Phase are Monitoring and Evaluation sessions **ensure that young people continue to inform, consulted, involved and empowered throughout programme design and delivery.**

3. Feminist Empowerment through Self-Defence Workshops for women & girls

These workshops use physical self-defence as an empowerment tool to equip participants with both physical and mental self-defence skills as well as educating them about core values, different types of abuse and strategies to resist harmful behaviours. The workshop encourages them to own their own space and bodies, as well as use their voices with confidence.

These workshops are designed to include both youth and parents/caregivers, thereby actively involving parents and caregivers in “updating” the safety strategies they discuss with their families. Additionally using youth trainers provides an opportunity for peer-to-adult mentorship as upskilled youth trainers deliver an inspirational youth led parent/caregivers talk on their experiences in youth relationships.

4. Undefining Masculinity Workshop for all students

These workshops are designed to provide all students a safe space to unpack toxic behaviour associated with masculinity and the negative effects that patriarchy has on all our lives. In order for VAWG (including school related violence against girls) and the social norms that support it to be disrupted effectively, all students including boys and men need to be educated and engaged as allies and active bystanders to end VAWG.

Action Breaks Silence recognises the pressure students are under to conform to gender norms and the impact this has on their mental health and wellbeing.



Programmes Continued

5. The Youth Ambassador Programme: Uniting young people to address violence in youth relationships

The primary roles of Youth Ambassadors at Secondary School level are to act as mentors for younger students, to offer safe and trusted sounding-boards in a supportive manner, to raise awareness of what happens surrounding VAWG in youth relationships. They encourage youth and their peer groups towards activism as well as supporting Action Breaks Silence through fundraising events. The programme is embedded in the young people's lives, encouraging active and passionate advocacy.

Why are we focusing on primary and secondary schools?

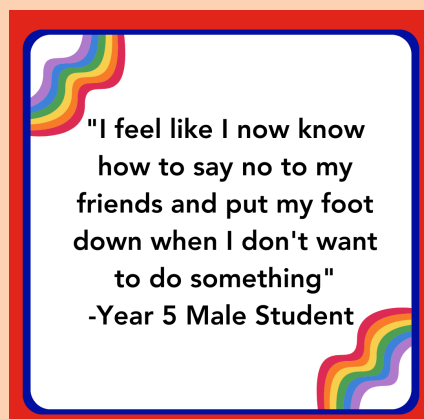
VAWG including school related violence against girls is a human rights violation that impacts and manifests in sexual, physical and psychological violence, and is underpinned by inequality. As evidence shows, significant numbers of girls are sexually harassed and assaulted at school and rapes do happen in that environment. They are put under emotional pressure and denied the equals rights to learn in a dignified environment. Teachers are often under skilled and unprepared to help.

The EVAW June 2023 Report #It'sAboutTime referred to findings in the subsequent Department of Education guidance. Both highlighted the sheer scale of the suffering girls and minoritized groups e.g. LGBTQ+ experienced at school. Both suggested for schools should engage external specialist providers to work alongside them to address high levels of sexism and misogyny in both primary and secondary schools. Students need to be empowered and educated to become active bystanders to address all forms of VAWG.

Ofsted's review supports this, finding sexual harassment and sexual violence was endemic and has a horrific impact on the lives of many students. Girls are particularly vulnerable, with 90% of the victims of recorded rape offences are 13-15 years old in England. It is reported that 67% of girls have experienced sexual harassment at school, 29% of girls experience sexual harassment between 11-13.

Government advised schools and colleges to include evidence-based prevention programmes (like that of Action Breaks Silence) through the school curriculum to tackle issues such as

- Healthy and respectful relationships
- What respectful behaviour looks like
- Consent
- Stereotyping, equality
- Body confidence and self-esteem
- Prejudiced behaviour
- Sexual violence and sexual harassment is always wrong; and
- Addressing cultures of sexual harassment





Primary School Programme

To End Violence Against Women and Girls

2023-25



"This is the first time I've seen a programme like this and I think it is honestly brilliant. And as an adult for the past 6 weeks, I've been sitting in these sessions reflecting and learning with the children."

