

RESPECTED

England & Wales · Charity number 1160057

Details

Status Registered

Legal form CIO

Registered 2015-01-20

Register [View on the Charity Commission register](#)

Contact

Address Magna House
103 Provence Drive
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Website www.respected.org.uk

Activities

Objects: TO ADVANCE EDUCATION INCLUDING BUT NOT BY WAY OF LIMITATION THROUGH THE PROVISION OF SEX AND RELATIONSHIP EDUCATION TO CHILDREN AND YOUNG PEOPLE IN PRIMARY, MIDDLE AND SECONDARY SCHOOLS IN THE POOLE AND BOURNEMOUTH AREA AND SUCH PARTS OF THE UNITED KINGDOM AS THE TRUSTEES MAY FROM TIME TO TIME DETERMINE.

Activities: The provision of sex and relationship education to children and young people in secondary schools in the Poole and Bournemouth Area and such parts of the UK as the trustees may from time to time determine.

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- Bournemouth
- Dorset
- Hampshire
- Oxfordshire
- Poole
- Rutland
- Trafford

Finances

Period end	Income	Expenditure	Assets	Employees
2025-11-30	£52,342	£40,479	-	-
2024-11-30	£49,191	£39,086	-	-
2023-11-30	£27,756	£35,306	-	-
2022-11-30	£46,707	£30,224	-	-
2021-11-30	£26,432	£35,064	-	-

Trustees

Name	Role	Appointed
Dr Festus Adedoyin MSc FHEA	Chair	2023-11-14
Dr Louise Pamela Mary Parkin		2014-10-20
Dr Sarah Amy Wattleby BMBS, Msc		2021-01-28
Isobel Geal Stanfield BSc		2022-09-29
Mr Ben Parkin		2014-10-20
Ronald Jenkinson M.Ed		2023-03-16

RESPECTED

England & Wales - Charity number 1160057

Accounts

inform to empower

Empowering young people to make healthy informed choices in the area of relationships and sex

“Thank you for letting us know this important information. (This is very valuable”
Student



“The programme has been really impactful for our community”
Teacher

“I learnt... things that will help me in real life. Thanks.”
Yr 8 student

“Some great resources... enhancing our coverage with scenarios.”
Teacher

“I liked how they didn't shame us ..”
Yr 10 student

Trustees Report, Accounts and
Independent Examination

For the year ended 30 November 2025

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Executive summary

Our Vision is for all young people to have healthy and fulfilling relationships

Respected exists to empower young people to make informed and healthy decisions in the area of relationships and sex. We provide holistic and comprehensive Relationships and Sex Education (RSE) from age 11 through to 16

The Need

Highest rates of most common STI's in England are in 15-24 year olds¹
 Average exposure to internet pornography is age 13 and nearly 30% by age 11^{2,3}
 80% girls age 13 report that they or their peers had experienced sexual abuse in school⁴
 40% teenagers say social media causes them to worry about their body image⁵

The Aim

To empower young people to make informed healthy choices in the area of relationships and sex. Specifically:

- to encourage commitment and respect in relationships
- to improve physical and emotional health and increase self-esteem of young people
- to encourage young people to consider the benefits of delaying sexual experience
- to contribute towards a decrease in local teen pregnancy and STI rates

The Justification

Many schools do not have a budget allocated specifically to RSE
 Many teachers do not feel equipped or confident to teach RSE⁶
 Many students describe school RSE as ineffective and irrelevant⁷
 Local surveys and focus groups show young people simply want more RSE⁸

Area of activity

Based in Bournemouth. RSE programme available to any secondary school in the UK

The Cost

Total expenditure 2024/25: £40,479

The Activities

- Our RSE Programme: ready to use, simple for teachers or Respected team to facilitate
- In-person RSE lessons from specialist trained Respected educators
- Teacher training: in-person and online sessions plus online teacher guidance videos

The Outcome

In 2024/25 14,000 students from 50 schools benefitted from our programme
 4 years of impact data show :

- 90% students think the subjects we cover are important for young people to understand
- 96% teachers would recommend our programme to a colleague

As a result of their Respected lessons:

- 80% 11-13 year olds now have a better understanding of what makes a healthy relationship and over half of 15-16 year olds are more likely to agree consent

The Trustees present their report, together with the independently examined financial statements for the year ended 30th Nov 2025.

Legal and Administrative Information

Respected was registered as a Charitable Incorporated Organisation in January 2015 (number 1160057).

Trustees

The Trustees of the charity at 30 November 2025 were as follows:

Dr Louise Parkin BM MRCGP DFSRH
Mr Ben Parkin BM FRCOPHTH MD PGCE (Med)
Dr Sarah Wattley BMBS MSc DCH DFPH
Mrs Geal (Isobel) Stanfield BSc (social science/integrated nursing)
Mr Ronald Jenkinson MEd
Dr Festus Adedoyin FHEA, CMBE

Honorary Treasurer

Mr David Adesanmi BSc, MSc, ACA started 1/3/25
(Mr Robert Lambourne resigned 28/2/24)

Staff

Hannah Wells, Operations Coordinator (left July 2025, Sarah Neale started 1/12/25)
Hannah Keal, Publicity and Development Lead
Beth Pink, Lead Educator (on maternity leave September 2024-August 2025)

Principal address

Magna House
103 Provence Drive
Bournemouth BH11 9FE

Independent Examiners

Miss JA Richardson FCA, FCCA, DChA
32 Award Rd
Wimborne BH21 7NT

Bankers

Lloyds Bank
101 High St
Poole BH15 1AJ

Structure, Governance and Management

Governing document

The governing document of the charity is the Respected Constitution which has been submitted to the Charity Commission. This is reviewed periodically by the Trustees and was last updated in December 2025.

Organisational structure

Between 2007 and 2014 the structure was that of an unregistered voluntary organisation called "evaluate Poole". During this time, it delivered over 260 educational sessions to over 13,000 young people in 16 schools in the Bournemouth/Christchurch/Poole (BCP) area. The aim of registering as a charity was to employ staff, expand its work, rewrite the educational programme and raise funds more effectively.

The organisation was registered as a Charitable Incorporated Organisation (CIO) and renamed "Respected" on 20th January 2015 with a transfer of all assets and liabilities from evaluate Poole.

All the Trustees give their time voluntarily and none receive any benefit. Two Trustees are married to each other. Trustees were reimbursed for out of pocket expenses totalling £547 (2024: £1,521). Throughout the year trustees and their family members have donated a total of £6,240 (2024: £8,390) to unrestricted funds, of which £1,920 was one off donations for a fundraising event.

The Trustees meet at least once termly to agree the budget, policies, funding, staffing etc. All activities are overseen by them. The Treasurer also attends Trustees meetings. Respected employs 3 part-time staff members: the Operations Coordinator, the Publicity and Development Lead and the Lead Educator, all managed by Louise Parkin (voluntary CEO and Trustee). Their responsibilities are set out in their job descriptions. Respected has a team of fully trained educators, led by the Lead Educator (an experienced youth worker) who facilitate the Respected Programme in local schools. In 2024/25, this consisted of 2 staff (both qualified secondary school teachers) and the CEO (a qualified GP) and 2 other volunteers.

Leadership and Management

The charity is led by a team of trustees, one of whom also acts voluntarily to carry out tasks of a CEO/Director. They have been recruited for their experience and expertise in the areas of Relationships and Sex Education (RSE), teaching, technical and relevant medical knowledge. During 2024/25, they included 3 doctors (including a GP and one with expertise in Public Health), a retired head teacher, an ex-midwife and a Senior Lecturer in Business Computing, Analytics and AI. Their appointment is for a fixed term of 2-5 years which may be renewed on the agreement of the other trustees. All trustees undergo training provided by Bournemouth/Christchurch/Poole (BCP) Community Action Network and comply with Charity Commission guidelines. The CEO has worked as a GP for over 20 years and has over 15 years

of experience in RSE. She line manages the staff, oversees the educator training and schools work and co-writes and quality controls all educational materials used.

Use of Volunteers

Respected is grateful for a number of skilled volunteer educators who are vital to the Educator Team facilitating our programme in local schools. All educators (including volunteers) undergo full training (see below in Training section). We also greatly value the input of a Digital Marketing student (and now graduate) from Bournemouth University who provides volunteer digital marketing assistance to our Publicity Lead. In September, we took on a volunteer placement student from Moorlands College who is assisting with programme development, social media and training to become an educator.

Risk Management and Conflict of Interest Management

The Trustees and CEO work together to identify and manage possible and probable risks that the charity may face. Any responsible risk taking is balanced by good governance, robust financial controls and clear policies. These include Financial Controls (including credit card use: credit card account opened at beginning of the financial year), Crisis Communications/Recovery, Health and Safety, Cyber Security, Social Media, Conflict of Interests, Data Protection and Privacy and Complaints Policies. As our activities include working with children, we have a robust Safeguarding Policy, including Safer Recruitment Policy for all staff and volunteers. All staff and volunteers going into schools are required to have a clear DBS (Disclosure and Barring Service) Criminal Records Check and follow the Respected Code of Conduct Policy. Safeguarding is included in the regular staff and volunteer mandatory training. The charity is insured for Public and Employer's Liability, Personal accident, Professional indemnity and Management Liability, Fidelity and Cyber security. All Trustees are required to complete a written Declaration of Interests when starting at the charity, and declare any possible relevant conflict of interest at the beginning of each trustees' meeting. Both the Constitution and Conflict of Interests Policy set out how the charity manages the fact that two trustees are married, including the rule that two related trustees cannot form a quorum.

Vision and Values

Core Values

We believe...

That each young person:

- is created unique and equally valuable
- deserves to be treated with love, dignity and respect
- deserves healthy and fulfilling relationships..

...whatever their age, ability, ethnicity, sex, gender identity, sexual orientation or belief system

That mutual respect and commitment between two people are a fundamental part of healthy relationships



In the ability of each young person to make healthy decisions when properly equipped and supported

Our Vision

Our Vision is for all young people to have healthy and fulfilling relationships

Aims

Overall Aim

To empower young people to make healthy, informed choices in the area of relationships and sex.

Specific Aims

- To improve the physical and emotional health and self-esteem of young people.
- To encourage commitment and respect in relationships.
- To encourage young people to consider the benefits of delaying sexual experience until a long term, committed relationship.
- To contribute to a decrease in local teenage pregnancy and sexually transmitted infection rates.

We achieve our aims through the Objects of the charity, namely by the provision of our RSE programme.

Objects

The charity's objects as set out in its Constitution are:

To advance education including but not by way of limitation through the provision of sex and relationship education to children and young people in primary and secondary schools in the Poole and Bournemouth area and such parts of the United Kingdom as the trustees may from time to time determine.

The Trustees have agreed that at present we will focus on the 11-16 year old age group, hoping to expand into primary schools when future resources allow.

Activities and achievements

Activities

Over the last year, our activities have been divided between providing and delivering our existing Relationships and Sex Education (RSE) to secondary school students, providing RSE training sessions for teachers and embarking on Project Enrich and Enhance, an eighteen month project which will update, enhance and enrich the existing programme ready to launch the new programme in spring 2026.

The Respected Programme

Through our unique, innovative school programme, we equip 11-16 year olds with the skills and knowledge needed to promote their physical and emotional health, to challenge misinformation, to encourage delaying sexual experience and empower them to reclaim respect and commitment in relationships. Over 2024/25 we worked with approximately 50 schools of which 60% were in BCP and Dorset.

Engaging and easy to use: The Respected Programme is a set of unique, interactive film-based online educational resources. These are streamed directly from our website and easily facilitated in class by our Educator Team (local schools only) or a teacher. Each lesson contains:

- 1) **Film:** a short interactive film on the topics of the lesson.
- 2) **Follow On:** interactive activities/discussions allowing students to engage further with key themes raised in the Films.
- 3) **Student help:** detailed resources on where students can access further help and support on relevant issues.



Relevant to students and compliant with guidelines: Topics covered include influences such as peer pressure, the internet, social media and pornography; grooming and child sexual exploitation; body image and self-esteem; consent and coercion/control as well as unplanned pregnancy, contraception and sexually transmitted infections (STI's). It is compliant with the latest Department for Education Guidelines⁹

Tried and tested: We have feedback data from both students and teachers on the programme over the last 4 years (see below)

Peer led: Each Film is presented by 2 young adults who are only a few years older than the older students. This adds credibility and makes them highly relatable for the students.

Supports schools in quality delivery: The programme is designed to support staff at every stage, so contains detailed lesson plans, teacher guidance notes and teacher guidance videos on how to facilitate our resources and to approach difficult subjects such as consent and influence of internet pornography with students.

Transparent: Schools are also able to preview all resources before using and parents and carers are able to see exactly what their children will be receiving.

Accessible to all schools: A nominal annual membership fee for any school in the country covers the use of the entire programme for 4 year groups.



Training

Full training of all educators in the Educator Team is provided by a GP, our Lead Educator and a recently retired children's safeguarding social worker, all of whom have many years' experience of going into schools. The training includes sessions on the charity's Vision, Values and Aims, current relevant cultural issues for young people, safeguarding, relevant legal issues, contraception and STI's, IT and facilitation skills, followed by an ongoing apprenticeship with the Lead Educator. There are annual safeguarding updates and 3 yearly comprehensive safeguarding training for all staff and volunteers, who also receive regular feedback on their ongoing performance.

Ensuring that our services are accessible to the public

The Respected Programme is available to any secondary (or middle) school in the UK to stream directly from our website. It is specifically designed to be easy to facilitate. We are aware of budget constraints for schools, so a nominal annual membership fee covers the use of the entire programme for 4 year groups, with the first year's membership free. This makes our programme highly accessible across the whole country. The charity publicises our programme via email, the website, word of mouth, social media, publicity leaflets and publicity events.

Impact

In 2024/25, approximately 14,000 students in 50 schools have benefitted from our programme both locally and further afield (various locations in the UK and N. Ireland and occasional British schools outside of the UK). Approximately 1,000 local students received it directly from the Respected Educator Team.

We gather data through feedback questionnaires from both students and teachers at the end of their lesson series. Feedback data from the last 4 years shows that the programme is relevant to and having a significant impact on the young people and their teachers:

- 90% students think the subjects covered are important for young people to understand.
- 97% teachers rate the programme as good or very good.
- 96% teachers would recommend it to a colleague.

As a result of their Respected lessons:

- 80% 11-13 year olds now have a better understanding of what makes a healthy relationship.
- 63% 11-12 year olds feel better able to keep themselves safe in an online relationship.
- Over half of students are more likely to use a condom when they choose to have sex.

82% 15-16 year olds have a better understanding of consent and over half are now more likely to agree consent with their partner.

Students have commented:

I learnt... things that will help me in real life. Thanks. (Year 8)

I liked how they didn't shame us about possibly wanting to have sex but informed us about possible consequences good and bad. (Year 10)

They really helped me out with issues I've been through. Thank you so much.

It really made an impact and showed me the proper way to be in a mutual relationship (Year 10)

I feel much safer online now (Year 7)

One local teacher commented: *The programme has been really impactful for our community and it covered sensitive topics really well.*

And another: *Some great resources that we've been able to adapt into our existing curriculum, enhancing our coverage with scenarios.*



Educators Hannah K, Hannah W and Beth in local schools

Ensuring that services remain relevant

We use data from national research, government guidelines and our own feedback data to ensure that our services remain relevant.

Nationally, there is good evidence for the ongoing need to provide good quality RSE to schools and that young people want it. In a recent NSPCC survey⁷, many students described their experiences of RSE at school as too little, too late, negative, ineffective and irrelevant to their everyday lives. Others made it clear that they wanted 'much more space for sex education. It's important!'. A 2024 poll of 16 and 17 year olds⁶ found that schools still felt under confident in delivering some of the more 'taboo' subjects of the curriculum including pornography and sexual assault, both of which are in the Respected Programme. These young people identified more teacher training and opportunities for pupil feedback as ways to improve their RSE. We offer live face to face or online teacher training sessions (as well as our online teacher guidance

videos) as part of our package. We take detailed student feedback at the end of each lesson series and in the last year have carried out focus groups with 4 different groups of 11-16 year olds for further input into our programme.

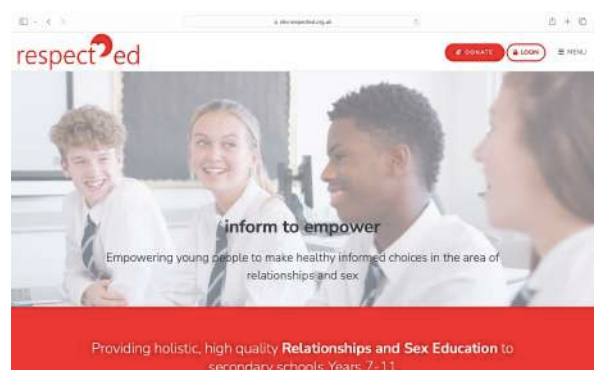
Our programme is compliant with the current (2020) government guidelines⁹ and we are currently working on updates to ensure its compliance with the new 2025 guidance due to come into force in September 2026¹⁰.

