

ANNUAL REPORT AND ACCOUNTS

For Action Breaks Silence
1 April 2024 to 31 March 2025

Charity Registration No: 1158744

Company Registration No: 08686204 (England and Wales)



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



Annual Report and Accounts

For Action Breaks Silence

1 April 2024 to 31 March 2025

Report of the Trustees & Directors

Structure, Governance and Management

The Trustees present their report and accounts for the Period commencing 1 April 2024 and ending 31 March 2025.

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: 08686204 (England & Wales)

Founder: Debra Steven

Chief Executive Officer: Debra Steven

Principal and Registered Office:

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

Bank: Barclays Bank PLC, 8 George Street, Richmond, TW9 0LB

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

CEO & Founder



Debra Steven

Trustees and Directors

Hannah Jane Parry
Chairperson
Appointed June 2023



Connie Mitchell-Innes
Appointed January 2024



Renee Campbell
Appointed May 2020



Penelope Anne Middleton
Appointed May 2019



Ragini Rangarajan
Appointed 20 May 2024



Alice Stockton
Appointed 16 May 2024



Emily Green
Appointed 13 June 2024



Savannah Chan-Ellis
Appointed 5 July 2024



Debbie Ann Foley
Appointed 13 January 2025



Chair's Introduction

As Chair of Action Breaks Silence, I am pleased to present our Annual Report for the year ended 31 March 2025.

Our Year

This year, Action Breaks Silence has remained firmly focused on its purpose to end violence against women and girls through our high-quality, evidence-based education and youth training. We have seen a landscape of increasing need and limited resource. Every penny donated, granted and earned during the year has helped us to reach more individuals, deepen our expertise and enhance the sustainability of our work.

The urgent need for action is underlined by persistent & troubling data:

- Estimates that at least **one in every twelve women** will be a victim of VAWG every year (2 million), **one in four** may be a victim of sexual assault or attempted sexual assault in their lifetime (under reporting means estimates are likely low) (The College of Policing and National Police Chiefs' Council (NPCC): Violence Against Women and Girls, National Policing Statement, July 2024. National Audit Office, Tackling Violence Against Women and Girls, January 2025)
- **Black and minoritised women and girls face disproportionate risks** leaving them more vulnerable to abuse and violence and less likely to obtain a decent outcome if reported (Forward UK, Fear & Injustice: the harrowing reality of sexual harassment & assault for young women in London, October 2024)
- Girls and younger women are seeing a normalisation of sexism and online harm: **3 in 4 girls aged between 11-16** participating in Girlguiding's annual research had **seen or experienced sexism**. The figure increased to **95%** for girls **aged 17-21**. 77% of girls and young women aged 7-21 had experienced online harm in the last year, and over 1 in 5 girls aged 7-10 have seen "rude images" online - figures doubling since 2021 (Annual Girlguiding Attitudes Survey, October 2024)
- The economic and social cost of VAWG is eye-watering - the National Audit Office, estimates that the annual economic and social cost of domestic abuse and related offences is £84 billion (NAO, *ibid* bullet 1).

Education is one of the most powerful tools we have to challenge the harmful attitudes and behaviours which lead to VAWG; break the known cycles of violence; and create lasting cultural change. This year Action Breaks Silence has delivered over 70 targeted education programmes and workshops equipping over 3,000 young people, professionals and community groups with the knowledge, confidence and practical tools to challenge harmful attitudes, recognise abuse and actively promote healthy, respectful relationships. Our approach is grounded in prevention and early intervention, and we continue to focus our resource within London communities facing systemic inequalities which we know compound women's experiences of violence and abuse.

Alongside programme and workshop delivery our team and dedicated volunteers have worked tirelessly to:

- progress a substantial project to digitalise our train the trainer programme, creating a strong foundation for our ongoing sustainability and future growth
- work to further enhance the monitoring and evaluation of our programmes and workshops enabling us to better test and evidence how our outcomes create measurable positive changes to end VAWG

- introduce new measures to create even more robust financial reporting and policies for the new financial year

A busy year indeed.

The Board

This year we welcomed new trustees Alice, Ragini, Emily, Savannah and Debbie who bring valuable expertise, fresh perspectives and some younger voices to our Board. We also said farewell to George with huge thanks for his help and guidance over the past couple of years.

The Board has maintained a strong focus on governance, risk, impact and financial oversight throughout the year. Our three-year strategy is well under-way and we have continued to work closely with Debi, our CEO, and her team to ensure that funding is used effectively, learning is embedded across programmes, and our work continues to align with best practice, funder requirements and our purpose and values.

We come out of the year in a good financial position given the continuing difficult funding climate with realistic optimism for 2025/2026.

The Future

Looking ahead, our focus is on implementing our three-year strategy of sustainable and strategic growth in communities needing us most. We also look forward to strengthening our partnerships, forming new ones and diversifying our income in a continuing tough financial environment. We move into the new financial year optimistic that Action Breaks Silence is well-placed to contribute to long-term, systemic change in the prevention of violence against women and girls.