-Year 5 Teacher



"As women were told to be polite but sometimes being polite can cost you your life, so, it's good that they're being taught that you don't always have to be nice and they have a right to think about is this safe and do I feel safe in this situation."

-Year 5 Teacher

"I love this programme because I know how to spot abuse and I know how to say stop. This programme has really built up my confidence and that's why Thursdays are my favourite days because I got to be in this programme."

-Year 5 Student



"Being a man means you can be yourself; you don't need to care about what other people think of you."

-Year 5 Student



Our Team



Our Board is made up of a diverse group of passionate women and one man. It includes a young person sourced through Youth London who is an experienced youth and inclusion advocate. Information on Board members can be found on our website

Patron

Heather Small continues as a Patron of Action Breaks Silence. She is a huge supporter of the Action Breaks Silence Community Intervention to end VAWG. She is passionate about engaging, educating and empowering young people to become active bystanders and the leaders that will drive the societal change needed to address the root causes of male violence against women and girls.

Debi Steven, CEO and Founder of Action Breaks Silence UK

Having herself survived child sexual abuse and driven by her belief that all women and girls should be empowered and live their lives free of the fear of male violence, Debi has served communities in the UK, South Africa, South America and India for nearly thirty years and actively promotes a world where all people are treated with equity, dignity and respect.

Debi is rated as one of the top Empowerment and Empathy influencers and firmly believes that the whole school community needs to be included in strategies to end VAWG.

In September 2019 Debi completed her master's degree in Women and Child Abuse through CWASU under the acclaimed feminist and activist, Prof Liz Kelly CBE.

Debi and Action Breaks Silence have been guests on BBC News, ITV, BBC Radio and many other media outlets and Debi is a guest lecturer at the University of East London.

In 2016, she founded Action Breaks Silence South Africa, she works with the South African Board and the South African Programme Manager to ensure that thousands of young people in economically challenged communities are offered an opportunity to participate in the programmes free of charge.

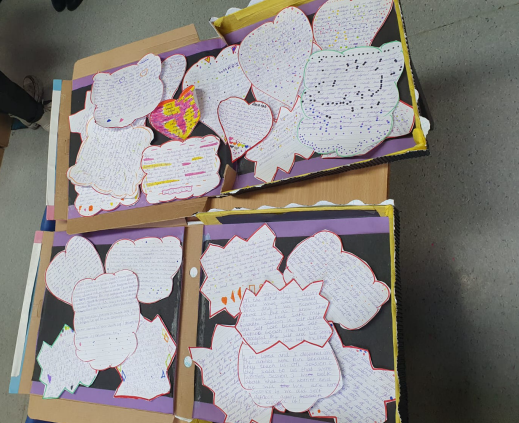
Debi has also worked extensively in India and in 2022 co-founded the Action Breaks Silence Foundation India.

Action Breaks Silence South Africa and the Action Breaks Silence Foundation India

Both these charities are independent to Action Breaks Silence UK, with their own Articles of Association and Governing Boards.

All three charities deliver the Action Breaks Silence Community Intervention to end VAWG with a focus on minoritized communities that face a multitude of challenges including economic challenges.





Highlights from 2022/2023



The year started with the British Standard Institute releasing an Action Breaks Silence Empowerment through Self-Defence educational film to their international employees. £2K of unrestricted funds was raised through this project.

Walkgrove worked alongside our team to create the Youth Ambassador (YAP) eLearning Platform. Heather Small from M People and Susie Ma the Founder of Tropic Skincare both feature on the platform, they are encouraging young people to become active bystanders to end VAWG. The platform will upskill Year 9 students to become mentors to Year 7 students by delivering interactive VAWG prevention sessions to the younger students.

During this financial period, 48 under-employed young people were upskilled to deliver our programmes to a total of 5,294 participants.

Brandie Deignan one of our CEO's mentors suggested the charity recruit an Advisory Board to play a crucial role in guiding our small charity. It will comprise of experts and experienced professionals, who will help the charity achieve clear, impactful goals. Additionally, the Advisory Board members will act as ambassadors, raising awareness and garnering support for the charity's mission.