Project Enrich and Enhance

Despite reviewing and updating our programme annually, the above measures, as well as recent media coverage indicates that there are certain issues more relevant to young people than when our resources were first developed. Youth culture moves on rapidly and it is vital that it remains up to date and relevant to young people. From our Educator Team experience, we also recognise the need to make the programme more accessible for some students. In January 2025, we embarked on Project Enrich and Enhance. This will enrich our programme with new topics including positive masculinity and online influencers and increase emphasis on other topics such as consent. It will enhance it by increasing its accessibility for students of diverse abilities and backgrounds and introducing new teaching techniques/activities to make it even more engaging for students and easier for teachers to use. It will involve re-filming 13 educational short films and updating all of the interactive resources. Filming was completed in early December 2025. Film editing and rewriting of interactive resources will take place in early 2026 with a view to launching the updated programme in May 2026, ahead of the new government guidance coming into force in September 2026.

Website and Social media

Respected's [website](#) is designed to publicise and promote the charity and its work and enable online donations and fundraising support, as well as to provide our educational programme to schools through its membership area. It also provides detailed information and advice for parents in its dedicated Parents/Carers section. Our social media (Facebook, Instagram, LinkedIn) is designed to raise awareness of relevant issues, publicise the charity and fundraising events, network with other relevant organisations and to develop a community of regular supporters. The website is hosted and managed by Nami IT Solutions and 2able Ltd and the social media accounts managed by the staff. All are overseen by the CEO.



Public Benefit statement

In considering its future strategy, aims and objectives, Respected Trustees have paid due regard to the Charity Commission's general guidance on Public Benefit. The Trustees are satisfied that through its primary activities the charity provides identifiable benefits consistent with its

charitable objects. The Trustees do not consider that these activities produce any identifiable detriment or harm. The Trustees are satisfied that any private benefit is incidental to its public benefit activity.

Achievements in the 2025/26 period

The number of schools using our programme has continued to increase over the last academic year, increasing from 30 to 50 schools. 60% are in BCP and Dorset, but there has been a 267% increase (from 6 to 22) in schools outside of Dorset. Our membership retention rate is 59% overall (71% local, 17% non-local). Member schools range from areas such as N. Ireland, Leeds, Kent and a few British or international schools in Europe and Africa.

We provided in-person RSE lessons to approximately 1000 students in 5 local schools

We provided teacher training sessions in 2 schools.

Project Enrich and Enhance. We have completed the first 3 phases of this project:

- 1) Planned project and raised budget.
- 2) Reviewed student and teacher feedback data and informal feedback from our educator team from the last 4 years, carried out 4 student focus groups and studied relevant national research and statistics on RSE, issues facing youth, sexual and reproductive healthcare, mental healthcare, legal aspects, sexual crime, internet safety etc. to inform the content of the programme.
- 3) Written scripts for and filmed 13 short educational films. Currently awaiting post production edits.

Based on our feedback data and experiences of our specialist Educator Team over the last 4 years, in early 2025, we made interim updates to our existing programme in line with current topical issues.

High Sheriff Award. In March, our CEO, Louise Parkin collected an award from the High Sheriff of Dorset on behalf of the charity in recognition of Respected's outstanding service to the local community.

Partnerships and Collaboration. We have developed a new partnership with YMCA Bournemouth which will pilot using our educational resources in their youth programmes. In return, Respected will benefit from advice and support in the area of marketing and HR from the larger organisation. We have started to partner with a local church which also supports one of our regular local schools. We continue to work closely with Sexual Health Dorset, STARS (Dorset Sexual Trauma and Recovery Service) and the local Sexual Assault Referral Centre and have contributed to the local Harmful Sexual Behaviour Prevention Strategy and a local sexual health services review by Dorset Council Public Health. We have continued to collaborate with the Digital Marketing Masters students at Bournemouth University and will also be working with performing arts students at a local academy and film students at the Arts University, Bournemouth to enhance our updated educational programme. In June, our educator team delivered an educational workshop to teachers and education specialists on the interaction

between alcohol and substance misuse and harmful sexual behaviour at the annual Drug and Alcohol Education Conference from the Talk About Trust at Bournemouth University.

We took part White Ribbon Day, connecting our work at Respected with a wider campaign focused on ending violence against women and girls. The emphasis on respect, consent, and healthy relationships closely reflects what we talk about with young people in schools every day.

RSE Day 2025 Our Publicity Lead spearheaded the first ever local event to celebrate National RSE Day in June. This was attended by other local statutory organisations and charities, including a local MP.

Ultra Challenge. In May, we were so grateful for 6 incredible supporters who trekked 58km in one day to raise over £5000 for us.



Respected Clockwise from top left: High Sheriff Award, workshop at Drug and Alcohol Ed Conference, RSE Day with Tom Hayes, MP, success for our intrepid trekkers at Jurassic Ultra Challenge

Future Plans

Continuing to increase uptake of our programme

We have set a target for the Respected Programme to be used in 100 schools by the end of academic year 2026/27. For the first 2 terms of academic year 2025/26, the aim is to retain existing schools with the idea that we will then start to increase significantly following the launch of our redeveloped programme from May 2026.

Project Enrich and Enhance

To complete the final phases of this project:

- 4) Complete post-production edits of all 13 educational films.
- 5) Redevelop the interactive Follow On resources.
- 6) Update website in line with the redeveloped programme and upload resources.
- 7) Plan and execute a major marketing campaign and launch the redeveloped resources in May 2026

Continue to increase partnerships with local organisations including YMCA Bournemouth and other local churches

CEO role

A trustee currently gives extra time voluntarily to carry out tasks of a CEO/Director for the charity. As the charity grows, we recognise the need to convert this role to a properly salaried position that does not involve a trustee. We are currently fundraising for this role with the aim of appointing to a part-time position in the near future.

Further ahead

Once our redeveloped educational programme is established in schools, we aim to explore other ways in which we can communicate principles of healthy relationships with young people, possibly by supplementing the programme with short YouTube videos that teachers could use in break times or tutor time or communicating directly with young people through social media.

Funding strategy

For the next 2 years, our main aim will be to have our redeveloped programme used in as many schools as possible. To incentivise this uptake in schools, we'll be keeping our school membership fees as low as possible. Our funding strategy for next year will reflect this, aiming for 75% of our income in individual donations (34%) and trust grants (41%). The remainder will be from school membership fees and we also plan to use some of our reserves towards a CEO salary (see above). Looking further ahead, once our redeveloped programme is established in schools, we would consider a gradual increase in school membership fees.

Financial review

Principal funding sources

54% of our income this year came from grants and 35% from individual donations with gift aid, the majority in regular giving. Although regular giving was lower than budgeted, it was consistent with the previous financial year and was compensated for by raising more grant funds than budgeted. The rest of our income was mainly from fundraising events and school membership fees. Our strategy for next year will follow a similar pattern, whilst aiming for a larger contribution from school membership fees as we grow over the longer term (see above in Future Plans).

Expenditure

Our expenditure on salaries was slightly lower than budgeted due to 3 months without an Operations Lead from September to December 2025 (covered voluntarily by the CEO). We also spent less than budgeted on programme and website developments, because the burden of the cost of Project Enrich and Enhance (see above) will fall in the next financial year (which is included in next year’s budget).

The following accounts show that Respected has a net surplus of £11,863 compared to a surplus of £10,106 last year. Total funds as at 30th November 2025 were £40,071 compared to £28,208 in 2024.

Reserves Policy

The Trustees have an agreed reserves policy which is reviewed each year. The considerations in setting the required level of reserves is the Trustees’ commitment to providing high quality Relationships and Sex Education to young people and commitment to paying its employed staff. They have also balanced the need to use charity money to fulfil its charitable purposes with the need to have contingency funds for unforeseen circumstances such as a sudden loss of income, an unexpectedly large bill or unforeseen operational costs eg longterm staff sickness. The Trustees have considered the current total amount of unrestricted funds available at 30th November 2025 and have agreed that for 2025/26, the reserves policy will be to keep 3 months of projected total expenditure in reserve. At projected 2025/26 costs, the Trustees estimate that they would need £17,205. At the end of this financial year the charity has total cash reserves of £40,071.

Approved by the Trustees on23/2/26.....



Dr Louise Parkin, Trustee

References

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2. Children's Commissioner. Evidence on pornography's influence on harmful sexual behaviour among children | Children's Commissioner for England [Internet]. 2023 [cited 2024 Feb 28]. Available from: <https://www.childrenscommissioner.gov.uk/resource/pornography-and-harmful-sexual-behaviour/>
3. British Board of Film Classification (BBFC). Young People, Pornography and Age-verification. <https://www.revealingreality.co.uk/wp-content/uploads/2020/01/BBFC-Young-people-and-pornography-Final-report-2401.pdf> (2020).
4. OFSTED. Review of sexual abuse in schools and colleges. <https://www.gov.uk/government/publications/review-of-sexual-abuse-in-schools-and-colleges/review-of-sexual-abuse-in-schools-and-colleges> (2021).
5. Body image report - Executive Summary. <https://www.mentalhealth.org.uk/explore-mental-health/articles/body-image-report-executive-summary> (2017).
6. Sex Education Forum. Young People's RSE Poll 2024. [https://www.sexeducationforum.org.uk/sites/default/files/field/attachment/Young Peoples RSE Poll 2024 - Report.pdf](https://www.sexeducationforum.org.uk/sites/default/files/field/attachment/Young%20Peoples%20RSE%20Poll%202024%20-%20Report.pdf) plus Respected's own experience of talking to teachers.
7. Renold, E. et al. 'We have to educate ourselves' How young people are learning about relationships, sex and sexuality | NSPCC Learning. <https://learning.nspcc.org.uk/research-resources/2023/how-young-people-are-learning-about-relationships-sex-sexuality> (2023).
8. Data from focus groups of young people carried out by Respected and survey carried out by Sexual Health Dorset 2025 (further information available on request)
9. Relationships Education, Relationships and Sex Education (RSE) and Health Education: Statutory Guidance for Governing Bodies, Proprietors, Head Teachers, Principals, Senior Leadership Teams, Teachers. (2019).
10. Relationships Education, Relationships and Sex Education (RSE) and Health Education: Statutory Guidance for Governing Bodies, Proprietors, Head Teachers, Principals, Senior Leadership Teams, Teachers. (July 2025). https://assets.publishing.service.gov.uk/media/6970e7e67e827090d02d42e0/Relationships_education_relationships_and_sex_education__RSE__and_health_education__for_intro_1_September_2026_.pdf



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Respected

**On accounts for the year
ended**

30th November 2025

**Charity no
(if any)**

1160057

Set out on pages

19-22

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **30 / 11 / 2025**.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

25th February 2026

Name:

Jenifer Anne Richardson

**Relevant professional
qualification(s) or body
(if any):**

FCA FCCA DChA

Address:

32 Award Road

Wimborne

Dorset BH21 7NT

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.



Receipts and payments accounts

CC16a

For the period
from

Period start date
1st December 2024

To

Period end date
30th November 2025

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	15,342	-	-	15,342	14,242
Deposit A/C Interest	262	-	-	262	207
School Membership fees	1,650	-	-	1,650	2,424
Fundraising Events	3,881	-	-	3,881	4,623
Excess Rates Refund (change of address)	-	-	-	-	164
Gov. Grants, SSP / SMP	-	-	-	-	-
Gift Aid recovered	2,707	-	-	2,707	6,181
Grants received	28,500	-	-	28,500	21,000
Insurance claim for damaged Laptop	-	-	-	-	350
Sub total (Gross income for AR)	52,342	-	-	52,342	49,191
A2 Asset and investment sales, (see table).					
Sale of redundant equipment	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	52,342	-	-	52,342	49,191
A3 Payments					
Staff wages & Mileage	29,122	-	-	29,122	25,425
Office Rent & Rates	2,280	-	-	2,280	2,508
New Equipment	-	-	-	-	-
Printing / Stationery /Office items	539	-	-	539	1,461

Training / Team Building	825	-	-	825	459
Subscriptions	1,512	-	-	1,512	486
Website Support & Development	1,188	-	-	1,188	4,926
Programme updates/development	1,845	-	-	1,845	-
Repairs & Renewals	65	-	-	65	-
Accountancy Fees	500	-	-	500	-
Cost of Promotional activities	1,726	-	-	1,726	1,183
Governance (incl Payroll)	-	-	-	-	850
Donation collection charges	64	-	-	64	201
Insurances	813	-	-	813	793
Sub total	40,479	-	-	40,479	38,292
A4 Asset and investment purchases, (see table)					
Laptops	-	-	-	-	793
Sub total	-	-	-	-	793
Total payments	40,479	-	-	40,479	39,085
Net of receipts/(payments)	11,863	-	-	11,863	10,106
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	28,208	-	-	28,208	18,102
Cash funds this year end	40,071	-	-	40,071	28,208

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Current Account	2,660	-	-
	Deposit Account	37,411	-	-
		-	-	-
	Total cash funds	40,071	-	-

	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets	Overpayment of Tax on PAYE	-	-	-
	Donations through People's Fundraising	-	-	-
	Donations through Stripe Pending	-	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Laptops	Unrestricted	610	-
	Autocue	Unrestricted	95	-
	Recording Equipment	Unrestricted	163	-
			-	-
			-	-
			-	-
			-	-
			-	-

RESPECTED

England & Wales - Charity number 1160057

Accounts

inform to empower

Empowering young people to make healthy informed choices in the area of relationships and sex

“Thank you for letting us know this important information. (This is very valuable”
Student

“Excellent relatable resources that students engaged well with and staff found straightforward to deliver”
Local teacher



“The programme has been really impactful for our community”
Local teacher

“Thank you for your wonderful lesson”
Student

“We have found the sessions to be a fantastic experience for students”
Local teacher

Trustees Report, Accounts and
Independent Examination

For the period ended 30 November 2024

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Executive summary

Our Vision is for all young people to have healthy and fulfilling relationships

Respected exists to empower young people to make informed and healthy decisions in the area of relationships and sex. We provide holistic and comprehensive Relationships and Sex Education (RSE) from age 11 through to 16

The Need

Highest rates of most common STI's in England are in 15-24 year olds¹
 Average exposure to internet pornography is age 13 and nearly 30% by age 11^{2,3}
 80% girls age 13 report that they or their peers had experienced sexual abuse in school⁴
 40% teenagers say social media causes them to worry about their body image⁵

The Aim

To empower young people to make informed healthy choices in the area of relationships and sex. Specifically:

- to encourage commitment and respect in relationships
- to improve physical and emotional health and increase self esteem of young people
- to encourage young people to consider the benefits of delaying sexual experience until a long term, committed relationship.
- to contribute towards a decrease in local teen pregnancy and STI rates

The Justification

Many schools do not have a budget allocated to RSE
 Many teachers do not feel equipped or confident to teach RSE^{6,7}
 Many students describe school RSE as ineffective and irrelevant⁸
 Locally, we provide the only comprehensive, holistic RSE programme from age 11-16

Area of activity

Based in Bournemouth. RSE programme available to any secondary school in the UK

The Cost

Total expenditure 2023/24: £39,086

The Activities

We provide:

- Our RSE Programme: ready to use, simple for teachers or Respected team to facilitate
- Teacher training: in-person and online sessions plus online teacher guidance videos

Since starting in 2015, approx 45,000 students have benefitted from our programme, of whom 10,000 were in 2023/24

The Outcome

Over the last year, as a result of the Respected programme :

- 80% 11-13yr olds have a better understanding of what makes a healthy relationship
- Over 60% 11-12 yr olds feel better able to keep themselves safe in online relationships
- 70% 15-16 yr olds have an improved understanding of the benefits of delaying sex
- 44% Yr 9's are more likely to use contraception (who weren't planning to do this anyway)

100% teachers surveyed would recommend our programme to a colleague

The Trustees present their report, together with the independently examined financial statements for the year ended 30th Nov 2024.

Legal and Administrative Information

Respected was registered as a Charitable Incorporated Organisation in January 2015 (number 1160057).

Trustees

The Trustees of the charity at 30 November 2024 were as follows:

Dr Louise Parkin BM MRCP DFSA
Mr Ben Parkin BM FRCOPHTH MD PGCE (Med)
Dr Sarah Wattley BMBS MSc DCH DFPH
Mrs Geal (Isobel) Stanfield BSc (social science/integrated nursing)
Mr Ronald Jenkinson MEd
Dr Festus Adedoyin FHEA, CMBE

Honorary Treasurer

Mr Robert Lambourne

Staff

Hannah Wells, Operations Coordinator
Hannah Keal, Publicity and Development Lead
Beth Pink, Lead Educator

Principal address

Magna House
103 Provence Drive
Bournemouth BH11 9FE

(Previously until July 2024:

Suite 3
1 Sunburst House
Elliott Road
Bournemouth BH11 8JP)

Independent Examiners

Miss JA Richardson FCA, FCCA, DChA
32 Award Rd
Wimborne BH21 7NT

Bankers

Lloyds Bank
101 High St
Poole BH15 1AJ

Structure, Governance and Management

Governing document

The governing document of the charity is the Respected Constitution which has been submitted to the Charity Commission. This is reviewed periodically by the Trustees and was last updated in July 2020.