Thank you

Finally, a huge thank you for the unwavering commitment of our staff, Advisory Board, volunteers, partners, donors, and all supporters far and wide. Your assistance is vital and we are deeply grateful for your ongoing support.

Thank you for taking the time to read this report and for being part of the movement to end VAWG.

Hannah Jane Parry

Chair

Action Breaks Silence

Structure, Governance and Management

Action Breaks Silence is a charitable organisation working to end violence against women and girls (VAWG) through evidence-informed education and practical skills-building. The charity is governed by the Board of Trustees, who are responsible for governance and oversight, strategy, safeguarding, and ensuring the charity continues to deliver for the public benefit. The Trustees & Chief Executive Officer are supported by an Advisory Board.

Trustees meet quarterly and oversee delivery through the CEO and her delivery team. The charity maintains robust safeguarding policies and procedures appropriate to working with children and young people in education settings and with adults in community and workplace settings.

Risk management

Key risks are reviewed regularly, including safeguarding risk; delivery capacity; income volatility; and staff/volunteers wellbeing. A full review of the charity's risk register is undertaken annually. Mitigations against identified risks include robust safeguarding processes, clear delivery quality standards, supervision and debriefing, and diversifying income through both restricted and unrestricted sources.



Our Vision - Our Purpose - Our Values

Our Vision

Our vision is to create a world free from male violence against women and girls (VAWG).

Our Purpose

To end violence against women and girls by educating, engaging and empowering communities.

We tackle sexism and misogyny and the other root causes of violence against women and girls.

We work within communities that face a multitude of challenges to teach empowerment through connection to core values, understanding boundaries and recognising societal pressure as well as promoting healthy relationships, positive masculinity and inner strength.

We provide structured training for young people and survivors to provide them with the skills and knowledge to deliver our workshops and programmes, and to mentor younger students. This equips the trainees with both technical and interpersonal skills and practical experience to build confidence, resilience and improved employability.

Our Values

We are guided by our values in all that we do. They define our culture and the way we behave and encompass the kind of organisation we always aspire to be.



Public Benefit

Action Breaks Silence's activities deliver public benefit by:

- Preventing harm through early education that challenges normalised sexual harassment and harmful gender norms
- Providing structured work experience for paid youth trainers & adult survivors from the communities we work within
- Improving participant and community safety and wellbeing by equipping participants with practical skills, language and strategies to identify risk, set boundaries, seek help, and intervene safely.
- Supporting schools and communities to enable and strengthen whole-community responses to VAWG by teaching specialist expertise, consistent messaging, shared vocabulary and active bystander approaches.

The need for this work is clearly reflected in many government and non-governmental reports and evidence. Plan International UK reported that two-thirds (67%) of girls and young women experienced sexual harassment from other students at school, and that only one in five (19%) girls and young women aged 12–21 feel completely safe at school, college or university (Plan International UK, State of Girls' Rights 2024). The National Audit Office in early 2025 in its report outlining the social and economic cost of VAWG urged strong government leadership in improving strategy to halt the rise in abuse, reiterating evidence that VAWG remains a **significant and growing problem** (NAO: Tackling Violence against Women and Girls, January 2025). Many other reports echo these findings.



Programmes & Workshops

Overview

Action Breaks Silence Programmes and Reach (2024-25)

During the year, Action Breaks Silence delivered its prevention and empowerment intervention to diverse groups of young people and adults across London. We delivered these programmes and workshops in primary and secondary schools, community venues and workplaces.

Workshop and Programme Delivery Summary

Programme/workshop type	Number delivered	Beneficiaries (breakdown)	Total beneficiaries
Empowerment through Self-Defence (funded)	20	1294 women & girls; 10 non-binary	1304
Undefining Masculinity (funded)	18	826 boys/young men; 176 girls/young women	1002
Primary School Programme to End VAWG (Phase Two)	2	75 girls; 95 boys	170
Empowerment through Self-Defence (unrestricted / fundraising)	10	531 women & girls; 87 men & boys	618
Train the Trainer			19
Parents' talks (online, fundraising)	2	50 parents/carers (gender not recorded)	50
Youth focus group discussion (programme improvement)	1	5 girls/young women; 5 boys/young men	10

Train the Trainer Programme

Our Train the Trainer programme supports the development of paid youth trainers, young adults and survivors who deliver Action Breaks Silence workshops and programmes.

In this programme, we provide structured training for young people and survivors giving them the skills and knowledge to deliver our workshops and programmes and to mentor younger students. The training they receive equips the trainees with technical and interpersonal skills, and practical experience in a formal work setting. These build confidence, resilience and improved employment and career chances.

Over the year, nineteen trainers participated in Action Breaks Silence's Train the Trainer Programme.

“The skills I have gained from working with Action Breaks Silence over the last three years have not only increased my confidence and self-esteem but also opened doors to other professional opportunities.” – Action Breaks Silence Trainer (Source: Train the Trainer Feedback – internal monitoring report, June 2024.)

Empowerment through Self-Defence (ETSD) – funded delivery

Action Breaks Silence delivered 20 funded Empowerment through Self-Defence workshops during 2024–25, reaching 1294 women and girls and 10 non-binary participants.