1,742 independent secondary school students participated in the Empowerment through Self-Defence and/or Undefined Masculinity Fundraising Workshops, these workshops are charged to secure unrestricted funds. This year workshops were held at Surbiton High, Sir William Perkins, Queensgate, St Albans, Tormead High, Thomas London Day, Lady Eleanor Hollis, Godolphin & Latymer, ACS International School, Harris Academy Sutton, University of East London. Money raised is used for charitable activities.

The London Community Foundation /MOPAC VAWG Grassroot Fund has provided many opportunities to work alongside other organisations and agencies in the VAWG space. We secured partnerships with five Lambeth Primary Schools and expanded into four new schools in Hounslow. A total of 864 students and over 70 teachers and parents participated in the 16-hour Primary School Programme to end VAWG. Additionally, 1,297 secondary school students participated in our Empowerment through Self-Defence and/or Undefined Masculinity Workshops free of charge, a further 420 secondary school students in the Youth Ambassador Programme (YAP).

Having finalised the eLearning YAP curriculum, Walkgrove Ltd was selected as the provider to develop the eLearning platform. This will put all training for the Year 9 students online and interactive.

During the year our trainers and management team reviewed the curriculum of the Empowerment, Empathy & Active Bystander to end VAWG Primary School Programme Curriculum in preparation of the April 2022 delivery.

We also created new relationships with international law firms Skadden, Arps, Slate, Meagher & Flom LLP and Debevoise & Plimpton LLP who reviewed and revised our charity's various legal documents this year pro bono.

In January 2023 all Action Breaks Silence policies were reviewed by our Board of Trustees, these were later reviewed by London Youth as part of the Bronze Hallmark Award which Action Breaks Silence was awarded in March 2023.

The last quarter was very positive for the charity. Updated Articles of Association were filed at both Companies House and the Charity Commission. Barclays Bank agreed to support the charity by actively recruiting members for the Advisory Board through their employee pool.

Action Breaks Silence was awarded £19,996 in February 2023 from the Peabody Young People's Fund. This fund is managed by the London Community Foundation. These funds will be used over two years to deliver Empowerment through Self-Defence and; Undefined Masculinity Workshops to secondary school in and around Peabody Estates in Lambeth, Westminster and Southwark.

Finally, Action Breaks Silence was not only awarded a London Youth Bronze Hallmark but accepted as a new member of the End Violence against Women and Girls Coalition.



Deborah Action Breaks Silence member

Hi, my name is Deborah, I've been an Action Breaks Silence member for nearly 2 years now. When I first started with the charity, I had just come out of a toxic relationship, which impacted me deeply. I then told my story to Debi and other members of the team who were very encouraging and supportive with helping me heal and make growth within myself.

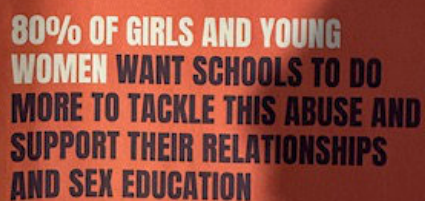
What had me most interested in the charity is the foundation it stands for in helping girls and young women defend themselves, as well as understand abuse, violence and toxic behaviour. Which in turn would help reduce the amount of violence and abuse against women and girls in the community. Adding on to that, I also have an aspiration of becoming a motivational speaker and I see Debi as an amazing role model in advising me on how to reach my goal.

My role in Action Breaks Silence originally began as a trainer in the workshops going to schools in the Lambeth community as well as working with the top private schools across London teaching our values and morals of how we want to help all types of communities. As I progressed in the charity, I then went on to be a Lambeth Lead Instructor as well as being offered opportunities to work alongside other organisations and projects internationally. I've also recently taken on doing one to one intervention sessions in Archbishop Tension School, Lambeth with a group of girls going through trauma and unresolved issues that they find hard to talk about. With this project however, through the skills I've acquired with working in the charity I've been able to help the young girls open up and find healthy outlets to help grow within themselves.

In addition, I am currently pregnant which Debi has been aware of as well as being one of my main supporters alongside the Action Breaks Silence team. She and the charity have well accommodated to my current circumstances as well as still freely allowing me to have the ability to do workshops and make an impact and change. My pregnancy journey hasn't been all easy going but everyone in the Action Breaks Silence team has made sure I'm doing well physically and mentally as well as giving me the support I need. Adding on, Debi has also set up opportunities for me to do courses online such as a digital skills summer school to up my digital skills and work online with the charity, which will allow me the flexibility of working from home whilst I'm on maternity leave so I can still be in the loop of helping the charity to develop further.