Organisational structure

Between 2007 and 2014 the structure was that of an unregistered voluntary organisation called "evaluate Poole". During this time, it delivered over 260 educational sessions to over 13,000 young people in 16 schools in the Bournemouth/Christchurch/Poole (BCP) area. The aim of registering as a charity was to employ staff, expand its work, rewrite the educational programme and raise funds more effectively.

The organisation was registered as a Charitable Incorporated Organisation (CIO) and renamed "Respected" on 20th January 2015 with a transfer of all assets and liabilities from evaluate Poole.

All the Trustees give their time voluntarily and none receive any benefit. Two Trustees are married to each other. Two trustees were reimbursed for out of pocket expenses totalling £1,521 (2023: £1,456). With the acquisition of a Respected credit card, we anticipate a decrease in these reimbursements next year. Throughout the year trustees and their family members have donated a total of £8,390 (2023: £6,819) to unrestricted funds, of which £620 was one off donations for a fundraising event.

The Trustees meet at least once termly to agree the budget, policies, funding, staffing etc. All activities are overseen by them. The Treasurer also attends Trustees meetings. Respected employs 3 part-time staff members: the Operations Coordinator, the Publicity and Development Lead and the Lead Educator, all managed by Louise Parkin (voluntary CEO and Trustee). Their responsibilities are set out in their job descriptions. Respected has a team of fully trained educators, led by the Lead Educator (an experienced youth worker) who facilitate the Respected Programme in local schools. This consists of 2 staff (both qualified secondary school teachers) and the CEO (a qualified GP) and 3 other volunteers.

Leadership and Management

The charity is led by a team of trustees, one of whom also acts voluntarily as the charity's CEO. They have been recruited for their experience and expertise in the areas of Relationships and Sex Education (RSE), teaching, technical and relevant medical knowledge. During 2023/24, they included 3 doctors (including a GP and a Public Health Doctor), a retired head teacher, an ex-midwife and a Senior Lecturer in Business Computing, Analytics and AI. Their appointment is for a fixed term of 2-5 years which may be renewed on the agreement of the other trustees. All trustees undergo training provided by Bournemouth/Christchurch/Poole Community Action Network and comply with Charity Commission guidelines. The CEO has worked as a GP

for over 20 years and has over 15 years of experience in RSE. She line manages the staff, oversees the educator training and schools work and co-writes and quality controls all educational materials used.

Use of Volunteers

Respected is grateful for a number of skilled volunteer educators who are vital to the Educator Team facilitating our programme in local schools. All educators (including volunteers) undergo full training (see below in Training section). During 2024, we appointed a Digital Marketing student (and now graduate) from Bournemouth University (BU) to provide volunteer digital marketing assistance to our Publicity Lead, worked with other volunteer BU students to produce a marketing video and hosted a Marketing Media Production placement student.

Risk Management

Respected has a Safer Recruitment Policy for all staff and volunteers and a Safeguarding Policy. All staff and volunteers going into schools are required to have a clear DBS (Disclosure and Barring Service) Criminal Records Check and follow the Respected Code of Conduct Policy. Safeguarding is included in the regular staff and volunteer mandatory training. We also have Health and Safety, Cyber Security, Social Media, Data Protection and Privacy and Financial Controls policies. The charity is insured for Public and Employer's Liability, Professional indemnity and Management Liability, Fidelity and Cyber security.

Vision and Values

Core Values

We believe...

That each young person:

- is created **unique** and equally **valuable**
- deserves to be treated with **love, dignity** and **respect**
- deserves **healthy** and **fulfilling** relationships..

...whatever their age, ability, ethnicity, sex, gender identity, sexual orientation or belief system

That mutual **respect** and **commitment** between two people are a fundamental part of healthy relationships

In the **ability of each young person to make healthy decisions** when properly equipped and supported

Our Vision

Our Vision is for all young people to have healthy and fulfilling relationships



Aims

Overall Aim

To empower young people to make healthy, informed choices in the area of relationships and sex.

Specific Aims

- To encourage commitment and respect in relationships.
- To improve the physical and emotional health and self-esteem of young people.
- To encourage young people to consider the benefits of delaying sexual experience until a long term, committed relationship.
- To contribute to a decrease in local teenage pregnancy and sexually transmitted infection rates.

We achieve our aims through the Objects of the charity, namely by the provision of our RSE programme.

Objects

The charity's objects as set out in its Constitution are:

To advance education including but not by way of limitation through the provision of sex and relationship education to children and young people in primary and secondary schools in the Poole and Bournemouth area and such parts of the United Kingdom as the trustees may from time to time determine.

The Trustees have agreed that we will operate in secondary/middle schools only, hoping to expand into primary schools when future resources allow.

Our Pledge

We will provide an RSE Programme which is simple to use and will...

give clear, accurate information

be age-appropriate and engaging

counter misinformation

prioritise student safety

encourage critical thinking skills with which to make healthy decisions

be compliant with DfE guidelines and relevant law

apply to any sexual relationship, regardless of sexual orientation

encourage respect and commitment in relationships



Activities and achievements

Activities

Respected provides holistic Relationships and Sex Education (RSE) to secondary school students. Since its charity registration in January 2015, approximately 45,000 students have benefitted from our programme. In the last year, we have also started to offer **teacher training sessions** on how to approach sensitive and difficult topics with their students.

The Respected Programme

Engaging and easy to use The Respected Programme is a set of unique, interactive film-based online educational resources. These are streamed directly from our website and easily facilitated in class by our **Educator Team** (local schools only) or a **teacher**. Each lesson contains:

- 1) **Film:** a short interactive film on the topics of the lesson.
- 2) **Follow On:** interactive activities/discussions allowing students to engage further with key themes raised in the Films.
- 3) **Student help:** detailed resources on where students can go and how to access further help and support on relevant issues.



Relevant to students and compliant

with guidelines Topics covered include influences such as peer pressure, the internet, social media and pornography; grooming and child sexual exploitation; body image and self esteem; consent and coercion/control as well as unplanned pregnancy, contraception and sexually transmitted infections (STI's). It is compliant with the latest Department for Education Guidelines⁹

Peer led Each Film is presented by 2 young adults who are only a few years older than the older students. This adds credibility and makes them highly relatable for the students.

Supports schools in quality delivery The programme is designed to support staff at every stage, so contains detailed lesson plans, teacher guidance notes and teacher guidance videos on how to facilitate our resources and to approach difficult subjects such as consent and influence of internet pornography with students.

Transparent Schools are also able to preview all resources before parting with any money and parents and carers are able to see exactly what their children will be receiving.

Accessible to all schools A nominal annual membership fee for any school in the country covers the use of the entire programme for 4 year groups.

Training

Full training of all educators in the Educator Team is provided by a GP, our Lead Educator and a recently retired children's safeguarding social worker, all of whom have many years' experience of going into schools. The training includes sessions on the charity's Vision, Values and Aims, current relevant cultural issues for young people, safeguarding, relevant legal issues, contraception and STI's, IT and facilitation skills, followed by an ongoing apprenticeship with the Lead Educator. There are annual safeguarding updates and 3 yearly comprehensive safeguarding training for all staff and volunteers, who also receive regular feedback on their ongoing performance.

Ensuring that services remain relevant

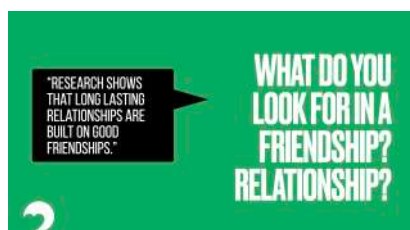
We use data from national research, government guidelines and our own feedback data to ensure that our services remain relevant.

Nationally, there is good evidence for the ongoing need to provide good quality RSE to schools and that young people want it. In an NSPCC survey from 2023 ⁸, many described their experiences of RSE at school as too little, too late, negative, ineffective and irrelevant to their everyday lives. Others made it clear that they wanted 'much more space for sex education. It's important!'. Findings from a 2024 poll of 16 and 17 year olds ⁷ found that schools still felt under confident in delivering some of the more 'taboo' subjects of the curriculum including pornography and sexual assault, both of which are in the Respected Programme. These young people also identified more teacher training and opportunities for pupil feedback as ways to improve their RSE. We already take detailed student feedback (see below) and in the last year have started offering live face to face or online teacher training sessions (as well as our online teacher guidance videos) as part of our package.

Our programme is compliant with both the latest (2020) government guidelines ⁹ as well as the draft guidance put out for consultation by the outgoing government in May 2024.¹⁰ We await further news on this from the new government.

Feedback is taken from teachers and students at the end of their Respected lessons (see Impact section below). The programme is reviewed and updated at least annually to ensure it is kept accurate and up to date.

Over the last year, these measures, as well as recent media coverage, have indicated that there are certain topics which have become much more relevant to young people than when our resources were first developed. For this reason, over the next year, we plan to re-film and perform much more extensive updates on our resources and to include new topics such as sexual assault and positive masculinity. (See 'Future Plans' below).



Ensuring that our services are accessible to the public

The Respected Programme is available to any secondary (or middle) school in the UK to stream directly from our website. It is specifically designed to be easy to facilitate. We are aware of budget constraints for schools, so a nominal annual membership fee covers the use of the entire programme for 4 year groups. This makes our programme highly accessible across the whole country. The charity publicises our programme via email, the website, word of mouth, social media, publicity leaflets and publicity events.

Impact

Since our charity registration in January 2015, approximately 45,000 students have benefitted from our programme. In 2023/24, approximately 10,000 students in 30 schools received our programme both locally and further afield. Over 1,400 local students received it directly from the Respected Educator Team.



Lead Educator Beth with teacher Sarah Mulhern at St Aldhelm's Academy, Poole



Educator Hannah at local school



CEO Louise after teaching at Queen Elizabeth's School, Wimborne

Through our RSE Programme and Specialist Educator/Training Team, we address the issues young people are facing whilst also supporting staff to deliver difficult topics well. As one local Year 10 student commented: *'It covered everything really well'* and a Year 9 described the Respected team as *'very helpful'*. One local teacher commented: *'The programme has been really impactful for our community and it covered sensitive topics really well'*

We measure our success through the use of detailed feedback questionnaires. These are completed in class by students and teachers locally or by telephone interview of teachers who facilitate the programme themselves.

Analysis of feedback from academic year 2023/24 shows that:

91% students think the subjects we cover in our programme are important with 83% rating the programme as good/helpful.

As a result of the programme:

- 80% of Yr 7/8 students have an improved understanding of the differences between a healthy and unhealthy relationship
- 62% Yr 7 students feel better able to keep themselves safe in an online relationship
- 70% of Yr 10/11 students have an improved understanding of why someone might delay sex until a longterm relationship
- 44% Yr 9's are more likely to use contraception (who weren't planning to do this anyway)

98% teachers surveyed rated the programme as good/very good and 100% would recommend it to a colleague.

Website and Social media

Respected's [website](#) is designed to publicise and promote the charity and its work and enable online donations and fundraising support, as well as to provide our educational programme to schools through its membership area. Our social media (Facebook, Instagram, LinkedIn) is designed to raise awareness of relevant issues, publicise the charity and fundraising events, network with other relevant organisations and to develop a community of regular supporters. The website is hosted and managed by Nami IT Solutions and 2able Ltd and the social media accounts managed by the staff. All are overseen by the CEO.



Public Benefit statement

In considering its future strategy, aims and objectives, Respected Trustees have paid due regard to the Charity Commission's general guidance on Public Benefit. The Trustees are satisfied that through its primary activities the charity provides identifiable benefits consistent with its charitable objects. The Trustees do not consider that these activities produce any identifiable detriment or harm. The Trustees are satisfied that any private benefit is incidental to its public benefit activity.

Achievements in the 2023/24 period

The number of schools using our programme has doubled over the last academic year, reaching our target for the year of 30 schools, predominantly locally but a few as far afield as Dunfermline. Overall, approximately 10,000 students received it last year of which 1400 received it directly from the Respected educator team.

We provided in person RSE teacher training sessions in 3 schools.

We established a solid base of impact data for our programme for the last 3 years, including feedback from students and teachers who have facilitated the programme. This shows a high level of satisfaction with:

- 87% students rating our lessons as good/helpful and 95% teachers rating them good/very good
- 98% teachers saying they would recommend our programme to a colleague

The work of Respected is having a significant impact on the wellbeing of young people. As a result of their Respected lessons:

- 85% 11-13 year olds having a better understanding of what makes a healthy relationship
- Nearly 70% 11-12 year olds feeling better able to stay safe in an online friend/relationship
- 67% 13-14 year olds having a better understanding of the impacts of having sex
- Nearly half of Year 9's more likely to use contraception/a condom

This very positive feedback will allow us to apply for further funding and market our programme more widely in BCP/Dorset and beyond, aiming to increase our schools by another 50% in the coming year (see Future Plans below).

Based on our feedback data and experiences of our specialist Educator Team over the last year, we have made interim updates to our programme in line with current topical issues. This includes additional notes for teachers on how to make our lessons more accessible for students with special educational needs. Further more extensive development of the programme is planned for next year (see Future Plans).

We have started to create more meaningful partnerships and networks with local statutory and allied organisations, including BCP Council, Public Health Dorset, Sexual Health Dorset, Dorset Office for the Police Crime Commissioner (OPCC), STARS and the local Sexual Assault Referral Centre, Paragon, Dorset Youth, Talk About Trust, The Shine Project, Dorset Women and St Andrew's Church, Charminster. Our relationship with Bournemouth University continued with hosting a Marketing Media Production placement student, appointing a student (and now graduate) to provide volunteer digital marketing assistance to our Publicity Lead and working with other volunteer students to produce a 'vox pop' marketing video filmed in the Student Union.

Future Plans

Continuing to increase uptake of our programme

We have set a target for the Respected Programme to be used in 45 schools by the end of academic year 2024/25, with a particular focus on BCP/Dorset schools. Over the next 3 years we aim to become the main provider of RSE in Dorset.

Redevelopment of Respected programme

Despite our excellent feedback data, we recognise that the original films in our programme will be 5 years old by November 2025. Youth culture moves on very fast and it is vital that our programme remains up to date and relevant to young people. With this in mind, we plan to redevelop our resources, including a fresh new look, incorporating new topics such as misogyny/positive masculinity, making it more accessible for students of diverse abilities and backgrounds and introducing new teaching techniques/activities to make it even more engaging for students and easier for teachers to use. Any changes made will be based on evidence from relevant national research, our own feedback data and experiences of our educator team and the opinions of local young people, young adults and teachers. Project planning work has already started and a budget allocated.

Funding strategy

Over the next year we will be increasing the number of staff hours dedicated to fundraising and increasing the number of our regular donors, with targets for both. At this stage of our organisation development, whilst still trying to increase uptake of our programme in schools, our main source of funding needs to be from regular donors and also grants/trust rather than school membership fees. Our funding strategy for next year will reflect this aiming for 70% of our income in individual donations and trust grants. Looking further ahead, as we develop relationships with local commissioners in the council and OPCC, we will be pursuing the possibility of statutory funding and increasing our school membership fees.



Fundraising Quiz Night, at NEU Conference, Trustee Ben's sponsored Offa's Dyke Trek and his Welcome Home Team!

Financial review

Principal funding sources

43% of our income this year came from grants and 42% from individuals donations with gift aid, the majority in regular giving. The rest was mainly from fundraising events and school membership fees. Our strategy for next year will follow a similar pattern, whilst aiming for a larger contribution from school membership fees and possibly statutory funding as we grow over the longer term (see above in Future Plans). The following accounts show that Respected has a net surplus of £10,105 compared to a deficit of £7,550 last year. Total funds as at 30th November 2024 were £28,207 compared to £18,102 in 2023.

Reserves Policy

The Trustees have an agreed reserves policy which is reviewed each year. The main consideration in setting the required level of reserves is the moral commitment the Trustees have to its employed staff and to the young people it serves. They have agreed the following statement for the annual report:

Respected is committed to providing high quality Relationships and Sex Education to young people, mainly in the Poole and Bournemouth area. Therefore, if the charity had to close, the Trustees have agreed to have enough money in reserve to cover staff costs for the next 3 months.

At projected 2024/25 costs, the Trustees estimate that they would need £8,288. At the end of this financial year the charity has total cash reserves of £28,207.

Approved by the Trustees on4/3/25.....



.....