Each workshop provides a safe, trauma-informed space for participants to learn verbal, emotional and physical strategies to resist harm, build confidence, and strengthen boundaries. “The girls got to see their own strength.” – Teacher at ETSD workshop (Source: Hounslow Thriving Community Fund Final Report, July 2024.)

In teacher feedback collected for one funded programme, 94% of teachers agreed that the workshop empowers students to use their voices and defend themselves appropriately (Source: Hounslow Thriving Community Fund Final Report, July 2024).

ETSD funded workshops by funder

Funder	Workshops	Women & girls	Non-binary
Evening Standard VAWG Fund	4	329	0
Hounslow Thriving Community Fund	4	275	0
Hounslow Safer Neighbourhood Board	2	103	0
Home Office VAWG Specialist Support Services Fund	4	195	10
Peabody Young People's fund	3	179	0
Richmond Local Area Fund	1	48	0
Richmond Serious Violence Fund	2	165	0

Undefining Masculinity (UM) – funded delivery

Action Breaks Silence delivered 18 funded Undefining Masculinity workshops during 2024–25, reaching 826 boys and young men and 176 girls and young women (total 1002).

The Undefining Masculinity workshop supports young people to critically explore gender stereotypes, respect, empathy, and healthy relationships, and to practice safe active bystander responses.

“Boys can cry, girls can cry, girls can cook and boys can cook.” – Student, boys’ group (Source: Hounslow Thriving Community Fund Final Report, July 2024.)

UM funded workshops by funder

Funder	Workshops	Girls/young women	Other (including boys/men)
Evening Standard	4	0	249
Hounslow Safer Neighbourhood Board	2	0	111
Home Office VAWG Specialist Support Services Fund	6	113	214
Peabody Young People's fund	2	63	30
Richmond Serious Violence Fund	4	0	222

Empowerment, Empathy & Active Bystander Primary School Programme to end VAWG (Phase Two)

This year marked delivery of Phase Two of our Empowerment, Empathy & Active Bystander Primary School Programme to end VAWG. Phase Two was delivered in Autumn 2024 and consisted of eight one-hour sessions led by Action Breaks Silence young adult trainers alongside our more experienced "Master Trainers". The second phase of the programme builds on the foundations of empathy, respect and gender equity learnt in Phase One (delivered last year). In Phase Two students were introduced to age-appropriate learning on recognising sexual harassment and understanding consent; and practiced safe active bystander interventions.

Funded and managed by London Community Foundation through the Home Office VAWG Specialist Support Services Fund, Phase Two of the programme reached 68 girls and 88 boys in five Lambeth primary schools: Jubilee Primary School; St Andrew's Primary School; Henry Fawcett Primary School; St Stephen's Primary School; and Allen Edwards Primary School. An additional 14 pupils (7 girls and 7 boys) at Wilberforce Primary School in Westminster participated through the Peabody Young People's Fund.

"I think this programme was very useful in terms of giving confidence to the students and making them aware of the different types of abuse and violence. I would definitely recommend it." – Year 5 Teacher

(Source: Hounslow Thriving Community Fund Final Report, July 2024 – teacher feedback.)

"I wouldn't be a bystander and I will be an upstander now and I will set boundaries with people."
– Student, boys' group

(Source: Summary of Impact – Home Office Primary School Programme, January 2024.)



Delivery of workshops to independent schools and values aligned paying partners

To further our reach, support sustainability and financial diversification, Action Breaks Silence delivered 10 Empowerment through Self-Defence workshops to independent schools, workplaces, and community groups. The groups we partnered with all had values aligned with Action Breaks Silence and are keen to make a difference. Their participation in our workshops extended our reach and generated much needed unrestricted income for the charity.

Privately funded workshops reached 618 participants (531 women and girls and 87 men and boys) as follows:

- Queens Gate School: 168 participants
- Streatham & Clapham High School: 94 participants
- Surbiton High: 81 participants
- Emanuel School Workshop 1: 80 participants
- Emanuel School Workshop 2: 80 participants
- Shakespeare's Globe: 35 participants
- Women's Day Event at Hounslow: 25 participants
- Social Value Portal: 23 participants
- Impact 100: 21 participants
- Workshop at Feltham ACAA Students: 11 participants

Action Breaks Silence also delivered 2 online parents' talks on understanding youth relationships, online misogyny, and the impact of pornography, reaching 50 parents/carers across two schools (Source: beneficiary numbers spreadsheet 2024–25).

Who we reached

Across the year, Action Breaks Silence worked predominantly in communities facing multiple challenges and barriers, including socio-economic disadvantage and reduced access to specialist prevention support. Over 75% of beneficiaries were from Black and other minoritized communities.



Voices of the beneficiaries, teachers and trainers

Action Breaks Silence embeds participant voice throughout our design, delivery and evaluation processes. The quotes below are a handful drawn from monitoring and evaluation activity reported during the period.