Overall, my experience with Action Breaks Silence is amazing and I would say is the perfect fit for me going ahead to fulfil my career goal of being a motivational speaker and making change in all communities. Even though I will in some ways be taking a break I will still always find ways to help my team because they're not just colleagues, but I view them as my family and I support the foundations they stand on to make change. I would definitely recommend to anyone who has a passion for healthy change to join the team and they experience for themselves what action breaks silence has done for me.

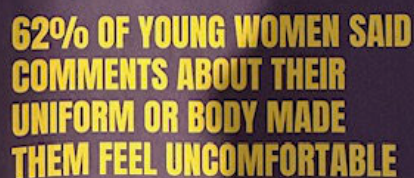
I want to also include, that being a young black woman in Action Breaks Silence I have received the same amount of respect as I give and am very valued and appreciated. One of the biggest things I've seen is that there is no discrimination whatsoever in the charity and Debi thrives on us being United as a whole no matter what background we are from. Our motto is to be United in Oneness Consciousness and to work together to make a change through diversity and affect. As I've stated Action Breaks Silence is a family and we see each other as one which I love because in previous work places I've always felt underlining discrimination and unfairness, but joining Action Breaks Silence all of that was eradicated and for anyone who joins our team they always feel 100% welcome as well as appreciated.



80% OF GIRLS AND YOUNG WOMEN WANT SCHOOLS TO DO MORE TO TACKLE THIS ABUSE AND SUPPORT THEIR RELATIONSHIPS AND SEX EDUCATION

Source: nfpResearch survey of 1,000 young women and 500 young men aged 16 – 18, between 3-14 November 2022

This infographic features a red background with a white circular arrow icon at the top right and a white checkmark icon at the top left.



62% OF YOUNG WOMEN SAID COMMENTS ABOUT THEIR UNIFORM OR BODY MADE THEM FEEL UNCOMFORTABLE

Source: nfpResearch survey of 1,000 young women and 500 young men aged 16 – 18, between 3-14 November 2022

This infographic features a purple background with a white circular arrow icon at the top right and a white checkmark icon at the top left.



60% OF GIRLS HAVE HEARD TEACHERS USE SEXIST LANGUAGE

Source: nfpResearch survey of 1,000 young women and 500 young men aged 16 – 18, between 3-14 November 2022

This infographic features a teal background with a white circular arrow icon at the top right and a white checkmark icon at the top left.

IMPACT of Phase One of the Primary School Programme to end VAWG: Independent Review funded by MOPAC VAWG Grassroots Fund found:

Phase 1, delivered September to December 2022, reached 474 students in 6 schools in Lambeth and 4 schools in Hounslow (253 taking part in girls' groups and 221 taking part in boys' groups).

Students and future trainers increase knowledge and understanding of VAWG

Across all indicators assessing the extent to which students and future trainers increase their knowledge and understanding of violence against women and girls through participation in the programme, Action Breaks Silence achieved 81%. The most significant impact was in terms of supporting children to understand that abuse is never acceptable (93%).

Students and future trainers improve attitudes towards gender equality

Across all indicators relating to gender equity, Action Breaks Silence achieved 86%, with particularly high scoring in terms of girls and boys being deserving of equal treatment (94%) and capable of achieving the same things (90%). 88 of 132 girls consulted before taking part in the programme, i.e. 67%, disagreed that girls and boys *are* treated equally.

Students and future trainers learn skills to keep themselves and others safe

Once again scoring in relation to indicators relating to skills development, particularly in the context of self-advocacy was very high, averaging 82%. While boys were asked to self-score in relation to the extent to which they feel comfortable expressing their emotions (scoring 72%), 7 out of 8 teachers also observed progress in this area. 6 out of 8 teachers felt the programme would have a long-term positive effect on boys.