Dr Louise Parkin, Trustee

References

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3. British Board of Film Classification (BBFC). Young People, Pornography and Age-verification. <https://www.revealingreality.co.uk/wp-content/uploads/2020/01/BBFC-Young-people-and-pornography-Final-report-2401.pdf> (2020).
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5. Body image report - Executive Summary. <https://www.mentalhealth.org.uk/explore-mental-health/articles/body-image-report-executive-summary> (2017).
6. Survey on teacher preparedness for new Relationships and Sex Education. <https://dfemedia.blog.gov.uk/2020/01/13/survey-on-teacher-preparedness-for-new-relationships-and-sex-education/> (2020).
7. Sex Education Forum. Young People's RSE Poll 2024. [https://www.sexeducationforum.org.uk/sites/default/files/field/attachment/Young Peoples RSE Poll 2024 - Report.pdf](https://www.sexeducationforum.org.uk/sites/default/files/field/attachment/Young%20Peoples%20RSE%20Poll%202024%20-%20Report.pdf)
8. Renold, E. et al. 'We have to educate ourselves' How young people are learning about relationships, sex and sexuality | NSPCC Learning. <https://learning.nspcc.org.uk/research-resources/2023/how-young-people-are-learning-about-relationships-sex-sexuality> (2023).
9. Relationships Education, Relationships and Sex Education (RSE) and Health Education: Statutory Guidance for Governing Bodies, Proprietors, Head Teachers, Principals, Senior Leadership Teams, Teachers. (2019).
10. Review of the Relationships Education, Relationships and Sex Education (RSE) and Health Education: Statutory Guidance. Government Consultation (May 2024)



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Respected

**On accounts for the year
ended**

30th November 2024

**Charity no
(if any)**

1160057

Set out on pages

19-22

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **30 / 11 / 2024**.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

4th March 2025

Name:

Jenifer Anne Richardson

**Relevant professional
qualification(s) or body
(if any):**

FCA FCCA DChA

Address:	32 Award Road
	Wimborne
	Dorset BH21 7NT

Section B**Disclosure**

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.



Receipts and payments accounts

CC16a

**For the period
from**

Period start date
1st December 2023

To

Period end date
30th November 2024

nts

**Unrestricted
funds**

Restricted funds

**Endowment
funds**

Total funds

Last year

to the nearest £

to the nearest £

to the nearest £

to the nearest £

to the nearest £

A1 Receipts

Donations	14,192	50	-	14,242	13,212
Deposit A/C Interest	207	-	-	207	238
School Donations	2,424	-	-	2,424	352
Fundraising Events	4,623	-	-	4,623	1,133
Excess Rates Refund (change of address)	164	-	-	164	-
Gov. Grants, SSP / SMP	- 0	-	-	-	6,568
Gift Aid recovered	6,181	-	-	6,181	5,185
Grants received	21,000	-	-	21,000	398
Insurance claim for damaged Laptop	350	-	-	350	-
Sub total(Gross income for AR)	49,141	50	-	49,191	27,086

A2 Asset and investment sales, (see table).

Sale of redundant equipment	- 0	- 0	- 0	-	
	- 0	- 0	- 0	-	670
Sub total	- 0	- 0	- 0	-	670

Total receipts

49,141

50

- 0

49,191

27,756

A3 Payments

Staff wages & Mileage	25,425	-	-	25,425	21,173
Office Rent & Rates	2,508	-	-	2,508	2,494

Printing / Stationery / Advertising / Office Supplies	1,461	-	-	1,461	1,155
Training / Team Building	409	50	-	459	292
Subscriptions	486	-	-	486	227
Website Support & Development / Updates	4,926	-	-	4,926	5,300
Cost of Promotional activities	1,183	-	-	1,183	1,974
Governance (incl Payroll)	850	-	-	850	1,560
Donation collection charges	201	-	-	201	-
Insurances	793	-	-	793	873
Sub total	38,243	50	-	38,293	35,048
A4 Asset and investment purchases, (see table)					
	- 0	- 0	- 0	-	
Laptops and equipment	793	- 0	- 0	793	258
Sub total	793	- 0	- 0	793	258
Total payments	39,036	50	- 0	39,086	35,306
Net of receipts/(payments)	10,105	-	-	10,105	- 7,550
A5 Transfers between funds	- 0	-	-	-	-
A6 Cash funds last year end	18,102	-	-	18,102	25,652
Cash funds this year end	28,207	-	-	28,207	18,102
and liabilities at the end of the period					
Categories	Details	Unrestricted funds	Restricted funds	Endowment funds	
		to nearest £	to nearest £	to nearest £	
B1 Cash funds	Current Account	2,058	-	-	
	Deposit Account	26,149	-	-	
		-	-	-	
	Total cash funds	28,207	-	-	

	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets	Overpayment of Tax on PAYE	84	-	-
	Donations through People's Fundraising Pending	220	-	-
	Donations through Stripe Pending	5	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Laptops	Unrestricted	610	-
	Autocue	Unrestricted	95	-
	Recording Equipment	Unrestricted	163	-
			-	-
			-	-
			-	-

RESPECTED

England & Wales - Charity number 1160057

Accounts

respect²ed

Registered Charity No. 1160057

inform to empower

Empowering young people to make healthy informed choices in the area of relationships and sex

"It can help teens/ preteens like me feel better about ourselves and accept ourselves more"
Student

"In the past staff felt uncomfortable delivering materials like this but not this year because the content was delivered in the films"
Local teacher



"Clear message, easy to follow, engaging and relevant for students"
Local teacher

"I learnt...things that will help me in real life, thanks"
Student

"I feel a lot safer online now"
Student

Trustees Report, Accounts and
Independent Examination

For the period ended 30 November 2023

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Our Vision is for all young people to have healthy and fulfilling relationships

Respected provides holistic, high quality Relationships and Sex Education (RSE) to secondary/middle schools. Our unique interactive, online RSE programme is facilitated locally by the Respected Team but is also simple for teachers to facilitate in any secondary/middle school in

The Need

The UK has amongst the highest teen pregnancy rates in W.Europe¹
 Nearly 45% of STI's in England are in 15-24 year olds²
 Majority of young people exposed to pornography by age 13 and some by age 7³⁻⁵
 80% girls age 13 report that they or their peers had experienced sexual abuse in school⁶
 40% teenagers say social media causes them to worry about their body image⁷

The Aim

To empower young people to make healthy informed choices in the area of relationships and sex. Specifically:
 To encourage commitment and respect in relationships
 To improve physical and emotional health and increase self esteem of young people
 To encourage young people to consider the benefits of delaying sexual experience until a long term, committed relationship.
 To contribute towards a decrease in local teen pregnancy and STI rates

The Justification

Many schools do not have a budget allocated to RSE
 Many teachers do not feel equipped to teach RSE⁸
 Many students describe school RSE as ineffective and irrelevant⁹
 Locally, the NHS is focusing on targeted groups only, rather than RSE for all students

Area of activity

Based in Bournemouth. RSE programme available to any secondary school in the UK

The cost

Total expenditure: £38,300

The Activities

We provide:
 - Our RSE Programme: ready to use, simple for teachers or Respected team to facilitate
 - Teacher training: in-person sessions (locally) plus online teacher guidance videos
 Since starting in 2015, approx 35,000 students have benefitted from our programme
 In 2022/23, over 1200 local students received it directly from the Respected team and another 12 schools used it themselves

The Outcome

Over the last year, as a result of the Respected programme :
 Nearly 60% of students feel better able to voice what they want in a relationship
 87% Yr 7/ 8 students have an improved understanding of what makes a healthy relationship
 82% Yr 10/11 students have an improved understanding of the benefits of delaying sex
 78% Yr 9's have a better understanding of the effectiveness of different types of contraception
 95% teachers surveyed are likely to recommend our programme to a colleague

The Trustees present their report, together with the independently examined financial statements for the year ended 30th Nov 2023.

Legal and Administrative Information

Respected was registered as a Charitable Incorporated Organisation in January 2015 (number 1160057).

Trustees

The Trustees of the charity at 30 November 2023 were as follows:

Dr Louise Parkin BM MRCP DFSA (Chair of Trustees)
Mr Ben Parkin BM FRCOPHTH MD PGCE (Med) BA PGCE
Dr Sarah Wattley BMBS MSc DCH DFPH
Mrs Geal (Isobel) Stanfield BSc (social science/integrated nursing) appointed 22/9/22
Mr Ronald Jenkinson MEd appointed 16/3/23
Dr Festus Adedoyin FHEA, CMBE appointed 14/11/23

Mr Jeffrey Adams resigned July 2023

Honorary Treasurer

Mr Robert Lambourne

Staff

Hannah Wells, Operations Coordinator appointed 1/9/23
Hannah Keal, Publicity and Development Lead appointed 1/9/23
Beth Pink, Lead Educator returned from maternity leave 1/10/23

Cleo Forstater resigned as Operations and Publicity Lead on 28/4/23
Emmy Fennell covered Beth Pink's maternity leave as Lead Educator from 3/1/23-21/7/23

Principal address

Suite 3
1 Sunburst House
Elliott Road
Bournemouth BH11 8JP

Independent Examiners

Miss JA Richardson FCA, FCCA, DChA
32 Award Rd
Wimborne BH21 7NT

Bankers

Lloyds Bank
101 High St
Poole BH15 1AJ

Structure, Governance and Management

Governing document

The governing document of the charity is the Respected Constitution which has been submitted to the Charity Commission. This is reviewed periodically by the Trustees and was last updated in July 2020.

Organisational structure

Between 2007 and 2014 the structure was that of an unregistered voluntary organisation called "evaluate Poole". During this time, it delivered over 260 educational sessions to over 13,000 young people in 16 schools in the Bournemouth/Christchurch/Poole (BCP) area. The aim of registering as a charity was to employ staff, expand its work, rewrite the educational programme and raise funds more effectively.

The organisation was registered as a Charitable Incorporated Organisation (CIO) and renamed "Respected" on 20th January 2015 with a transfer of all assets and liabilities from evaluate Poole.

All the Trustees give their time voluntarily and none receive any benefit. Two Trustees are married to each other. Three trustees were reimbursed for out of pocket expenses totalling £1456 (2022 £924) . Throughout the year trustees and their family members have donated a total of £6819 (2022 £5473) to unrestricted funds.

The Trustees meet at least once termly to agree the budget, policies, funding, staffing etc. All activities are overseen by its Trustees. The Treasurer also attends Trustees meetings. Respected currently employs 3 part-time staff members: the Operations Coordinator, the Publicity and Development Lead and the Lead Educator, all managed by Louise Parkin (voluntary CEO and Trustee). Their responsibilities are set out in their job descriptions. Respected also has a team of fully trained educators who facilitate the Respected Programme in local schools. This consists of the Lead Educator, the Publicity and Development Lead (a qualified secondary school teacher), the CEO (a qualified GP) and 3 other volunteers.

Leadership and Management

The charity is led by a team of trustees, one of whom also acts voluntarily as the charity's CEO. The Trustees have been recruited for their experience and expertise in the areas of Relationships and Sex Education (RSE), teaching, technical and relevant medical knowledge. During 2022/23, they included 3 doctors (including a GP and a Public Health Doctor), a retired head teacher, a local secondary school teacher, an ex-midwife and a Senior Lecturer in Business Computing and Informatics. Their appointment is for a fixed term of 2-5 years which may be renewed on the agreement of the other trustees. All trustees undergo training provided by Bournemouth/Christchurch/Poole Community Action Network and comply with Charity Commission guidelines. The CEO has worked as a GP for over 20 years and has over 15 years of experience in RSE, line manages the staff, oversees the educator training and

schools work and co-writes and quality controls all educational materials used. The Lead Educator is an experienced youth worker and heads up the team of Respected educators in local secondary schools.

Use of Volunteers

Respected is grateful for a number of skilled volunteer educators who are vital to the team facilitating our programme in local schools. All educators (including volunteers) undergo full training (see below in Training section).

Risk Management

Respected has a Safer Recruitment Policy for all staff and volunteers and a Safeguarding Policy. All staff and volunteers going into schools are required to have a clear DBS (Disclosure and Barring Service) Criminal Records Check and follow the Respected Code of Conduct Policy. Safeguarding is included in the regular staff and volunteer mandatory training. We also have Covid safety, Cyber security, Data Protection and Privacy and Financial Controls policies. The charity is insured for Public and Employer’s Liability, Professional indemnity and Management Liability, Fidelity and Cyber security.

Vision and Values

Core Values

We believe...

That each young person:

- is created **unique** and equally **valuable**
- deserves to be treated with **love, dignity** and **respect**
- deserves **healthy** and **fulfilling** relationships..

...whatever their age, ability, ethnicity, sex, gender identity, sexual orientation or belief system

That mutual **respect** and **commitment** between two people are a fundamental part of healthy relationships

In the **ability of each young person to make healthy decisions** when properly equipped and supported

Our Vision

Our Vision is for all young people to have healthy and fulfilling relationships



Aims

Overall Aim

To empower young people to make healthy, informed choices in the area of relationships and sex.

Specific Aims

- To encourage commitment and respect in relationships.
- To improve the physical and emotional health and self-esteem of young people.
- To encourage young people to consider the benefits of delaying sexual experience until a long term, committed relationship.
- To contribute to a decrease in local teenage pregnancy and sexually transmitted infection rates.

Our purpose is to achieve our aims through the Objects of the charity, namely by the provision of our RSE programme.

Objects

The charities objects as set out in its Constitution are:

To advance education including but not by way of limitation through the provision of sex and relationship education to children and young people in primary and secondary schools in the Poole and Bournemouth area and such parts of the United Kingdom as the trustees may from time to time determine.

The Trustees have agreed that, with our current level of resources, we will operate in secondary/ middle schools only, hoping to expand into primary schools when future resources allow.

Our Pledge

We will provide an RSE Programme which is simple to use and will...

give clear, accurate information

be age-appropriate and engaging

counter misinformation

prioritise student safety

encourage critical thinking skills with which to make healthy decisions

be compliant with DfE guidelines and relevant law

apply to any sexual relationship, regardless of sexual orientation

encourage respect and commitment in relationships



Activities and achievements

Activities

Respected provides a holistic, high quality Relationships and Sex Education (RSE) Programme to secondary school students. Since its charity registration in January 2015, approximately 35,000 students have benefitted from our programme.

The Respected Programme

Engaging and easy to use The Respected Programme is a set of unique, interactive film-based online educational resources. These are streamed directly from our website and easily facilitated in class by a Respected educator (local schools only) or a teacher. Each lessons contains:

- 1) **Film:** a high quality short interactive film on the topics of the lesson.
- 2) **Follow On:** interactive activities/ discussions allowing students to engage further and discuss key themes raised in the Films.
- 3) **Student help:** detailed resources on where students can go and how to access further help and support on relevant issues.



Relevant to students and compliant with guidelines Topics covered include influences such as peer pressure, the internet, social media and pornography; grooming and child sexual exploitation; body image and self esteem; consent and coercion/control as well as unplanned pregnancy, contraception and sexually transmitted infections (STI's). It is compliant with the latest Department for Education Guidelines¹⁰

Peer led Each Film is presented by 2 young adults who are only a few years older than the older students. This adds credibility and makes them highly relatable for the students.

Supports schools in quality delivery The programme is designed to support staff at every stage, so contains detailed lesson plans, teacher guidance notes and teacher guidance videos on how to facilitate our resources and to approach difficult subjects such as consent and influence of internet pornography with students.

Transparent Schools are also able to preview all resources before parting with any money and parents and carers are able to see exactly what their children will be receiving.

Accessible to all schools A nominal annual membership fee (£20) for any school in the country covers the use of the entire programme for 4 year groups.

Training

Full training of all educators in the Respected Team is provided by a GP, our Lead Educator (an experienced youth worker) and a recently retired children's safeguarding social worker, all of whom have many years' experience of going into schools. The training includes sessions on the charity's Vision, Values and Aims, current relevant cultural issues for young people, safeguarding, relevant legal issues, contraception and STI's, IT and facilitation skills, followed by an ongoing apprenticeship with the Lead Educator. There are annual safeguarding updates and 3 yearly comprehensive safeguarding training for all staff and volunteers, who also receive regular feedback on their ongoing performance.



Ensuring that services remain relevant

The need for good quality RSE has never been greater. New STI diagnoses in England have increased by over 20% in the last year and nearly 45% of these are in 15-24 year olds.¹ Research indicates that use of internet pornography is widespread amongst teenagers, the majority having been exposed to it by the age of 13 and some as early as age 7.³⁻⁵ In a recent Ofsted survey of 900 school children, 80% girls age 13 reported that they or their peers had experienced some form of sexual abuse in or around school.⁶

Behind these appalling statistics are real young people, trying to navigate their way through a barrage of misinformation and mixed messages, desperate to access good quality education and support. In an NSPCC survey from 2023⁹, many described their experiences of RSE at school as too little, too late, negative, ineffective and irrelevant to their everyday lives. Instead they turn to social media and the internet, but feel it's up to them to distinguish between the good and bad information. As one student commented 'You can learn everything on social media...some of it's good, some of it's not so good!' Others made it clear that they wanted 'much more space for sex education. It's important!'⁹ Despite this, 39% of secondary school teachers have reported that they do not feel prepared to cover the RSE requirements set out in the current government guidelines⁸ and many schools have no budget allocated to RSE. Locally,

we know that the NHS is focusing on targeted groups of students only, rather than investing in RSE for all students in all schools.