- "They loved the physical aspect and how empowering it was!" – Teacher at ETSD workshop (Hounslow Thriving Community Fund Final Report, July 2024.)
- "Everybody can do whatever they want no matter the gender." – Student, girls' group (Hounslow Thriving Community Fund Final Report, July 2024.)

- “It has allowed me to say no when I need to, and not to say yes all the time.” – Student (PSP Phase Two feedback) (Home Office VAWG Specialist Support Services Fund (Year 2 Q3) report, January 2025.)
- “Just keep rolling it out all over the country!” – Year 5 Teacher (Summary of Impact – Home Office Primary School Programme, January 2024.)
- “Action Breaks Silence is a charity that is complete testimony to my life and what I have experienced... I am honoured at the chance to help educate women, young girls and others.” – Action Breaks Silence Trainer (Train the Trainer Feedback – internal monitoring report, June 2024.)

Evidence Base and Alignment with National Priorities

Action Breaks Silence’s approach is evidence-informed and aligns with national and international VAWG prevention frameworks. The Home Office has emphasized prevention and early intervention as central to tackling violence against women and girls (Home Office, Tackling Violence Against Women and Girls Strategy, January 2025).

The WHO RESPECT framework highlights VAWG prevention strategies including relationship skills, empowerment, and safe environments, reinforcing the importance of multi-component approaches that address both individual skills and social norms (WHO, RESPECT Women, 2024).

Further evidence points to the added value of specialist practitioners supporting schools to deliver high-quality, trauma-informed interventions. One review highlighted that education programmes aimed at teenage boys can reduce VAWG by 17%, while schools often lack the capacity and specialist expertise to deliver comprehensive approaches without external support (The Case for Investing in Primary Prevention: Ending Men’s Violence Against Women, p. 18).

This year’s delivery also reflected UK evidence about the particular experiences of Black girls in secondary schools, including adultification and disproportionate punishment and limited support when facing trauma (See Us, Hear Us, 2024).

Achievements and Strategic Progress

During the year, Action Breaks Silence finalised and began implementation of its Three-Year Strategy (2024–2027), setting out strategic priorities for scaling impact, strengthening monitoring and evaluation, expanding youth leadership pathways, and supporting sustainability.

Action Breaks Silence also progressed development of an eLearning approach to support consistent trainer development and workshop and/or programme quality, including drafting six core learning modules for use across training and delivery.

Successes and Challenges

Successes

We celebrated a number of notable achievements this year. These included:

- High levels of participant and teacher engagement, reflected in strong qualitative feedback and survey responses across programmes.

- Delivery across multiple boroughs and settings, enabling Action Breaks Silence to reach young people and adults through both funded and unrestricted activity.
- Continued development of the Train the Trainer model, strengthening career pathways and employability for paid youth trainers.

Challenges and Learning

Demand for prevention and empowerment education continues to outstrip delivery capacity. Action Breaks Silence prioritised delivery in schools and communities facing multiple barriers, while maintaining safeguarding and quality standards. The charity continues to strengthen trainer support, supervision and debriefing to manage the emotional impact of working on sensitive topics.

Action Breaks Silence also used structured feedback (including a youth focus group) to improve interactivity within the Undefining Masculinity workshop and to ensure content remains engaging and accessible.

Plans for the Forthcoming Year

In 2025–26, Action Breaks Silence will continue to implement its Three-Year Strategy by: expanding funded delivery to communities most affected by VAWG; strengthening monitoring and evaluation; developing digital learning resources to support trainer quality; and diversifying income to increase sustainability, including growing unrestricted income streams to subsidise delivery in under-resourced settings.

Financial Review

The financial review and statutory accounts for the year ended 31 March 2025 are presented with this report.



Action Breaks Silence trainer case study/work experience: Avisha Gill

Working with Action Breaks Silence has been a transformative journey for me. Not only have I experienced significant personal development and growth but I have also gained an array of transferable skills that have been invaluable in both my academic pursuits and in other professional environments, such as securing sought-after internships.

A key area of growth for me has been gaining confidence public speaking. Through delivering workshops to diverse audiences across India, South Africa and the UK, I have become confident engaging and interacting with people of all ages and backgrounds. This newfound confidence has benefitted me during my university experience, where presentations are a recurring assessment method. I am able to tackle these tasks with ease due to the extensive practice gained through Action Breaks Silence. Teaching workshops both locally and internationally has also sharpened my problem-solving capabilities. I've learned to think on my feet to address unforeseen challenges and respond to questions from participants. Moreover, working with team members internationally has developed my ability to work in teams with diverse groups of people, another skill that has been extremely useful in university and other professional environments.

Being responsible for the monitoring and evaluation for the charity has provided me with hands on experience in data-analysis. I developed a range of practical skills including collecting qualitative and quantitative data, data analysis and effective ways of producing reports. By identifying trends in data and highlighting areas for improvement, I enhanced my critical thinking skills and attention to detail.

Also, I honed both my written and oral communication skills. After crafting numerous M&E reports, I've gained the confidence to succinctly summarise and effectively convey critical information and statistical insights. Additionally, providing constructive feedback to team members regarding areas for improvement in program delivery has further sharpened my ability to communicate effectively verbally.