'The sessions were fantastic in helping the children to consider their own self-esteem, positive thinking and activities they can do to lift their own well-being. Children discussed and understood acceptable and unacceptable behaviour towards others. Following on from this, they were taught ways they could be an upstander in a safe way. I believe the children would be able to use these skills going forward.' Year 5 teacher

Girls and trainers self-scored extremely highly in relation to being empowered with the beliefs and skills to stand up for themselves and 5 out of 6 teachers said they felt the programme would have long-term positive effect on the girls.

'The girls were taught crucial information that will benefit them personally and support their development of boundaries and healthy relationships.' - Teacher

'I have sat in with the girls' sessions for the majority of the Action Breaks Silence workshops. The workshops have been a great experience for the children with them learning about topics like gender stereotypes and equality as well as educating them about violence and abuse and basic self-defence techniques to defend themselves with. The girls particularly enjoyed the physical activities which have taught them invaluable ways to defend themselves and has also built up their confidence to be able to speak up as well as stand up for themselves in these difficult situations. I think it would be really beneficial for these workshops to become part of our school culture for the upper juniors.' Year 5 Teacher.

Future trainers improve prospects

The cohort of trainers for the primary school programme is still relatively small (with 9 having delivered the phase 1 programme). 7 out of 8, i.e. 88% of trainers reported no prior professional experience in the VAWG field prior to involvement with Action Breaks Silence. Before delivering the programme, only 2 out of 7 trainers, i.e. 29% reported having 'a lot' of knowledge about perpetrators and the ways in which girls and women are abused, whereas 8 out of 9 i.e. 89% reported high levels of knowledge in these areas after delivering phase 1 of the programme.