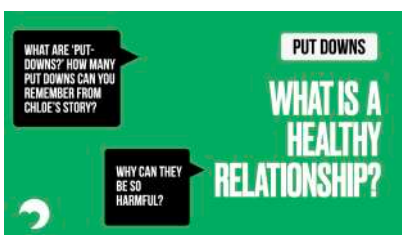
Whilst developing the current educational programme, our Development Team was guided by the following:

- results of student focus groups to discuss the issues they face in the area of relationships.
- the latest Department of Education Guidance (published June 2019)
- staff and student feedback over 5 years from our previous programme
- the opinions and input of a local GP, local secondary school teachers and youth workers
- attendance at relevant training courses and private study on the subjects covered including the Faculty of Sexual and Reproductive Healthcare, the British Association of Sexual Health and HIV, the Esteem/acetUK Teaching RSE Level 4 Award
- Other relevant qualifications/expertise of the Development Team eg final year thesis on body image as part of a 1st class honours degree in Education/English from Cambridge

Following overwhelmingly positive, detailed feedback received from 9 participating pilot schools, the current programme was launched at the beginning of the academic year 2021/22.

Feedback is taken from teachers and students in the form of a questionnaire completed at the end of their series of Respected lessons (see Impact section below). The programme is reviewed and updated at least annually to ensure it is kept accurate and up to date.

We believe that these measures ensure both the quality and relevance of the educational programme to secondary school students. We await with anticipation the results of the updated statutory guidance on RSE from the government that was due out at the end of 2023.



Ensuring that our services are accessible to the public

The Respected Programme is available to any secondary (or middle) school in the UK to stream directly from our website. It is specifically designed to be easy to facilitate. We are aware of budget constraints for schools, so a nominal annual membership fee (£20) covers the use of the entire programme for 4 year groups. This makes our programme highly accessible across the whole country. The charity publicises our programme via email, the website, word of mouth, social media, publicity leaflets and publicity events.

Impact

Since our charity registration in January 2015, **approximately 35,000 students** have benefitted from our programme. In 2022/23, **over 1200 local students** received it directly from the Respected team and another **12 schools** used it themselves.

Through our RSE Programme and Specialist Educator/Training Team, we address the issues young people are facing whilst also supporting staff to deliver high quality RSE. As one local year 8 student commented: *'I learnt...things that will help me in real life, thanks'* and one local teacher commented: *'In the past staff felt uncomfortable delivering materials like this but not this year because the content was delivered in the [Respected] films'*. Another vice principal says *'the videos are so relevant to the young people...the questions and the quizzes they pose allow our students to really engage and want to find out more.'*

We measure our success through the use of detailed feedback questionnaires. These are completed in class by students and teachers locally or by telephone interview of teachers who facilitate the programme themselves.

Analysis of feedback from academic year 2022/23 shows that:

80% students think the subjects we cover in our programme are very/extremely important with 93% rating the programme as good/helpful.

As a result of the programme:

Nearly 60% of students say they feel better able to voice what they want in a relationship

87% of Yr 7/8 students report an improved understanding of the differences between a healthy and unhealthy relationship

82% of Yr 10/11 students report an improved understanding of why someone might delay sex for long-term committed relationship

78% Yr 9's have a better understanding of the effectiveness of different types of contraception

60% Yr 7 students feel better able to keep themselves safe online

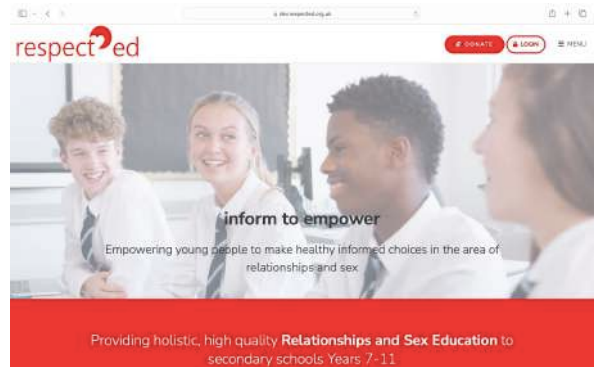
90% teachers surveyed said that they are extremely/very likely recommend our programme to other schools.



Website and Social media

Respected's website www.respected.org.uk is designed to publicise and promote the charity, education programme and enable online donations and fundraising support, as well as to

provide our educational programme to schools through its membership area. Our social media (Facebook, Instagram, X, LinkedIn) is designed to raise awareness of relevant issues, publicise the charity and fundraising events and to develop a community of regular supporters. The website is hosted and managed by preWeb Design and 2able Ltd and the social media accounts by the staff and all are overseen by the CEO. Further development is planned for 2023/24 (see Future Plans).



Public Benefit statement

In considering its future strategy, aims and objectives, Respected Trustees have paid due regard to the Charity Commission's general guidance on Public Benefit. The Trustees are satisfied that through its primary activities the charity provides identifiable benefits consistent with its charitable objects. The Trustees do not consider that these activities produce any identifiable detriment or harm. The Trustees are satisfied that any private benefit is incidental to its public benefit activity.

Achievements in the 2022/23 period

During the last year, Respected has continued to provide high quality Relationships and Sex Education both locally and further afield, whilst also laying the foundations to expand over the next 5 years.

During the academic year 2022/23, 1200 local students received our programme from the Respected Team and another 12 schools facilitated the programme themselves. By the financial year end 30/11/23, 24 schools were using the programme.

In May 2023, the trustees and staff went on an Away Day in which we participated in team building activities, updated and clarified our Core Values and agreed on the charity's key targets for the next 5 years.

This was followed by a rebranding of all publicity materials and the website (website rebranding due for completion early January 2024), to give a fresh look, improve user experience, make our Vision, Values and Aims clearer and provide resources for Parents and Carers.

Next, we recruited new personnel with the relevant experience and skills to achieve these targets. In September 2023, we expanded our staff team to include more hours for marketing and promoting our programme to schools both locally and further afield, and for increasing our regular supporter numbers and engagement. We employed a secondary school teacher to join our Development Team with experience in Special Education Needs and Disabilities (SEND) to advise us on how to make our programme more accessible for this important group

of students. We recruited a new trustee with both expertise in Business Computing and Digital Health Technology and strong links to the Business and Marketing Departments at Bournemouth University. We trained up a new educator to join our current team.



Following the success of our social media campaign to schools over June/July, we partnered with Bournemouth University Masters students in Digital Health to start producing a digital marketing strategy to achieve our goal of the Respected programme being used in 35 schools by the end of the 2024 academic year.

In October/November 2023, we embarked on a campaign to gain good quality feedback from local teachers who have facilitated our programme themselves in their schools. This is done directly by short phone interviews with the staff. We already have a robust system of gathering feedback from students and teachers in the schools in which the Respected team facilitates. The aim is not only to build a database of local feedback, but also to build solid relationships with all local schools, from which we can then expand to schools from a wider geographical area over the next 5 years.

Future Plans

Expanding locally and beyond...

We long to empower many more young people to make informed and healthy choices in this vital area of their lives. With this in mind, our 5 year plan is, firstly, to consolidate the foundation that we are building in local schools in the Bournemouth/Christchurch/Poole (BCP) area. This will include increasing the uptake of our programme and also building a database of feedback and impact statistics from these schools. It is then from this solid evidence base that we plan to market our programme more widely into neighbouring counties and beyond. We feel that culturally BCP/Dorset has most in common with the South West so envisage expanding in this direction. We have a set a target for the Respected Programme to be used in 30-35 schools by the end of academic year 2023/24 and in 60 schools by the end of the following academic year.

In order to achieve these targets, in the next financial year we are planning:

A comprehensive marketing strategy

Having increased staff time purely dedicated to marketing to schools and, through our newest trustee (see above), started to develop links with the Business and Marketing Departments at Bournemouth University, we will be developing and implementing a comprehensive marketing plan for the next year incorporating both direct and digital marketing strategies to increase uptake of our programme in schools.

A solid evidence base of impact data on our programme

With our increased staff time, we will continue to gather and analyse accurate feedback data from students receiving and staff using our programme in all schools and not just in the schools in which the Respected team facilitates. This will inform updates and improvements to our programme and also provide impact data for publicity/marketing purposes and grant applications.

Moving towards a more financially sustainable model

We recognise the need to diversify our funding, so we are making ambitious plans to have a more even spread of income sources over the next 5 years which will include:

- A significantly increased contribution from school membership fees through increasing numbers of member schools and also increasing the membership fee in a gradual and phased way, starting in the next year. This is a difficult balance, as we understand that schools have very little budget allocated to RSE, so, over the next financial year, it will be offset by 'Sponsor a School' in which we will campaign for supporters and donors to subsidise the school of their choice to use the Respected Programme. This will be widely publicised online and at our planned supporter/fundraising events in March and the autumn term.
- An increase in regular donors/supporters and their engagement with the charity through our 'Love Respected' campaign in the coming year including events, newsletters, volunteering opportunities, competitions and games etc. A sponsored walk on Offa's Dyke is already planned.
- An increase in grant applications/income spearheaded by 2 of the trustees and possibly also partnering with Bournemouth University for this.

The Respected Programme accessible to all

Over the coming year, our Development Team will start work on making our programme accessible and more suitable for students with SEND.

Financial review

Principal funding sources

The majority of our income this year came from regular donations from our supporters and associated gift aid. We received £6568 in government grants (statutory maternity pay for 1 member of staff). The remainder came from a mixture of sources including non regular

donations, fundraising events, school membership fees and redundant equipment disposals. We only received 1 grant from Tesco for £398. This was an unusual year in which much time in the first half was taken up with staffing issues, with 1 of our 2 staff members going on maternity leave and the other 1 resigning half way through the year, leaving little time for the usual level of grant applications and fundraising. The relative shortfall in income was offset by the net surplus from the previous financial year. We have detailed plans to redress this balance over the next 1-5 years (see above). The following accounts show that Respected has a net deficit of £7550 compared to a surplus of £19,997 last year. Total funds as at 30th November 2023 were £18,102 compared to £25,652 in 2022. [Note: These 2022 figures have been revised from the 2022 submitted accounts/trustees' report due to the change this year to receipts and payments accounts from accruals accounts.]



Fundraising gig with 'Scout Hut' March



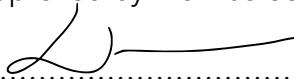
Reserves Policy

The Trustees have an agreed reserves policy which is reviewed each year. The main consideration in setting the required level of reserves is the moral commitment the Trustees have to its employed staff and to the young people it serves. They have agreed the following statement for the annual report:

Respected is committed to providing high quality Relationships and Sex Education to young people, mainly in the Poole and Bournemouth area. Therefore, if the charity had to close, the Trustees have agreed to have enough money in reserve to cover staff costs for the next 3 months.

At projected 2023/24 costs, the Trustees estimate that they would need £6400. At the end of this financial year the charity has total cash reserves of £18,102.

Approved by the Trustees on

.....


Dr Louise Parkin, Trustee

11/3/24

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8. Survey on teacher preparedness for new Relationships and Sex Education. <https://dfemedia.blog.gov.uk/2020/01/13/survey-on-teacher-preparedness-for-new-relationships-and-sex-education/> (2020).
9. Renold, E. et al. 'We have to educate ourselves' How young people are learning about relationships, sex and sexuality | NSPCC Learning. <https://learning.nspcc.org.uk/research-resources/2023/how-young-people-are-learning-about-relationships-sex-sexuality> (2023).
10. Relationships Education, Relationships and Sex Education (RSE) and Health Education: Statutory Guidance for Governing Bodies, Proprietors, Head Teachers, Principals, Senior Leadership Teams, Teachers. (2019).



Charity Name RESPECTED		No (if any) 1160057	
Receipts and payments accounts			
For the period from	Period start date 01/12/2022	To	Period end date 30/11/2023

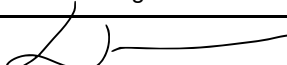
CC16a

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	13,212	-	-	13,212	21,812
Deposit A/C Interest	238	-	-	238	3
School Donations	352	-	-	352	850
Fundraising events	1,133	-	-	1,133	1,429
SMP Grant	-	6,568	-	6,568	-
Gift Aid recovered	5,185	-	-	5,185	7,113
Grants	398	-	-	398	15,500
	-	-	-	-	-
Sub total (Gross income for AR)	20,518	6,568	-	27,086	46,707
A2 Asset and investment sales, (see table).					
Sale of redundant equipment	670	-	-	670	
	-	-	-	-	-
Sub total	670	-	-	670	-
Total receipts	21,188	6,568	-	27,756	46,707
A3 Payments					
Staff wages and mileage (incl SMP)	14,605	6,568	-	21,173	17,425
Office Rent and Rates	2,494	-	-	2,494	2,740
Printing / Stationery / Advertising	1,155	-	-	1,155	837
Training / Team building	292	-	-	292	416
Subscriptions	227	-	-	227	293
Website Support & Development/Film	5,300	-	-	5,300	3,340
Cost of Promotional activities	1,974	-	-	1,974	552
Governance (incl Payroll)	1,560	-	-	1,560	306
Insurances	873	-	-	873	801
Sub total	28,480	6,568	-	35,048	26,710
A4 Asset and investment purchases. (see table)					
Laptop	258	-	-	258	
Laptops	-	-	-	-	-
Sub total	258	-	-	258	-
Total payments	28,738	6,568	-	35,306	26,710
Net of receipts/(payments)	- 7,550	-	-	- 7,550	19,997
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	25,652	-	-	25,652	5,655
Cash funds this year end	18,102	-	-	18,102	25,652

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B1 Cash funds	Current Account	2,860	-	-
	Deposit Account	15,242	-	-

		-	-	-
	Total cash funds	18,102	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets	Overpayment of Tax on PAYE	174	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Laptops	Un-restricted	258	-
	Autocue	Un-restricted	95	-
	Recording Equipment	Un-restricted	163	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Outstanding Invoices due within one month	Unrestricted	2,350	31st Dec 2023
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Dr Louise Parkin	11/3/24	



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Respected

**On accounts for the year
ended**

30th November 2023

**Charity no
(if any)**

1160057

Set out on pages

17-18

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30/11/23

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

11th March 2024

Name:

Jenifer Anne Richardson

**Relevant professional
qualification(s) or body
(if any):**

FCA FCCA DcHA

Address:

32 Award Road

Wimborne

Dorset BH21 7NT

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

RESPECTED

England & Wales - Charity number 1160057

Accounts

respect^{ed}



**Report of the Trustees and
Unaudited Financial Statements for the year ended 30 November 2022
for Respected**

Respected

**Contents of the Financial Statements
for the Year Ended 30 November 2022**

	Page
Report of the Trustees	1 to 13
Independent Examiner's Report	14
Statement of Financial Activities	15
Balance Sheet	16
Notes to the Financial Statements	17 to 23

Executive summary

Respected is a registered charity based in Bournemouth set up by a local GP which provides holistic, high quality Relationships and Sex Education (RSE) to secondary/middle schools. Since June 2022, whilst we continue to facilitate it in local schools, our online RSE programme is now also available for teachers to facilitate in any school in the country. Over the next 2 years, we plan a major promotional campaign to market our programme nationally.

“I’ve learnt to respect my partner’s wishes”
Student

The Need

The UK has amongst the highest rates of sexually transmitted infections (STI)¹ and teen birth in W.Europe ².

Over 40% of STI’s in England are in under 25’s³

Young people are increasingly turning to pornography to educate themselves about sex, with the majority having been exposed to pornography by the age of 13 and some as early as age 7^{4, 5, 6}

In a recent Ofsted survey, 80% girls age 13 reported that they or their peers had experienced some form of sexual abuse in or around school ⁷.

“I learnt how porn is affecting relationships”
Student

The Aim

To empower young people to make healthy informed choices in the area of relationships and sex. Specifically:

To encourage commitment and respect in relationships

To improve physical and emotional health and increase self esteem of young people

To encourage young people to consider the benefits of delaying sexual experience until a long term, committed relationship.