Over the next year, I will be sharing my skills and experience by mentoring other young people in the charity. This will enable others to become skilled in the charity's monitoring and evaluation processes.

As I progressed within the charity, I assumed leadership responsibilities. For example, I helped train new team members in India to effectively deliver workshops. These experiences have bolstered my leadership abilities, equipping me with the skills to lead others towards shared goals.



During internship interviews, I spoke extensively about the skills and experience I have gained through working with Action Breaks Silence. This proved instrumental in me securing two competitive internships, one with an Employee Experience Consulting Firm and another with the Civil Service. Overall, I am very grateful to Action Breaks Silence for the skills I have gained and for igniting my passion to create positive change in society.

Chiswick Community Workshop

I feel strong, fierce,
like I can defend
myself, even if it's
like the tallest dude
in the world, I feel so
proud of myself!

Google Review by Aliyah

Very captivating! Creating
a safe space/community
feeling to open up and be
vulnerable. Educational and
purposeful discussions and
activities. A perfect
balance of verbal, emotional
and physical interaction!

Emanuel school student feedback

"It was really engaging and
interactive, and we got to
learn about verbal self-
defence and physical. Also,
I discovered more about
core values which has
impacted me positively."

Pimlico Academy student feedback

I think we learned
how the world is not
treating women
really like well and
how we can treat
women better!"

Action Breaks Silence Trainer feedback



The skills I have gained from working
with Action Breaks Silence over the last
three years have not only increased my
confidence and self-esteem but also
opened doors to other professional
opportunities. I have secured two
internships and decided to accept an
internship with the civil service this
summer. I am confident my ability to
secure these internships stems directly
from the skills and experience I gained
from working with the charity."

FEEDBACK BOARD

Key Achievements and Partnerships

Acknowledgements

We extend gratitude to the following funders and supporters for making our work possible:

- AWBS
- Evening Standard VAWG Prevention
- Hounslow MOPAC Safer Community
- Hounslow Safer Neighbourhood
- Home Office VAWG Fund
- Peabody Young Peoples Fund
- Richmond Serious Violence Fund
- Richmond Local Area Fund
- St. James Place
- Shepperton Rotary
- The Big Give
- Tropic Skin Care

This year, we also partnered with the following independent schools and corporates. The workshops and talks delivered here helped raised unrestricted funds:

- Balderton
- Debevoise & Plimpton LLP
- Emanuel School
- Ewell Castle School
- Godolphin and Latymer School
- Harris Academy Sutton
- Impact 100 London
- Kew Botanical Gardens
- Lady Eleanor Hollis
- Surbiton High
- The Globe

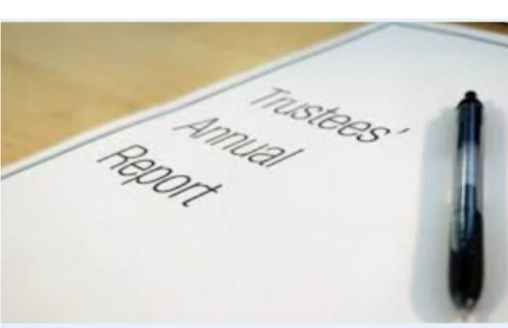
Advisory Board

A significant milestone this year was the newly established **Advisory Board**, comprising safeguarding experts, educators, and risk assessment specialists; working alongside our CEO and Trustees to digitise our Train the Trainer Programme, this was instrumental in allowing the charity to engage, educate and empower a new cohort of Sixth Forms Students as volunteers to deliver the Empowerment, Empathy & Active Bystander Primary School Programme to end VAWG from September 2025 in Lambeth, Hounslow, Richmond and Epsom.

Their guidance ensured our programmes and/or workshops remain impactful, scalable, and aligned with the needs of our beneficiaries.

Financial Overview

As with any charity a key focusses this year has been on securing funding to sustain and expand our impact. In this financial year, we successfully raised funds from a number of generous donors, which enabled the delivery of our programmes and/or workshops free of charge to over 70% of our beneficiaries.



Trustees Report

Including Directors' report for the year ended 31 March 2025

The Trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's 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).

Risk Assessment

The Charity's Risk Management approach is based on the Charity Commissions guidance (CC26). The responsibilities for the management of risk are our Board of Trustees, who work closely with a volunteer risk expert and CEO. Charity Trustees review & assess the risks face by the charity regularly throughout the year and the risk register is reviewed in full annually.

The CEO and a Risk Assessment expert have developed a Risk Assessment Register for the overall charity and second Risk Assessment Register for programme delivery, both reviewed annually.

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:

Hannah Parry - Chairperson

Renee P Campbell

Connie Mitchell-Innes

George Bennett

(Resigned 22 April 2024)

Penny A Middleton

(Resigned 24 April 2025)

Ragini Rangarajan

(Appointed 20 May 2024)

Alice Stockton

(Appointed 16 May 2024)

Emily Green

(Appointed 13 June 2024)

Savannah Chan-Ellis

(Appointed 5 July 2024)

Debbie Ann Foley

(Appointed 13 January 2025)

The results for the year are set out on page 6.