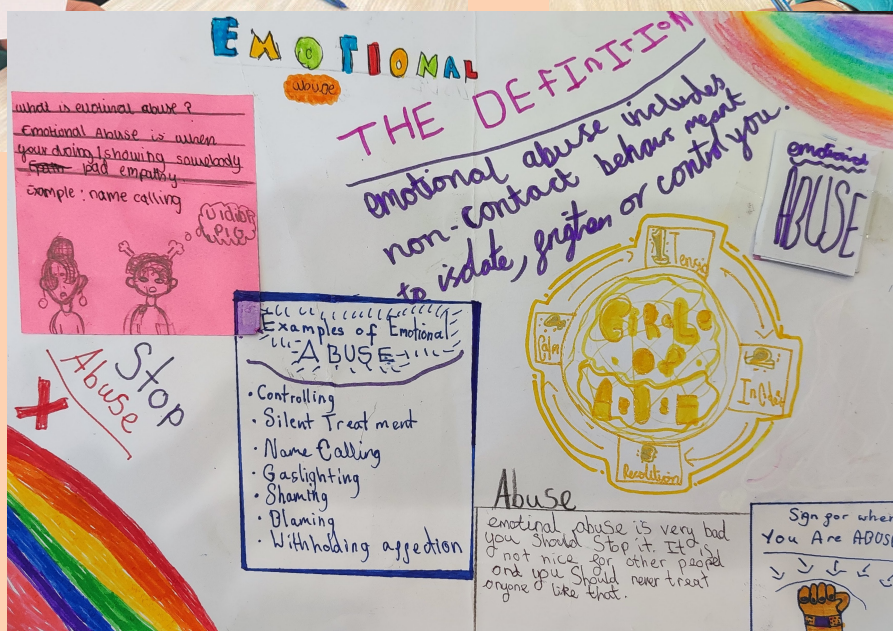


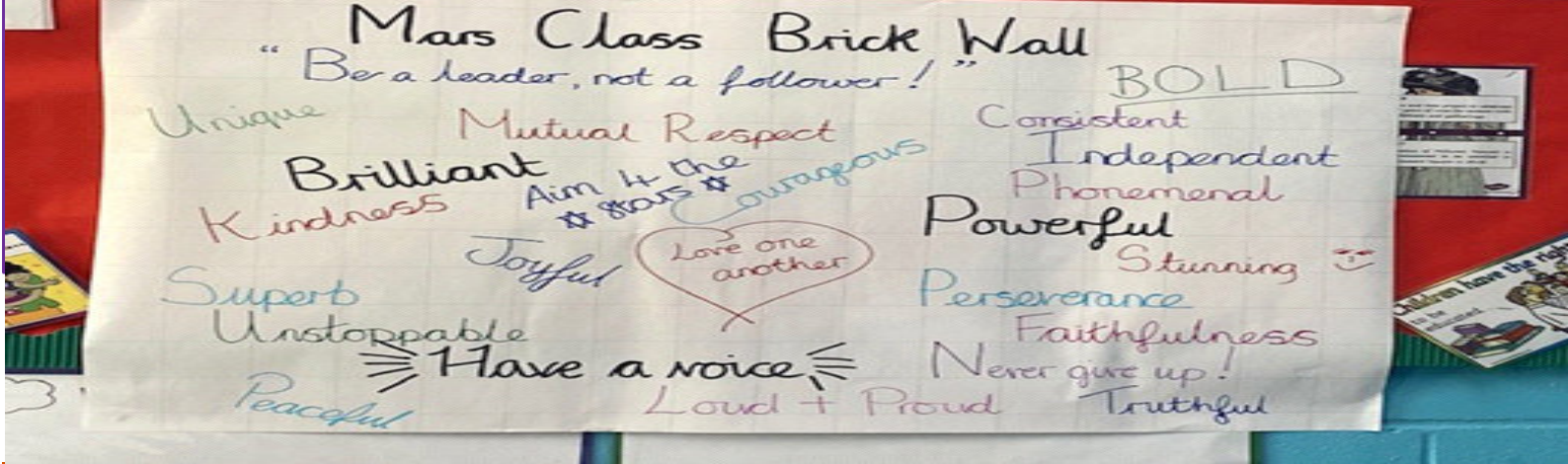
In terms of what trainers hoped to gain from involvement in delivering the programme, lived experience was a powerful motivator in wanting to educate the next generation, to empower girls and improve equality.

Action Breaks Silence is a Charity that is complete testimony to my life and what I have experienced. I consider myself to be very lucky to be where I am now with what I have gone through and realise that I have become the person that I should have had around me as a child protecting me. Action Breaks Silence represents everything that I am passionate about and it touches on all the important issues young girls and women have been facing for hundreds of years. I am honoured at the chance to help educate...young girls and others with ABS.' – Trainer

Ways in which trainers said they had benefitted personally included:

- Development of professional skills to include public speaking, thinking on the spot during lesson delivery
- Knowledge in self-defence
- Greater understanding of toxic / healthy relationships
- Improved personal insight and ability to express feelings
- Improved self-love and confidence
- Working alongside different trainers and with different types of children; exposure to different perspectives





Testimonial – Primary School in Hounslow

As the Year 5 leader at Southville Primary School I was really pleased to hear we had secured the 8-week programme with Action Breaks Silence.

Our school motto is 'learning for the world of tomorrow' and this has been an excellent opportunity to teach beyond the core curriculum and instil some of those key values within our pupils at such a crucial age where they are developing a real sense of identity, whilst also overcoming some challenges in changes they notice in themselves and others.

The programme began by gaining an insight into what the children understood by key terms and themes running throughout the course. Then, each week we have explored these in greater detail.

Giving the children tools to identify their own needs, as well as others, proves invaluable. As staff, we are already starting to notice some of the language changing between peers as they have better resilience and coping strategies for when they are feeling like they may have low self-esteem. The children are more a-tuned to empathising with the needs of each other and building each other up (as we practiced with building our walls in session 4). One member of staff mentioned they overheard a group of boys "filling up each other's beans" as they were trying to build up his confidence after not winning in a PE lesson. It is also such a significant time for pupils to develop their own sense of identity (tuning into the language the boy's group was taught has really enabled staff to encourage boys to do what they feel is the right choice for themselves).



For adults involved, we have been proud hearing each child find their voice, feeling secure in being open and honest about their experiences and beliefs. We have understood the need to listen to the preconceptions each gender has made about the abilities or roles of the opposite gender and can weave this into teaching as we move through the year.

As with everything we do in school, we encourage the pupils to take it out into the wider world. Many of the girls in particular have been keen to get home and share their new knowledge with mums, sisters, aunties etc. as they feel empowered following the sessions on self-defence. The cohort has also responded really positively to having known adults from the community involved in the sessions as they feel safe seeing familiar faces.