To contribute towards a decrease in local teen pregnancy and STI rates

The Justification

Relationships and Sex Education (RSE) has been mandatory in schools since September 2020

Latest National Curriculum Guidance endorses the use of high quality external organisations in the

provision of RSE ⁹

Many teachers do not feel equipped to teach RSE ¹⁰

Local schools do not have a sufficient budget for RSE

The NHS has insufficient resources to send educators in to teach RSE in all schools

“In the past staff felt uncomfortable delivering materials like this but not this year because the content was delivered in the films”
Local teacher

Area of Activity

Any secondary/middle school in the UK

The Cost

Total expenditure: £30,224

The Activities

Since our start in 2015, over 30,000 students have benefitted from the Respected Programme

September 2021: launch of new interactive film based educational programme available to stream from our website and be facilitated by Respected team or a teacher in local schools

2021/22: new Respected Programme rolled out across 4 year groups in 14 local schools

June 2022: launch of new, upgraded website allowing the Respected Programme to be used in any school across the country

“I would wholeheartedly recommend this organisation that delivers such high quality sex and relationships education”
Local teacher

The Outcome

Over the last year, as a result of the Respected programme :

87% Yr 7/ 8 students have an improved understanding of what makes a healthy relationship

68% Yr 9 students have an improved understanding of the possible impacts of choosing to have sex

Nearly 40% Yr 9’s are more likely to use contraception

Over half of Yr 9’s feel better able to voice what they want in a relationship

A third of Yr 10’s are more likely to agree consent with their partner

100% teachers surveyed were extremely or very likely to recommend the programme

The Trustees present their report, together with the independently examined financial statements for the year ended 30th Nov 2022

Legal and Administrative Information

Respected was registered as a Charitable Incorporated Organisation in January 2015 (number 1160057).

Trustees

The Trustees of the charity at 30 November 2022 were as follows:

Dr Louise Parkin BM MRCP (Chair of Trustees)
 Mr Ben Parkin BM PGCE FRCOPHTH MD
 Mr Jeffrey Adams BA PGCE
 Dr Sarah Wattley BMBS MSc

Rev Nick Jackson resigned on 31/12/21

Honorary Treasurer

Mr Robert Lambourne

Staff

Cleo Forstater (Operations and Publicity Lead)
 Beth Pink (Students Liaison and Development Lead)
 Louise Bird left and was replaced by Cleo Forstater as Operations and Publicity Lead on 4th October 2022

Principal address

Suite 3
 1 Sunburst House
 Elliott Road
 Bournemouth BH11 8JP

Independent Examiners

Ward Goodman
 4 Cedar Park
 Cobham Road
 Ferndown Industrial Estate
 Wimborne BH21 7SF

Bankers

Lloyds Bank
 101 High St
 Poole BH15 1AJ

Structure, Governance and Management

Governing document

The governing document of the charity is the Respected Constitution which has been submitted to the Charity Commission. This is reviewed periodically by the Trustees and was last updated in July 2020.

Organisational structure

Between 2007 and 2014 the structure was that of an unregistered voluntary organisation called "evaluate Poole". During this time, it delivered over 260 educational sessions to over 13,000 young people in 16 schools in Poole and the surrounding area. The aim of registering as a charity was to employ staff, expand its work and raise funds more effectively.

The organisation was registered as a Charitable Incorporated Organisation (CIO) and renamed "Respected" on 20th January 2015 with a transfer of all assets and liabilities from evaluate Poole.

All the Trustees give their time voluntarily and none receive any benefit. Two Trustees are married to each other. Any expenses reimbursed to the Trustees by the charity (in accordance with the Financial Controls Policy) are set out in Note 6 to the accounts.

The Trustees meet at least once termly to agree the budget, policies, funding, staffing etc. All activities are overseen by its Trustees. The Treasurer also attends Trustees meetings. Respected currently employs two part-time staff members: the Operations and Publicity Lead and the Students Liaison and Development Lead, both managed by Louise Parkin (Director and Trustee). Their responsibilities are set out in their job descriptions. Respected also has a team of fully trained educators who facilitate the Respected Programme in local schools. This consists of the Student Liaison and Development Lead, the Director and 3 other volunteers. Two of the volunteers are also qualified teachers and the Director is a qualified GP.

Leadership and Management

The charity is led by a team of trustees, one of whom also acts voluntarily as the charity's Director. The Trustees have been recruited for their experience and expertise in the areas of RSE, teaching, technical and relevant medical knowledge. During 2021/22, they included 3 doctors (including a GP and a Public Health Doctor), a local secondary school teacher and an ex-teacher. Their appointment is for a fixed term of 2-5 years which may be renewed on the agreement of the other trustees. All trustees undergo training provided by Bournemouth/ Christchurch/Poole Community Action Network and comply with Charity Commission guidelines. The Director, a local GP with over 15 years of experience in Relationships and Sex Education (RSE), line manages the staff, oversees the educator training and schools work and co-writes and quality controls all educational materials used. The Students Liaison and Development Lead is an experienced youth worker and heads up the team of Respected educators in local secondary schools.

Use of Volunteers

Respected is grateful for a number of skilled volunteer educators who are vital to the team facilitating our programme in local schools. All educators (including volunteers) undergo full training (see below in Training section).

Risk Management

Respected has a Safer Recruitment Policy for all staff and volunteers and a Safeguarding Policy. All staff and volunteers going into schools are required to have a clear DBS (Disclosure and Barring Service) Criminal Records Check and follow the Respected Code of Conduct Policy. Safeguarding is included in the regular staff and volunteer mandatory training. We also have Covid safety, Cyber security, Data Protection and Privacy and Financial Controls policies. The charity is insured for Public and Employer's Liability, Professional indemnity and Management Liability, Fidelity and Cyber security.

Mission

Objects

The charities objects as set out in its Constitution are:

To advance education including but not by way of limitation through the provision of sex and relationship education to children and young people in primary and secondary schools in the Poole and Bournemouth area and such parts of the United Kingdom as the trustees may from time to time determine.

The Trustees have agreed that, with our current level of resources, we will operate in secondary schools only, hoping to expand into primary schools when future resources allow.

Overall Aim

To empower young people to make healthy, informed choices in the area of relationships and sex.

Specific Aims

- To encourage commitment and respect in relationships.
- To improve the physical and emotional health and self-esteem of young people.
- To encourage young people to consider the benefits of delaying sexual experience until a long term, committed relationship.
- To contribute to a decrease in local teenage pregnancy and sexually transmitted infection rates.

Strategy

The underlying premise of Respected is that each student is a unique and valuable individual, capable of making healthy decisions when adequately informed and supported. It therefore plans to achieve its aims by providing an education programme which:

- gives students clear, accurate and up to date information
- challenges misinformation from sources such as the media/internet/social media
- boosts their self-esteem and self confidence
- assists them in the development of critical thinking skills in order to make healthy and well informed decisions.

It is compliant with the Department of Education Guidance published in June 2019. It works alongside a school's in-house provision and aims to be complimentary to other agencies' work in the area of Relationships and Sex Education.

Activities and achievements

Activities

Respected provides a holistic, high quality Relationships and Sex Education Programme to secondary school students.

Local activities

Since its charity registration in January 2015, our education programme has been delivered to over 30,000 students in 17 different local schools. During the academic year 2021/22, our new programme (see below) was facilitated in all year groups in 13 different local secondary schools.

Further development

During 2020/21, Respected completely overhauled its educational resources, producing a programme which is flexible and interactive, streamed directly from our website and facilitated in class by the Respected Team or by a teacher. For each year group (7,8,9,10/11), there is a set of 3 lessons, each of which contains:

- 1) Film: a high quality short interactive film on the topics of the lesson
- 2) Follow On: interactive activities/discussions allowing students to engage further and discuss key themes raised in the Films
- 3) Student help: detailed resources on where students can go and how to access further help and support on relevant issues (in-school, local and national agencies)

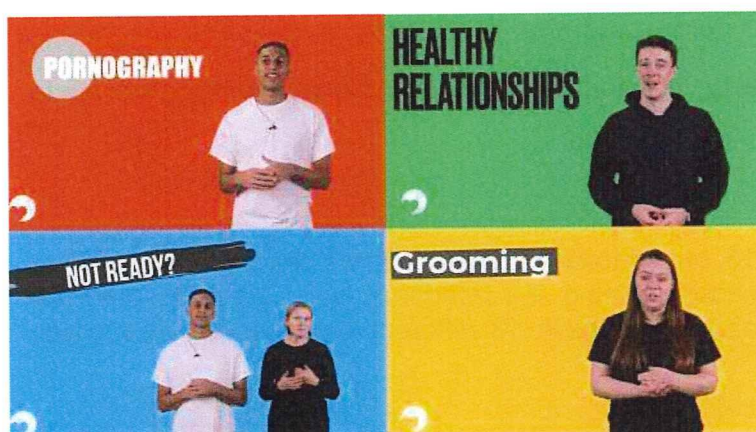


The updated programme continues to adhere to the underlying ethos and overall aims of Respected. Topics covered include influences such as peer pressure, the internet, social media and pornography; grooming and child sexual exploitation; body image and self esteem; consent and coercion/control as well as unplanned pregnancy, contraception and sexually transmitted infections.

In June 2022, following our extensive local fundraising and promotional 'Everyone's Respected' campaign, we launched our new website, which now features a whole membership section for teachers to preview and access the new educational resources. It also contains detailed lesson plans, teacher guidance notes and teacher guidance videos on how to facilitate our resources

and to approach difficult subjects like consent and influence of internet pornography with students. This means that now any school in the country can take out membership and for a nominal fee, can stream all of our resources for all year groups directly from our website for an entire academic year. Further details can be found on our website www.respected.org.uk

National activities



Since the launch of our nationally available programme, we have already had interest from approximately 14 schools outside of the Bournemouth / Christchurch and Poole (BCP) area, 3 of which have already used the programme. This is without any significant national publicity from Respected so far.

The plan is for Respected to continue to offer facilitation of our programme by our trained team of educators in local schools in the BCP area, whilst also empowering teachers both locally and nationally to be able to facilitate the programme themselves in their own schools. This will involve a large national promotional campaign and the provision of further teacher guidance materials planned for 2023 (see Future Plans section).

Training

Full training of all educators in the Respected Team is provided on joining the charity by a GP, our Students Liaison and Development Lead and a recently retired children's safeguarding social worker, all of whom have many years' experience of going into schools. The training includes sessions on the charity's Aims and Objectives, Ethos, Code of Conduct, current relevant cultural issues for young people, safeguarding, relevant legal issues, contraception and sexually transmitted infections, IT and facilitation skills. There are annual safeguarding updates and 3 yearly comprehensive safeguarding training for all staff and volunteers, who also receive regular feedback on their ongoing performance.

Website and Social media

Respected's website www.respected.org.uk is designed to publicise and promote the charity, education programme and enable online donations and fundraising support. Since its relaunch in June 2022 (see above), it now also features a whole membership section for teachers to preview and access the new educational resources, as well as providing lesson plans and guidance and support for teachers on facilitating our programme. This means that now any school in the country can take out membership and for a nominal fee, can stream all of our resources directly from our website for all year groups for an entire academic year. Our Facebook and Instagram pages are designed to raise awareness of relevant issues, publicise

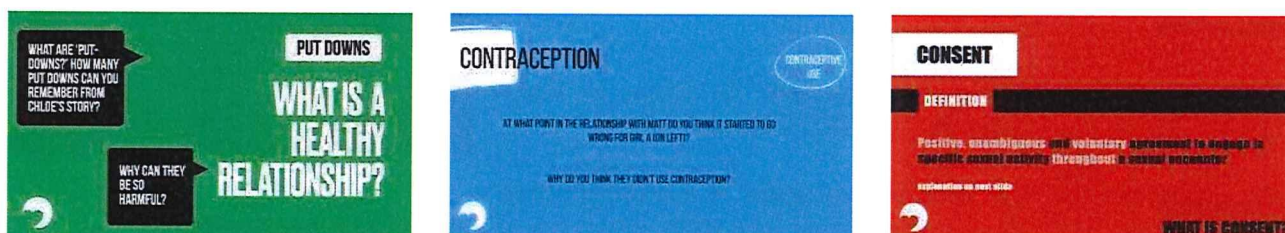
the charity and fundraising events and to develop a community of regular supporters who donate, volunteer, organise fundraising events and support in other ways. The website is hosted and managed by preWeb Design and 2able Ltd and the social media accounts by the staff and all are overseen by the Director. Further development and expansion of this and the charity's social media presence is planned for 2023 as part of a new promotional campaign (see Future Plans).

Public Benefit statement

In considering its future strategy, aims and objectives, Respected Trustees have paid due regard to the Charity Commission's general guidance on Public Benefit. The Trustees are satisfied that through its primary activities the charity provides identifiable benefits consistent with its charitable objects. The Trustees do not consider that these activities produce any identifiable detriment or harm. The Trustees are satisfied that any private benefit is incidental to its public benefit activity.

Ensuring that services remain relevant

National statistics emphasise the pressing need for effective RSE for young people. The UK has amongst the highest rates of STI's¹ and teenage pregnancy in Western Europe.² Over 300,000 new diagnoses of an STI are made each year in England and over 40% of these are in under 25's³. Research indicates that use of internet pornography is widespread amongst teenagers, the majority having been exposed to it by the age of 13 and some as early as age 7.^{4,5,6} A recent Ofsted survey of 900 children and young people across 32 schools and colleges in the UK found that sexual harassment occurs so frequently in schools that students described it as 'commonplace' and the frequency of harmful sexual behaviours meant that some children and young people consider them normal. 80% girls age 13 reported that they or their peers had experienced some form of sexual abuse in or around school.⁷ The decision by the government to make Sex and Relationships Education mandatory in all schools from September 2020, and rename it as Relationships and Sex Education, strongly endorses the ongoing relevance and importance of the work of Respected. Despite this, 39% of secondary school teachers have reported that they do not feel prepared to cover the RSE requirements set out in the guidelines¹⁰ and our local experience is that teachers really value the support and expertise of the Respected programme and team in their RSE curriculum.



Whilst developing the new educational programme, Respected was guided by the following:

- results of focus groups with small groups of local students carried out in early 2020 to discuss the main issues they face in the area of relationships.
- the latest Department of Education Guidance (published June 2019)
- staff and student feedback from the previous programme
- the opinions and input of a local GP and local secondary school teacher

- attendance at relevant training courses and private study on the subjects covered including the Faculty of Sexual and Reproductive Healthcare, the British Association of Sexual Health and HIV, the Esteem/acetUK Teaching RSE Level 4 Award
- the relevant qualifications/expertise of the staff co-authoring the material eg final year thesis on body image as part of a 1st class honours degree in English from Cambridge

The programme was then piloted in 9 local schools, sometimes facilitated by a member of the Respected team and some preferring their own teachers to facilitate. Following overwhelmingly positive, detailed feedback from participating pilot schools, the new programme was launched at the beginning of the academic year 2021/22 and feedback taken from teachers and students in the form of a questionnaire completed at the end of their series of Respected lessons (see Impact section below). The programme will then be reviewed and updated at least annually to ensure it is kept accurate and up to date.

We believe that these measures will ensure both the quality and relevance of the educational programme to secondary school students.

Ensuring that our services are accessible to the public

The Respected Programme is now not only available to local schools (facilitated by the Respected Team) but also to any secondary (or middle) school in the UK to stream directly from our website. It is specifically designed to be easy to facilitate and we also provide detailed teacher guidance notes and videos to support teachers in using it. Because of budget constraints for schools, we deliberately keep the charge for our programme at a nominal amount and in 2022 we charged each school £20 to use the 3 lesson series for very year group for an entire academic year. This makes our programme highly accessible across the whole country. The charity publicises our programme via email, the website, word of mouth, social media, publicity leaflets and publicity events. A further promotional campaign is planned for 2023 to publicise our programme across the country.

Impact

At the end of each 3 lesson series, students and staff from local schools complete a feedback questionnaire for Respected.

Student feedback: Analysis of student feedback in local schools during the academic year 2021/22 shows that:

88% students think the subjects we cover in our programme are important/very/extremely important with 89% rating the programme as good/helpful.

As a result of the programme:

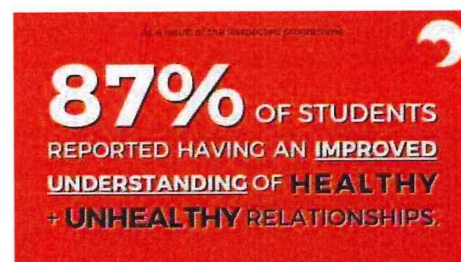
68% Yr 9 students had an improved understanding of the possible impacts of choosing to have sex

87% Yr 7/8 students had an improved understanding as to what constitutes a healthy or an unhealthy relationship

Nearly 40% Yr 9's are more likely to use contraception

Over half of Yr 9's feel better able to voice what they want in a relationship

A third of Yr 10's are more likely to agree consent with their partner



Over half of Yr 10's have a better understanding of why someone might choose to delay sexual experience

Teacher feedback: All teachers surveyed said that were very or extremely likely to recommend our programme to other schools and that they felt it was pitched at the right level for their students.

Over 2023, we will be looking at other ways to collect teacher feedback from all (not just local) schools (see Future Plans section).