The Trustees report was approved by the Board of Trustees.

Connie Mitchell-Innes, **Trustee**

Dated: 13 November 2025



Independent Examiner's Report

To the Trustees of Action Breaks Silence

I report on the financial statements of the Charity for the year ended 31 March 2024, which are set out on the following pages.

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.

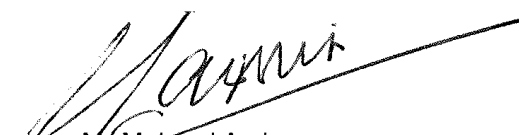
Basis of independent examiner's report

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;
- (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

Dated: 6th November 2024

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

Statement of Financial Activities

incl. INCOME & EXPENDITURE
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Income from:			
Donations and gifts	2	151,464	201,068
Expenditure on:			
Charitable Activities	3	57,270	75,998
Administration	4	77,257	118,018
Total resources expended		134,527	194,016
Net incoming/(outgoing) resources		16,937	7,052
Other gains and losses		(6)	2
Surplus/(Deficit)		16,931	7,054
Funds carried forward	11	26,395	-
Net movement in funds		43,326	7,054
Fund balances at 1 April 2024		55,241	48,187
Fund balances at 31 March 2025		98,567	55,241
	Notes	2025 £	2024 £
Fixed Assets			
Tangible Assets	8	70	130
Intangible Assets	8	38,623	-
Current Assets			
Debtors	9	4,343	9,808
Other Receivables	9	9,426	-
Cash at Bank and in hand		49,815	55,579
		63,584	65,387
Creditors: amounts falling due within one year	10	(3,709)	(10,276)
Net current assets		59,875	55,111
Total assets less current liabilities		98,568	55,241
Income funds			
Restricted funds	11	26,395	19,722
Unrestricted funds		72,173	35,519
		98,568	55,241

C.M. Innes

Connie Mitchell-Innes, **Trustee**

The financial statements were approved by the Trustees on 13 November 2025.



Notes to the Financial Statements

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting Policies & Charity Information

Action Breaks Silence Ltd is recognized as a Charity by the Charity Commission for England and Wales.

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

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.

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

1.4 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.

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 the statement of financial activities.

1.6 Intangible assets

The company has been investing significant sums in the development of its software platform. This expenditure is being capitalised and will be amortised over its useful life when is fully operational.

The anticipated amortised rate is: 25% on Straight line method

1.7 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.

1.8 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.

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.

2 *Donations and gifts*

	2025	2024
	£	£
Hounslow Thriving Community Fund	-	27,705
Hounslow MOPAC Safer Community	8,193	
The Big Give	26,904	11,567
LCF Home Office	49,149	31,775
Evening Standard VAWG Prevention	18,750	-
Richmond Serious Violence Fund	7,000	5,000
Richmond Local Area Fund	-	7,500
Peabody	-	9,998
St James Place	10,000	-
Tropic Skincare	3,000	44,558
Fundraising Workshops & Events	37,637	35,826
Others	17,226	27,139
Received in Year	177,859	201,068
Funds Carried Forward	(26,395)	(19,722)
Total Revenue	151,464	181,346

Total Revenue in the Income and Expenditure Statement for 2024 was total funds received in the year.

Funds received but not spent are excluded from the Income and Expenditure Statement for 2025.

3 *Charitable activities*

	2025	2024
	£	£
Beneficiary/ Trainees wages	33,626	15,757
Beneficiary/ Trainees - subcontractor fees	19,278	12,795
Travelling Costs	1,766	4,965
Other	12,601	32,481
E-Learning Platform spend	28,623	10,000
E-Learning Platform capitalised	(28,623)	-
Previous year's E-Learning Platform capitalised	(10,000)	-
Charitable activities	57,270	75,998

4 Administration

	2025	2024
	£	£
Salaries & Wages	64,692	64,692
Other Staff Costs	711	711
Sub-contractors	96	96
Home Office Costs	2,310	2,310
Printing, Post, Stationery	(73)	(73)
Telephone & Internet	220	220
Workshop equipment	172	172
Legal & Professional	1,800	1,800
Travel	306	306
Advertising & Marketing	200	200
Subscriptions	360	360
IT Expenses	4,148	4,148
General Expenses	20	20
Insurance	2,162	2,162
Depreciation	60	60
Bnk Charges	72	72
Administration	<u>77,257</u>	<u>118,018</u>

5 Trustees

None of the trustees received any remuneration from the Charity during the year.

6 Employees

	2025	2024
	Number	Number
The average monthly number of employees during the year was:	<u>3</u>	<u>4</u>

Details of employees and others

Employees: 2 full-time, 18 part-time

Board: 7 women, 1 man

Advisory Board: 11 (9 Women, 2 Men)

Volunteers: 18

Employment costs	2025	2024
	£	£
Wages and salaries	92,113	109,408
Social security costs	3,610	4,539
Pensions Costs	2,595	2,820
Other Staff Costs	<u>711</u>	<u>424</u>
	<u>99,029</u>	<u>117,191</u>

Note: Employment costs include Beneficiary Wages in Charitable Activities as well as Salaries & Wages and Other Staff Costs from Administration.