Having already had such a positive impact on the year group (before the sessions are complete), I would strongly recommend the partnership continues year on year. I can see the value the teaching has for children in upper key stage 2 and would highly recommend it being embedded into the curriculum for all children at this phase.

Looking to the Future



Our vision is to create a world where women and girls can live their lives free from all forms of male violence against them and the threat of such violence.

In the next year the MOPAC VAWG Grassroots fund will come to an end so finding new funding partners and supporters will be a priority. Time will be used to create new relationships with independent schools where our workshops are charge to increase our unrestricted funds.

The incredible Susie Mae and her Tropic Skincare Ambassadors have agreed that Action Breaks Silence will be one of three 'Glam bag' Charities. They will host an incredible fundraising event in Birmingham in September. Our Patron Heather Small will perform in support of the charity. Susie and Heather don't just talk the talk they 'WALK THE TALK!'



We dream to raise funds to develop a similar elearning Platform for the Action Breaks Silence Train the Trainer Programme, this would revolutionise young people's access to learning.

Work will continue in building the Action Breaks Silence Advisory Board.

And finally, the YAP will be piloted at two schools in London!



Trustees Report

Including Directors' report for the year
ended 31st March 2023

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

The Charity's object is to engage, educate and empower communities to stop violence against women and girls. All activity has been in furtherance of this objective and this has not changed during the year.

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

Achievements and performance

Financial review

The Trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

Lana S Wrightman

Penny A Middleton

Catherine M Golding (Resigned 31 March 2023)

Renee P Campbell

Gifty Enright - Chairperson

Andreena Leeanne

George Bennett (Appointed 1 February 2023)

The Trustees report was approved by the Board of Trustees.



George Bennett
Trustee

Dated: 25th January 2024

Independent Examiner's Report to the Trustees of Action Breaks Silence Ltd



I report on the financial statements of the Charity for the year ended 31 March 2023, which are set out on pages 3 to 11.

Respective responsibilities of Trustees and examiner

The Charity's Trustees, who are also the directors of Action Breaks Silence Ltd for the purposes of company law, are responsible for the preparation of the financial statements. The 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.

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

- (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

In connection with my examination, no matter 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 386 of the Companies Act 2006; and
 - (ii) to prepare financial statements which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Mr Mukund Amin
Affinity Associates Limited

11/12 Hallmark Trading Centre
Fourth Way
Wembley
Middlesex
HA9 0LB

Dated: 24 November 2023

Statement of Financial Activities including Income and Expenditure Account

For the Year ended 31st March 2023



	Notes	2023 £	2022 £
Individual Donors	2	37,565	20,337
Trusts & Grants	3	46,557	19,983
Fundraising	4	53,978	67,679
Corporate Sponsors	5	35,118	138,182
Other	6	-	5,094
Total income		173,217	251,275
Expenditure on:			
Charitable Activities	7	131,141	103,567
Administration	8	135,717	86,150
Total resources expended		266,858	189,717
Net (expenditure)/income for the year/Net (outgoing)/incoming resources		(93,641)	61,558
Other recognised gains and losses			
Other gains or losses	9	(1,320)	564
Net movement in funds		(94,961)	62,122
Fund balances at 1 April 2022		143,149	81,027
Fund balances at 31 March 2023		48,187	143,149

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	2022 £
Fixed Assets			
Tangible Assets	10	-	131
Current Assets			
Cash at bank and other current assets		55,454	147,110
Creditors: amounts falling due within one year	11	(7,456)	(3,961)
Net Current Assets		48,187	143,149
Total Assets less Current Liabilities		48,187	143,149
Income Funds	12	48,187	143,149
Restricted Funds		9,855	77,678
Unrestricted Funds		32,182	65,471

The financial statements were approved by the Trustees on 25th January 2024

George Bennett
Trustee

Notes to the Financial Statements

For the Year ended 31st March 2023

1 Accounting policies

Charity information

Action Breaks Silence Ltd is a charity founded for the public benefit, furthering the education of women and children in countries across the world where the risk of sexual and gender-based violence is high (with an initial focus on Africa and South Asia) and, in particular, by sustainably engaging communities in the delivery of personal safety and self-defence training, female empowerment, survivor support services, general public awareness and related activities.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

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

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

1.4 Incoming resources

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

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

Notes to the Financial Statements

Continued

For the Year ended 31st March 2023

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

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Tangible fixed assets

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

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

Fixtures, fittings & equipment	25% on Straight line method
Computers	25% on Straight line method

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually, and whenever there is an indication that the asset may be impaired.