Achievements in the 2021/22 period

By far our greatest achievement in the last academic and financial year has been completing the first step in launching our programme nationally. This was made possible by our 'Everyone's Respected' campaign, consisting of fundraising events, promotional activities and online



publicity, in order to pay for the upgrade necessary to our website to allow any school in the country to access our programme.

Our campaign raised £8500 and, together with grant money awarded by Garfield Weston Foundation, in June 2022, we were able to launch our brand new website. This now features a whole membership section for teachers to preview and stream our educational resources directly from the website. It also contains detailed lesson plans, teacher guidance notes and teacher guidance videos on how to facilitate our resources and to approach difficult subjects like consent and influence of internet

pornography with students. This means that now any school in the country can take out membership and for a nominal fee, facilitate the entire Respected Programme across all year groups in their school. Our work of empowering young people to make healthy, informed choices in the area of relationships and sex is now available to every secondary school student in the country! Without any significant publicity, we have already had interest from 14 schools outside the BCP area, 3 of which have already used it.

The second step in our national campaign will be to promote and publicise our programme much more widely across the country to increase uptake (see Future Plans)

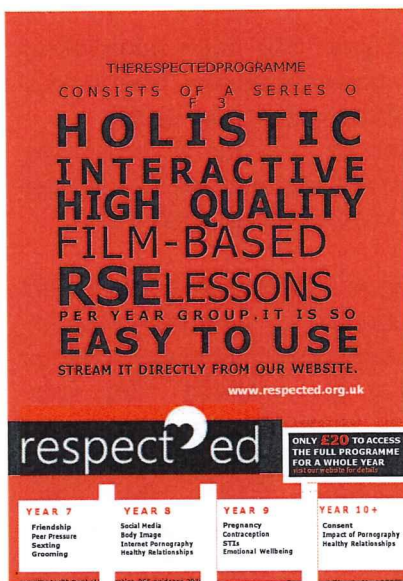
Meanwhile, we have continued our vital work locally and, following successful piloting in the previous year, our online programme was used across all 4 year groups in 13 local schools. The Respected Team facilitated in some schools but local teachers also successfully facilitated the programme, with excellent feedback from both staff and students.

Other achievements in the last academic and financial year include:

- Training up 2 new Respected educators to join our local schools team.
- Awarding of a significant amount of grant money (See Financial Review below) which will allow us to proceed with the second step in launching the Respected Programme nationally.

- Following the departure of Louise Bird, our previous Operations and Publicity Lead, to pursue her work elsewhere, we have appointed a replacement with particular expertise and experience in publicity and digital marketing with a view to promoting our programme much more widely across the country.

Future Plans



Having finished this year in a strong financial position, we are now able to implement the next step in our national expansion. Over the next 2 years, we are planning a major marketing campaign to promote our programme to schools across the country. This will include a variety of digital promotional strategies, including social media campaigns, a new promotional video, online blogs and podcasts, new “For parents” and “Get involved” pages on our website, designed to promote our programme to both schools and parents across the country and also to raise awareness and encourage engagement more widely in issues relevant to RSE. Alongside this, we plan to increase our local support, both in terms of numbers of supporters and donors but also in terms of engagement with the charity and level of support, encouraging and empowering our supporters to initiate fundraising activities themselves. We plan to do this through a number of promotional/fundraising events and by creating opportunities to speak about the charity in local community settings.

Over the next 2 years, we also plan to add to the resources on the membership section of our website designed to equip teachers to facilitate our programme. This will include a further series of videos aimed to support teachers in approaching some of the difficult issues raised in the programme with their students.

The aim is for the Respected Programme online booking and streaming service to become self funding over the next 5 years. The current membership is nominal but, as more schools use the programme and we establish a more widespread reputation, we feel that we could gradually increase this charge. With the increase in membership fees and an increasing number of schools signing up, this service could start to pay for itself.

Over the next 1-2 years, we will also be working towards possible application for endorsement of our programme by the PSHE Association, the national body for Personal Social and Health Education (PSHE), which is highly regarded by teachers and schools.

With endorsement of our programme from a prestigious educational body and a more sustainable model for delivering it, we will also be in a much stronger position for further financial backing from grant awarding bodies and possible corporate sponsorship, which will further contribute to our financial sustainability.

Lastly, we are excited at the prospect of working with the department of Software Engineering at Bournemouth University to find better and easier ways to gain feedback from teachers who have used our programme. This will start with a final year student project creating a message board

for teachers on the website. We are currently in talks regarding a possible future link with the Department of Digital Health.

Financial review

Principal funding sources

The majority of our income this year came from 2 grants towards core funds (£10,000 from the Robert Luff Foundation and £5000 from the Garfield Weston Foundation) and ongoing regular donations from our supporters. Most of the remainder came from one off donations from our 'Everyone's Respected' fundraising campaign which included promotional and fundraising activities and gift aid claims. We received a relatively small amount from membership fees and other donations for using the programme from schools. The following accounts show that Respected has a net surplus of £16,483 compared to a deficit of £8,632 last year. Total funds as at 30th November 2022 were £22,139 compared to £5,656 in 2021.

Reserves Policy

The Trustees have an agreed reserves policy which is reviewed each year. The main consideration in setting the required level of reserves is the moral commitment the Trustees have to its employed staff and to the young people it serves. They have agreed the following statement for the annual report:

Respected is committed to providing high quality Relationships and Sex Education to young people, mainly in the Poole and Bournemouth area. Therefore, if the charity had to close, the Trustees have agreed to have enough money in reserve to cover staff costs for the next 3 months. At projected 2022/23 costs, the Trustees estimate that they would need £4,663 (last year £4,250) to cover these net costs. At the end of this financial year the charity has total free reserves of £21,305 (2021: £5,329).

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Report and Financial Statements in accordance with the law applicable to charities and UK Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;

- observe the methods and principles in the Charities Statement of Recommended Practice (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in financial statements: and
- prepare the financial statements on a 'going concern' basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees, for the purposes of charity law, who served during the year and up to the date of this report, are set out on page 4 above.

Approved by the Trustees on

19/4/23



Dr Louise Parkin, Trustee

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11. Increase in reports of sexual violence in Universities. Channel 4 News. Published online 2019. <https://www.channel4.com/news/82-increase-in-reports-of-sexual-violence-in-universities-2>

Independent Examiner's Report to the Trustees of
Respected

Independent examiner's report to the trustees of Respected

I report to the charity trustees on my examination of the accounts of Respected (the Trust) for the year ended 30 November 2022.

Responsibilities and basis of report

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

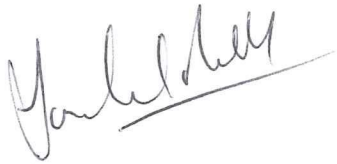
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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



I M Rodd BSc FCA FCCA
Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 21 April 2023

Statement of Financial Activities
for the Year Ended 30 November 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	39,396	-	39,396	26,432
Other trading activities	4	<u>7,311</u>	<u>-</u>	<u>7,311</u>	<u>-</u>
Total		<u>46,707</u>	<u>-</u>	<u>46,707</u>	<u>26,432</u>
EXPENDITURE ON					
Charitable activities					
Provision of education	5	30,047	-	30,047	34,705
Other		<u>177</u>	<u>-</u>	<u>177</u>	<u>359</u>
Total		<u>30,224</u>	<u>-</u>	<u>30,224</u>	<u>35,064</u>
NET INCOME/(EXPENDITURE)		16,483	-	16,483	(8,632)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>5,656</u>	<u>-</u>	<u>5,656</u>	<u>14,288</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>22,139</u></u>	<u><u>-</u></u>	<u><u>22,139</u></u>	<u><u>5,656</u></u>

Balance Sheet
30 November 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	10	834	-	834	327
CURRENT ASSETS					
Debtors	11	257	-	257	257
Cash at bank		<u>25,652</u>	<u>-</u>	<u>25,652</u>	<u>11,348</u>
		25,909	-	25,909	11,605
CREDITORS					
Amounts falling due within one year	12	(4,604)	-	(4,604)	(6,276)
		<u>21,305</u>	<u>-</u>	<u>21,305</u>	<u>5,329</u>
NET CURRENT ASSETS					
		22,139	-	22,139	5,656
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>22,139</u>	<u>-</u>	<u>22,139</u>	<u>5,656</u>
NET ASSETS					
FUNDS	13				
Unrestricted funds				<u>22,139</u>	<u>5,656</u>
TOTAL FUNDS				<u>22,139</u>	<u>5,656</u>

The financial statements were approved by the Board of Trustees and authorised for issue on19/11/22.....
and were signed on its behalf by:



.....
Dr L Parkin - Trustee

**Notes to the Financial Statements
for the Year Ended 30 November 2022**

1. LEGAL FORM

Respected is a registered Charitable Incorporated Organisation (CIO) in England and Wales, registered charity number 1160057. The principal office address is on page 1.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Incoming resources and debtors

Donations and grants are recognised in full when they are receivable.

Debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Resources expended and liabilities

Liabilities are recognised as resources expended when the charity has legal or constructive obligation committing it to the expenditure.

All expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Charitable activities

Costs of charitable activities comprise those costs incurred by the charity in the delivery of its activities.

Governance costs

Governance costs comprise all the costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include those relating to the Independent Examination.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Notes to the Financial Statements - continued
for the Year Ended 30 November 2022

2. ACCOUNTING POLICIES - continued

Fund accounting

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Costs of generating voluntary income

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs incurred for fundraising purposes including attracting sponsorship.

Value added tax

The charity is not registered for VAT. The irrecoverable amount of VAT on expenditure is included within the item of expense to which it relates.

Government grants

Government grants shall be recognised in the SoFA on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

3. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	17,281	19,541
Gift aid	7,115	3,460
Grants	<u>15,000</u>	<u>3,431</u>
	<u>39,396</u>	<u>26,432</u>

Grants received, included in the above, are as follows:

	2022	2021
	£	£
Garfield Weston Foundation	5,000	-
Government Grants	-	3,431
Robert Luff Foundation	<u>10,000</u>	-
	<u>15,000</u>	<u>3,431</u>

Notes to the Financial Statements - continued
for the Year Ended 30 November 2022

4. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Fundraising events	<u>7,311</u>	<u>-</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Provision of education	<u>28,511</u>	<u>1,536</u>	<u>30,047</u>

6. SUPPORT COSTS

	Governance costs
	£
Provision of education	<u>1,536</u>

With the exception of Governance costs, the charity's expenditure is made up of costs directly attributable to charitable activities.

Governance costs includes independent examiner's remuneration as follows;

Included within expenditure on charitable activities is £1,200 (£840) paid to the Independent Examiners.

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 November 2022 nor for the year ended 30 November 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 November 2022 nor for the year ended 30 November 2021.

8. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	17,440	19,944
Other pension costs	<u>-</u>	<u>171</u>
	<u>17,440</u>	<u>20,115</u>

The average monthly number of employees during the year was as follows:

	2022	2021
Employees	<u>2</u>	<u>2</u>

No employees received emoluments in excess of £60,000.

Notes to the Financial Statements - continued
for the Year Ended 30 November 2022

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	<u>25,832</u>	<u>600</u>	<u>26,432</u>
EXPENDITURE ON			
Charitable activities			
Provision of education	34,105	600	34,705
Other	<u>359</u>	<u>-</u>	<u>359</u>
Total	<u>34,464</u>	<u>600</u>	<u>35,064</u>
NET INCOME/(EXPENDITURE)	(8,632)	-	(8,632)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>14,288</u>	<u>-</u>	<u>14,288</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>5,656</u></u>	<u><u>-</u></u>	<u><u>5,656</u></u>

10. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 December 2021	1,509
Additions	<u>685</u>
At 30 November 2022	<u>2,194</u>
DEPRECIATION	
At 1 December 2021	1,182
Charge for year	<u>178</u>
At 30 November 2022	<u>1,360</u>
NET BOOK VALUE	
At 30 November 2022	<u>834</u>
At 30 November 2021	<u>327</u>

Notes to the Financial Statements - continued
for the Year Ended 30 November 2022

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Prepayments	<u>257</u>	<u>257</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	3,390	5,040
Taxation and social security	15	303
Other creditors	<u>1,199</u>	<u>933</u>
	<u>4,604</u>	<u>6,276</u>

13. MOVEMENT IN FUNDS

	At 1.12.21 £	Net movement in funds £	At 30.11.22 £
Unrestricted funds			
General fund	5,656	16,483	22,139
	<u>5,656</u>	<u>16,483</u>	<u>22,139</u>
TOTAL FUNDS	<u>5,656</u>	<u>16,483</u>	<u>22,139</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	46,707	(30,224)	16,483
	<u>46,707</u>	<u>(30,224)</u>	<u>16,483</u>
TOTAL FUNDS	<u>46,707</u>	<u>(30,224)</u>	<u>16,483</u>

Comparatives for movement in funds

	At 1.12.20 £	Net movement in funds £	At 30.11.21 £
Unrestricted funds			
General fund	14,288	(8,632)	5,656
	<u>14,288</u>	<u>(8,632)</u>	<u>5,656</u>
TOTAL FUNDS	<u>14,288</u>	<u>(8,632)</u>	<u>5,656</u>

Notes to the Financial Statements - continued
for the Year Ended 30 November 2022

13. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	25,832	(34,464)	(8,632)
Restricted funds			
Staffing costs	600	(600)	-
	<u>26,432</u>	<u>(35,064)</u>	<u>(8,632)</u>
TOTAL FUNDS			

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.12.20 £	Net movement in funds £	At 30.11.22 £
Unrestricted funds			
General fund	14,288	7,851	22,139
	<u>14,288</u>	<u>7,851</u>	<u>22,139</u>
TOTAL FUNDS			

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	72,539	(64,688)	7,851
Restricted funds			
Staffing costs	600	(600)	-
	<u>73,139</u>	<u>(65,288)</u>	<u>7,851</u>
TOTAL FUNDS			

The restricted funds are to be spent on the following:

Staffing costs - this is restricted to pay for the employees salary at the charity.

Notes to the Financial Statements - continued
for the Year Ended 30 November 2022

14. RELATED PARTY DISCLOSURES

Throughout the year ended 30 November 2022, Trustees and their family members have donated a total of £4,346 (2021: £7,760).

RESPECTED

England & Wales - Charity number 1160057

Accounts

respect²ed



**Report of the Trustees and
Unaudited Financial Statements for the year ended 30 November 2021
for Respected**

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Respected

**Contents of the Financial Statements
for the Year Ended 30 November 2021**

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Notes to the Financial Statements	16 to 22

Executive summary

Respected is a registered charity set up by a local GP which currently provides holistic, high quality Relationships and Sex Education (RSE) to secondary schools in Poole, Bournemouth and the surrounding area and is planning national expansion over the next 5 years.

The Need

The UK has amongst the highest rates of sexually transmitted infections (STI)¹ and teen pregnancy in W.Europe ².

Nearly half of STI's in England are in under 25's³

Young people are increasingly turning to pornography to educate themselves about sex ^{4, 5, 6}

Sexting, the exchange of sexually explicit images by mobile phone, is now seen as a normal part of a relationship amongst young people

There are growing concerns that the COVID-19 pandemic has decreased access to sexual health advice and increased access to adult online content in young people ^{.7, 8}

“Best PSHE resources I've used in a while”

The Aim

To empower young people to make healthy informed choices in the area of relationships and sex. Specifically:

To encourage commitment and respect in relationships

To improve physical and emotional health and increase self esteem of young people

To encourage young people to consider the benefits of delaying sexual experience until a long term, committed relationship.

To contribute towards a decrease in local teen pregnancy and STI rates

“(The students were) really happy and really willing to talk”

The Justification

Relationships and Sex Education (RSE) has been mandatory in schools since September 2020

Latest National Curriculum Guidance endorses the use of high quality external organisations in the provision of RSE ⁹

Many teachers do not feel equipped to teach RSE ¹⁰

Local schools do not have a sufficient budget for RSE

The NHS has insufficient resources to send educators in to teach RSE in all schools

“In the past staff felt uncomfortable delivering materials like this but not this year because the content was delivered in the films”

Area of Activity

Poole, Bournemouth, Christchurch, New Forest

The Cost

Total expenditure: £35,064

The Activities

2015-onset of Covid-19 pandemic: delivery of educational programme to 28,000 students in approximately 17 schools

April 2020- February 2021: production of new interactive film based educational programme which can be streamed from our website and facilitated by Respected team or a teacher either in person or remotely. **New programme now scaleable, enabling future expansion nationally**

March-July 2021: new programme piloted in 9 schools

September 2021: new programme launched in all schools and replaces pre pandemic format

The Outcome

From the pilot of the new Respected programme :

80% schools said that students were really or fully engaged during all of the lessons

78% teachers would recommend the resources to others and use them in exactly the same way again

“Students really engaged well with the films and the two presenters came across beautifully”

Further feedback and impact data will be collected as the updated programme is used in schools in 2021/22

The Trustees present their report, together with the independently examined financial statements for the year ended 30th Nov 2021

Legal and Administrative Information

Respected was registered as a Charitable Incorporated Organisation in January 2015 (number 1160057).