7 *Taxation*

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

8 *Fixed assets*

	Intangible Assets	Fixtures, fittings & equipment	Computers	Total
Cost	£	£	£	£
At 1 April 2024	-	956	1,787	2,743
Additions in the Year	38,623	-	-	38,623
At 31 March 2025	38,623	956	1,787	41,365

Depreciation and impairment

At 1 April 2024	-	956	1,657	2,613
Depreciation charged in the year	-	-	60	60
At 31 March 2025	-	956	1,717	2,668

Carrying amount

At 31 March 2025	38,623	-	70	38,697
At 31 March 2024	-	-	130	130

9 *Debtors: amounts falling due within one year*

	2025	2024
	£	£
Trade debtors	4,343	9,808
Other receivables: Grants paid in arrears	9,426	-
	13,769	9,808

10 *Creditors: amounts falling due within one year*

	2025	2024
	£	£
Other taxation and social security	1,788	2,061
Other creditors	1,921	8,215
Accruals and deferred income	-	-
	3,709	10,276

11 *Restricted funds*

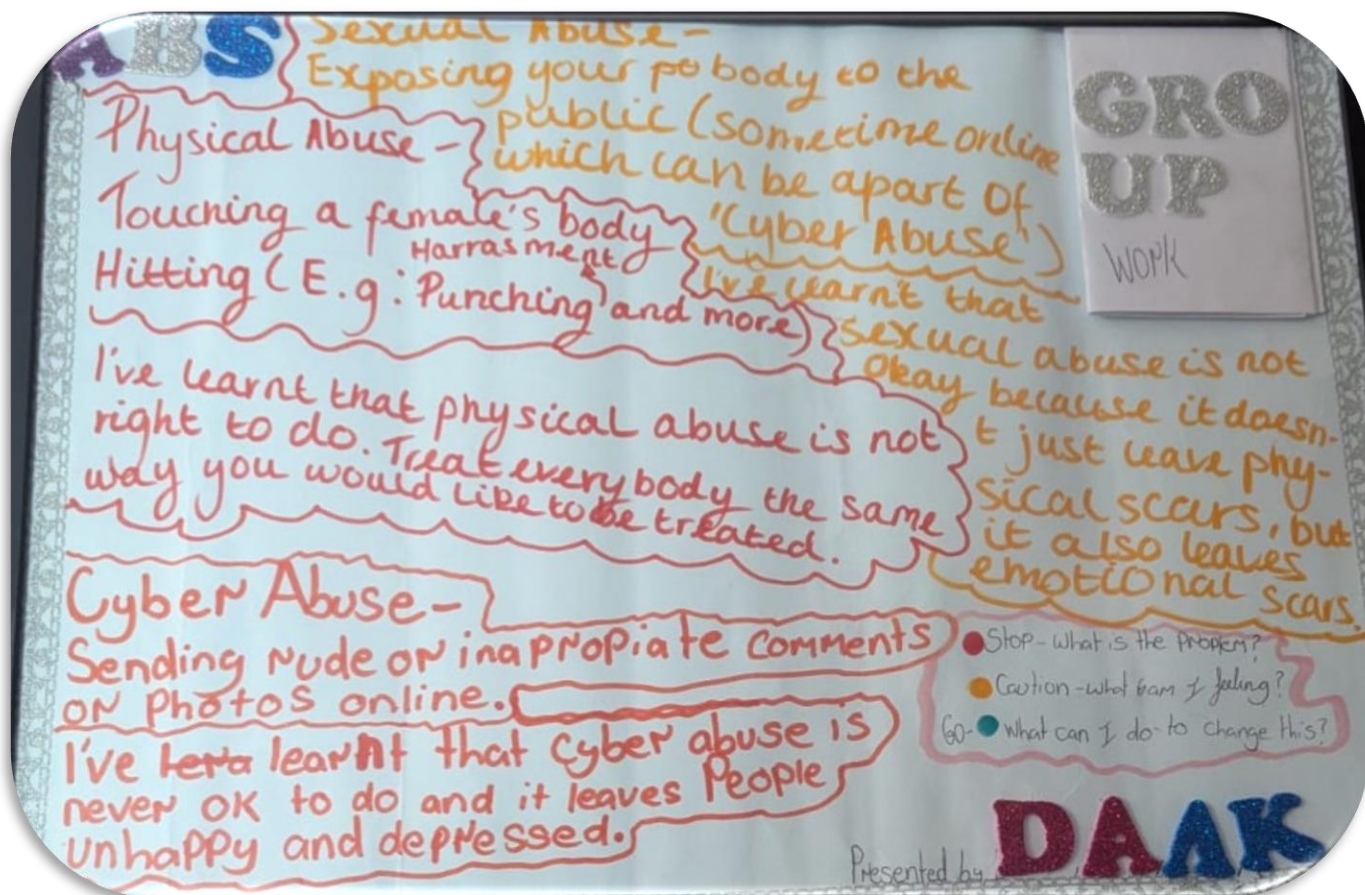
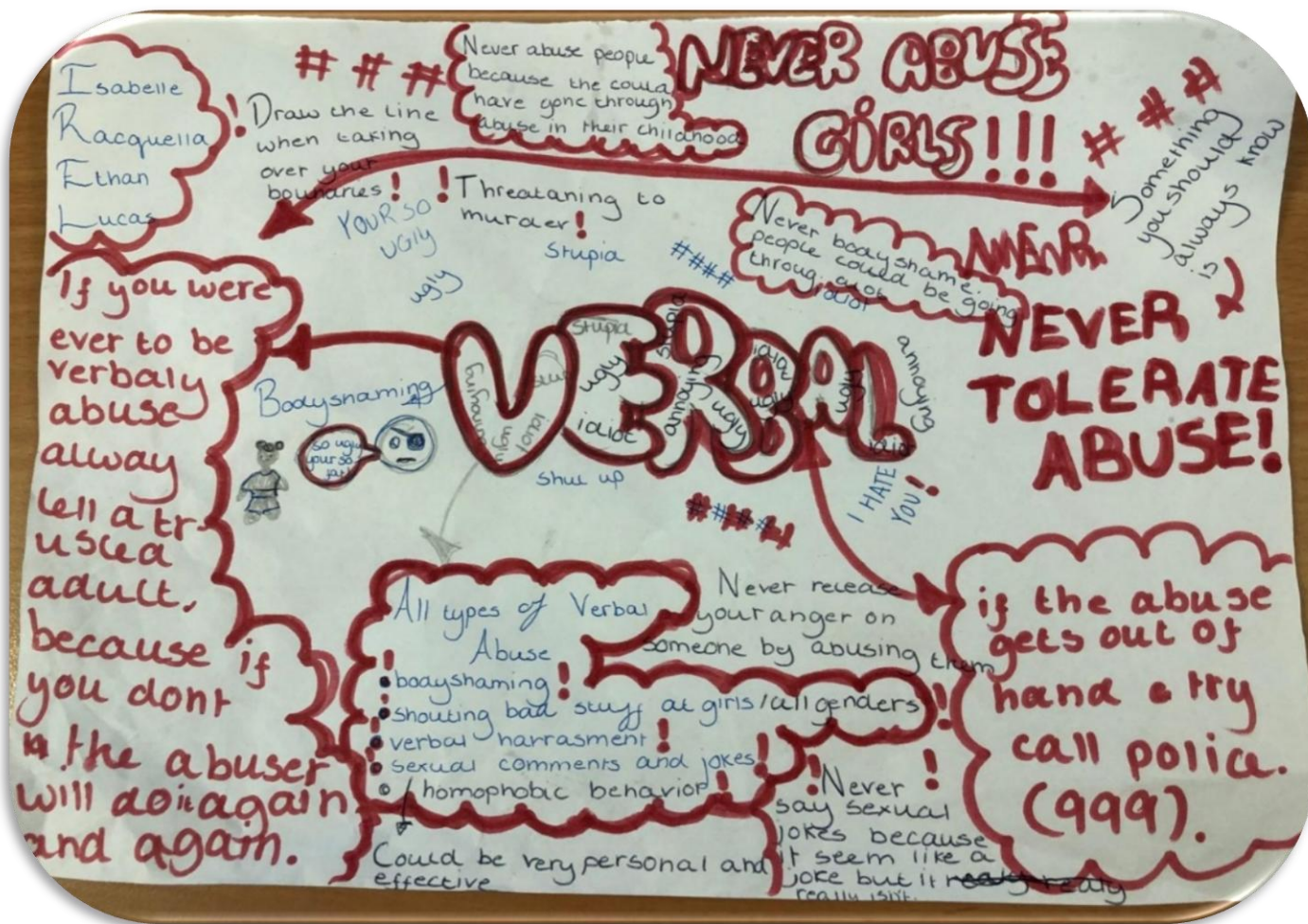
The restricted funds for the charity comprise the unexpected balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

Restricted fund balances are as follows:

	2025	2024
	£	£
Evening Standard VAWG Prevention	9,395	10,283
Hounslow Thriving Community Fund	-	(13,473)
LCF Home Office	-	12,230
Peabody	-	-
Richmond Communities Against Violence	7,000	3,687
Richmond Local Area Fund	-	5,000
Richmond Serious Violence Fund	-	-
St James Place	10,000	1,995
Other	-	19,722
	26,395	10,276

12 *Analysis of net assets between funds*

	2025	2024
	£	£
Fund balances at 31 March 2025 are represented by		
Fixed Assets	38,692	130
Current Assets	59,875	55,111
	98,568	55,241
Restricted Funds	19,722	9,855
Balance at the Start of the Year	93,092	72,291
Incoming Resources	(86,419)	(62,424)
	26,395	19,722
Unrestricted Funds	35,519	38,332
Balance at the Start of the Year	58,372	128,777
Incoming Resources	(21,718)	(131,590)
	72,173	35,519





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