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

Notes to the Financial Statements

Continued

For the Year ended 31st March 2023

		2023	2022
INCOME			
2	Individuals		
	Major Donors	11,585	-
	Monthly Direct Debits	2,385	2,900
	Just Giving/ CAF	14,113	17,437
	Other	4,352	-
	Gift Aid	5,130	-
	Total Individuals	37,565	20,337
3	Trusts & Grants		
	London Community Foundation – City Bridge	3,000	-
	London Community Foundation – MOPAC VAWG	38,953	19,983
	London Community Foundation – Peabody Com Fund	9,998	-
	Other	(5,394)	-
	Total Trusts	46,557	19,983
4	Fundraising		
	Fundraising Workshops	53,978	67,679
	Total Fundraising	53,978	67,679
5	Corporate Sponsors		
	British Standards Institute	-	59,975
	Tropic Skincare	-	51,595
	Capital Group	26,376	26,612
	Other	8,742	-
	Total Corporate Sponsors	35,118	138,182
6	Other Revenues		
	Total Other Revenues	-	5,094
EXPENDITURE			
7	Charitable Activities		
	Legal and professional fees	21,040	12,070
	Project wages and salaries	-	4,872
	Local Instructors' Fees	48,433	21,302
	Travelling Costs	12,533	1,682
	Advertising	796	588
	Other	10,007	4,436
	Donation to ABS South Africa	38,332	58,617
		131,141	103,567
8	Administration and Fund Raising		
	Staff payroll cost	101,825	65,096
	Other Staff Costs	337	1,027
	Sub-contractors	2,061	2,866
	Travelling Expenses	746	102
	IT cost and consumables	4,283	3,299

Notes to the Financial Statements Continued

For the Year ended 31st March 2023

	Telephone & internet	268	602
	Printing & Stationery	684	577
	Legal and professional fees	7,174	5,503
	Advertising & Marketing	2,699	1,838
	Subscriptions	562	418
	Bank Charges	90	164
	General expenses	1,305	173
	Home Office cost	9,240	1,460
	Workshop expenses	4,393	2,895
	Depreciation	50	130
		135,717	86,150
8.1	Trustees		
	None of the Trustees received any remuneration from the Charity during the year		
8.2	Employees		
	Number of employees		
	Full-time	3	2
	Part-time		12
	Volunteers		8
	Employment Cost		
	Wages & Salaries	94,022	62,844
	Employer's NI	4,119	513
	Other Staff Costs	3,684	2,044
9	Other gains or losses		
	Foreign exchange (gains)/losses	1,320	(564)

Notes to the Financial Statements Continued

For the Year ended 31st March 2023

10 Tangible Fixed Assets

	Fixtures, fittings & equipment £	Computers £	Total £
Costs			
At 1 April 2022	956	1,547	2,503
Additions		239	239
At 31 March 2023	956	1,786	2,742
Depreciation and impairments			
At 1 April 2022	956	1,547	2,503
Depreciation charged in the year	-	50	50
At 31 March 2023	956	1,597	2,553
Carrying Amounts			
At 31 March 2023	0	189	189
At 31 March 2022	0	0	0
		2023	2022

11 Creditors: amounts falling due within one year

Other taxation and social security	2,299	-
Other creditors	4,174	1,586
Accruals and deferred income	875	2,375
	108	123
	<u>7,456</u>	<u>3,961</u>

12 Analysis of net assets between funds

Fund balances at 31 March 2021 are represented by:

Tangible Assets	189	-
Current Assets/(Liabilities)	47,998	143,149
	<u>48,187</u>	<u>143,149</u>

13 Related party transactions

There were no disclosable related party transactions during the year (2022 - none)



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communities to end
VIOLENCE AGAINST WOMEN AND GIRLS