Trustees

The Trustees of the charity at 30 November 2021 were as follows:

Dr Louise Parkin BM MRCP (Chair of Trustees)
Mr Ben Parkin BM PGCE FRCOPHTH MD
Mr Jeffrey Adams BA PGCE
Rev Nick Jackson MA (Oxon) PGCE ODM
Dr Sarah Wattleby BMBS MSc (appointed 21/1/21)

Mrs J Perring resigned 3/12/20

Honorary Treasurer

Mr Robert Lambourne

Staff

Louise Bird (Operations and Publicity Lead)
Beth Pink (Students Liaison and Development Lead)

Principal address

Suite 3
1 Sunburst House
Elliott Road
Bournemouth BH11 8JP

Independent Examiners

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne BH21 7SF

Bankers

Lloyds Bank
101 High St
Poole BH15 1AJ

Structure, Governance and Management

Governing document

The governing document of the charity is the Respected Constitution which has been submitted to the Charity Commission. This is reviewed periodically by the Trustees and was updated in July 2020.

Organisational structure

Between 2007 and 2014 the structure was that of an unregistered voluntary organisation called "evaluate Poole". During this time, it delivered over 260 educational sessions to over 13,000 young people in 16 schools in Poole and the surrounding area. The aim of registering as a charity was to employ staff, expand its work and raise funds more effectively.

The organisation was registered as a Charitable Incorporated Organisation (CIO) and renamed "Respected" on 20th January 2015 with a transfer of all assets and liabilities from evaluate Poole.

All the Trustees give their time voluntarily and none receive any benefit. Two Trustees are married to each other. Any expenses reimbursed to the Trustees by the charity (in accordance with the Financial Controls Policy) are set out in Note 6 to the accounts.

The Trustees meet at least once termly to agree the budget, policies, funding, staffing etc. All activities are overseen by its Trustees. The Treasurer also attends Trustees meetings. Respected currently employs two part-time staff members: the Operations and Publicity Lead and the Students Liaison and Development Lead, both managed by Louise Parkin (Director and Trustee). Their responsibilities are set out in their job descriptions. The Operations and Publicity Lead started employment in October 2021, replacing the former Communications and Publicity Officer and Operations Manager who left in December 2020 and September 2021 respectively. During the year, 2 fully trained volunteers have also helped to facilitate the Respected Programme in local schools. One of these is also a fully qualified teacher.

Leadership and Management

The charity is led by a team of trustees, one of whom also acts voluntarily as the charity's Director. The Trustees have been recruited for their experience and expertise in the areas of RSE, teaching, technical and relevant medical knowledge. They include 3 doctors (including a GP and a Public Health Doctor), a local secondary school teacher and an ex-teacher. Their appointment is for a fixed term of 2-5 years which may be renewed on the agreement of the other trustees. All trustees undergo training as provided by Bournemouth/Christchurch/Poole Community Action Network and comply with Charity Commission guidelines. The Director, a local GP with over 15 years of experience in Relationships and Sex Education (RSE), line manages the staff, oversees the volunteer training and schools work and co-writes and quality controls all educational materials used. The former Operations Manager is an ex-teacher and has over 18 years of experience in education. The Students Liaison and Development Lead is an experienced youth worker and heads up the facilitation of the Respected Programme in local secondary schools.

Use of Volunteers

Respected is grateful for a team of volunteer facilitators who are vital to the success of the charity. All volunteers undergo full training to facilitate the Respected Programme provided by a

GP, our Students Liaison and Development Lead and a recently retired children's safeguarding social worker, all of whom have many years' experience of going into schools. The training includes sessions on the charity's Aims and Objectives, Ethos, Code of Conduct, current cultural issues for young people, safeguarding, contraception and sexually transmitted infections, IT and presentation skills. There are annual safeguarding updates and 3 yearly comprehensive safeguarding training for all staff and volunteers, who also receive regular feedback on their ongoing performance.

Risk Management

Respected has a Code of Conduct policy with which all staff and volunteers are required to comply whilst in schools. Respected has Safer Recruitment and Safeguarding Policies. Safeguarding is included in the staff and volunteer mandatory training. We also have Covid safety, Cyber security and Financial controls policies. The charity is insured for Public and Employer's Liability, Professional indemnity and Management Liability, Fidelity and Cyber security.

Mission

Objects

The charities objects as set out in its Constitution are:

To advance education including but not by way of limitation through the provision of sex and relationship education to children and young people in primary and secondary schools in the Poole and Bournemouth area and such parts of the United Kingdom as the trustees may from time to time determine.

The Trustees have agreed that, with our current level of resources, we will operate in secondary schools only, hoping to expand into primary schools when future resources allow.

Overall Aim

To empower young people to make healthy, informed choices in the area of relationships and sex.



Specific Aims

- To encourage commitment and respect in relationships.
- To improve the physical and emotional health and self-esteem of young people.
- To encourage young people to consider the benefits of delaying sexual experience until a long term, committed relationship.
- To contribute to a decrease in local teenage pregnancy and sexually transmitted infection rates.

Strategy

The underlying premise of Respected is that each student is a unique and valuable individual, capable of making healthy decisions when adequately informed and supported. It therefore plans to achieve its aims by providing an education programme which:

- gives students clear, accurate and up to date information
- challenges misinformation from sources such as the media/internet/social media
- boosts their self-esteem and self confidence
- assists them in the development of critical thinking skills in order to make healthy and well informed decisions.

It is compliant with the Department of Education Guidance published in June 2019. It works alongside a school's in-house provision and aims to be complimentary to other agencies' work in the area of Relationships and Sex Education.

Activities and achievements

Activities

Respected provides a holistic, high quality Relationships and Sex Education Programme to local secondary school students.

Between its charity registration in January 2015 and the closure of schools due to the COVID-19 pandemic in March 2020, our education programme was delivered to approximately 28,000 students in 17 different local schools.

Since the onset of the pandemic, the charity has completely overhauled its educational resources, producing a programme which is more flexible, sustainable and suitable for use as either online or in- school education. It consist of 2 parts, both of which are available to use direct from the website:

- 1) Films: a series of high quality short interactive films for year groups 7, 8, 9 and 11.
- 2) Follow On: interactive lesson plans allowing students to engage further and discuss key themes raised in the films.

Each can be facilitated by a member of the Respected team or a teacher in class size settings, either in person or remotely via an online platform.

The new programme was piloted in 9 local schools between March and July 2021 with very positive feedback, both from schools in which the Respected team facilitated and those in which a teacher facilitated the material.

Whilst incorporating much new and updated material, the new programme continues to adhere to the underlying ethos and overall aims of Respected. Topics covered include influences such as peer pressure, the internet, social media and pornography; grooming and child sexual exploitation; body image and self esteem; consent and coercion/control as well as unplanned pregnancy, contraception and sexually transmitted infections. Students are signposted to relevant in-school pastoral services and local and national agencies for further help and support.

Further details can be found on our website www.respected.org.uk

Training

Full training of all volunteers is provided on joining the charity and is detailed above. Training and use of volunteers in the delivery of the updated programme is currently under review.

Website and Social media

Respected's website www.respected.org.uk is designed to publicise and promote the education programme primarily to local schools. A secure page of the website gives access to the Respected Programme. The website also enables online donations from the general public. Our Facebook page is designed to raise awareness of relevant issues, publicise the charity and fundraising events and to develop a community of regular supporters who donate, volunteer, organise fundraising events and support in other ways. The Instagram account is designed to further engage young people in the educational issues raised in the Respected Programme. The website is maintained by preWeb Design and the social media accounts by the staff and all are overseen by the Director. Further development and expansion of this and the charity's social media presence is planned for 2022/23 (see below).

Public Benefit statement

In considering its future strategy, aims and objectives, Respected Trustees have paid due regard to the Charity Commission's general guidance on Public Benefit. The Trustees are satisfied that through its primary activities the charity provides identifiable benefits consistent with its charitable objects. The Trustees do not consider that these activities produce any identifiable detriment or harm. The Trustees are satisfied that any private benefit is incidental to its public benefit activity.

Ensuring that services remain relevant

National statistics emphasise the pressing need for effective RSE for young people. The UK has amongst the highest rates of STI's¹ and teenage pregnancy in Western Europe.² Half a million new diagnoses of an STI are made each year in England and nearly half of these are in under 25's³. Research indicates that use of internet pornography is widespread amongst teenagers^{4,5,6} and sexting is seen as a normal part of a relationship amongst young people. Rates of reported sexual assaults in universities have increased tenfold since 2014¹¹. These shocking statistics are likely to be exacerbated by COVID-19. There are now growing concerns about increased access to adult content online, reports of heightened anxiety and difficulty accessing sexual/mental health services in young people as a result of the pandemic and associated lockdown restrictions.^{7, 8}

The recent decision by the government to make Sex and Relationships Education mandatory in all schools from September 2020, and rename it as Relationships and Sex Education, strongly endorses the ongoing relevance and importance of the work of Respected. Despite this, 39% of secondary school teachers have reported that they do not feel prepared to cover the RSE requirements set out in the guidelines¹⁰ and our local experience is that teachers really value the support and expertise of the Respected team in their RSE curriculum.

Whilst developing the new educational programme, Respected was guided by the following:

- results of focus groups with small groups of local students carried out in early 2020 to discuss the main issues they face in the area of relationships.

- the latest Department of Education Guidance (published June 2019)
- staff and student feedback from the previous programme
- the opinions and input of a local GP and local secondary school teacher
- attendance at relevant training courses and private study on the subjects covered including the Faculty of Sexual and Reproductive Healthcare, the British Association of Sexual Health and HIV, the Esteem/acetUK Teaching RSE Level 4 Award
- the relevant qualifications/expertise of the staff co-authoring the material eg her final year thesis on body image as part of a 1st class honours degree in English from Cambridge

The programme was then piloted in 9 local schools, sometimes facilitated by a member of the Respected team and some preferring their own teachers to facilitate. Schools were also offered the option of facilitating the programme remotely but, to date, none have chosen this option. Following overwhelmingly positive, detailed feedback from participating pilot schools, the new programme was launched at the beginning of the academic year 2021/22. During this year, further feedback will be taken from teachers and students in the form of a questionnaire completed at the end of their series of Respected lessons. The programme will then be reviewed and updated at least annually to ensure it is kept accurate and up to date.

We believe that these measures will ensure both the quality and relevance of the educational programme to local secondary school students.

Ensuring that our services are accessible to the public

The Respected Programme is available to any school in Poole, Bournemouth, Christchurch and the surrounding area. The charity endeavours to promote itself to all local schools through the work of the Operations and Publicity Lead, the website and social media, publicity leaflets and publicity events. The Respected Programme is offered free of charge to all schools (although we suggest a donation to the charity if possible), and is now highly accessible through our website. Since it is now available for teachers to facilitate themselves in schools, the future strategy of the charity is to make the Respected Programme available to any secondary school in the UK (see Future Plans below).

Impact

From the pilot schools that participated in feedback on the new Respected Programme:

80% schools said that students were really or fully engaged during all of the lessons
 78% teachers would recommend the resources to others and use them in exactly the same way again

A few comments from participating teachers:

Students really engaged well with the films and the two presenters came across beautifully

(The students were) really happy and really willing to talk to us and share things and ask questions which we all appreciated

Easy to access...just a click of a button and we were in

Staff can actually have ownership of how they want to deliver

In the past staff felt uncomfortable delivering materials like this but not this year because the content was delivered in the films and they could look at the materials beforehand, so it went well

Easy to pick up and run with - kids engaged with it - the same actually throughout all school members – all staff said exactly the same

Best PSHE resources I've used in a while

They really listened and got the message

Up to date relevant resource

Further feedback and impact data will be collected from both teachers and students as the updated programme is used in schools in 2022

Achievements in the 2020/21 period

Activities of the charity this year continue to have been significantly affected by the COVID-19 pandemic and associated restrictions in schools. The charity's main achievement has been to respond to this by producing a brand new Respected educational programme. Our previous programme relied on teams of trained volunteers delivering presentations to a year group of students at a time. Our new programme consists of film based interactive resources which are accessible through our website and can be facilitated in class sizes by the Respected team or a teacher either in person or remotely if necessary. Not only does this make the resources much more interactive, but also flexible and more Covid safe. It is also a scaleable model, making it possible to make the resources available to any school in the UK.

During the last academic and financial year:

- A new Student Liaison and Development Lead has been appointed to implement the new programme and train volunteers to facilitate it in schools.
- A new Operations and Publicity Lead has been appointed to arrange school bookings, publicise the new programme more widely and spearhead fundraising for the charity.
- The new programme has been piloted in 9 local schools with overwhelmingly positive feedback from the teachers involved.
- The new programme was launched in the autumn of 2021 and has been facilitated by the Respected team class by class to entire year groups 7, 10 and 11 in one school. Bookings are currently being arranged in 12 other schools so far.
- Evidence based questionnaires to gather older student and teacher feedback on the new programme have been produced. Years 7 and 8 student questionnaires are currently still being developed.
- 3 LoveChurch interns have commenced their training to become Respected educators.

Future Plans

- Aim for the new educational programme to be used in 30 local schools in this academic year, collecting evidence based feedback from students and all teachers.
- Continue a dialogue with local schools to see if there are further ways we can support the delivery of RSE remotely and in more flexible ways eg vlogs/blogs, podcasts, short videos

- Now that the model for delivering our material is scaleable, we are aiming to make it available to schools from a much wider geographical area and across the whole UK over the next 1-5 years.
- Significantly upgrade our website to produce an online booking and streaming service that can deliver the new programme straight into the classroom of any school in the country.
- Operations and Publicity Lead to launch a major new funding campaign to raise significant funds to pay for new website set up and initial hosting costs, including fundraising events, appeals, grant applications etc.
- Online booking and streaming service to schools to become self funding in future. The online service will allow a large enough number of schools to access the programme, (each making a small donation) to cover the running costs of the website.
- Further develop our social media presence, especially Instagram with a view to engaging young people further with issues raised in our programme and inform future development of our programme.
- We will continue to recruit interns through the LoveChurch/Respected Internship Scheme
- Continue to diversify income streams and build a broader base of donors by:
 - Improved publicity and promotion through our social media presence and in other ways
 - Increasing the number of regular donors to cover staff salaries through the above
 - Encouraging schools to make donations to cover the costs of the new educational programme
 - Holding more local fundraising events (as COVID restrictions allow)
 - Applying for grants

Financial review

Principal funding sources

The majority of our income this year came from regular voluntary donations. The charity received £3431 in government furlough/SSP grants. The rest came from other voluntary donations, school donations, Gift Aid claims and a small amount from fundraising activity, which was very limited due to the Covid-19 pandemic and restrictions. The following accounts show that Respected has a net deficit of £8,632 compared to a surplus of £6,911 last year. This was largely due to increased expenditure in producing new film based educational resources and developing the website to host them. There was also less income generated from grant applications compared to the previous year. Total funds as at 30th November 2021 were £5,656 compared to £14,288 in 2020.

Reserves Policy

The Trustees have an agreed reserves policy which is reviewed each year. The main consideration in setting the required level of reserves is the moral commitment the Trustees have to its employed staff and to the young people it serves. They have agreed the following statement for the annual report:

Respected is committed to providing high quality Relationships and Sex Education to young people, mainly in the Poole and Bournemouth area. Therefore, if the charity had to close, the Trustees have agreed to have enough money in reserve to cover staff costs for the next 3 months.

At projected 2021/22 costs, the Trustees estimated that they would need £4,250 to cover these net costs. At the end of this financial year the charity has total free reserves of £5,329 (2020: £13,602).

Statement of Trustees’ responsibilities

The Trustees are responsible for preparing the Trustees’ Report and Financial Statements in accordance with the law applicable to charities and UK Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland”.

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in financial statements: and
- prepare the financial statements on a ‘going concern’ basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees, for the purposes of charity law, who served during the year and up to the date of this report, are set out on page 2

Approved by the Trustees on 3/3/22


Dr Louise Parkin, Chair of Trustees

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**Independent Examiner's Report to the Trustees of
Respected**

Independent examiner's report to the trustees of Respected

I report to the charity trustees on my examination of the accounts of Respected (the Trust) for the year ended 30 November 2021.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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



Miss J Richardson ACA FCCA DChA
Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 3rd March 2022

Respected

Statement of Financial Activities
for the Year Ended 30 November 2021

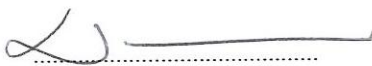
	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	25,832	600	26,432	29,651
EXPENDITURE ON					
Charitable activities					
Provision of education	4	34,105	600	34,705	22,363
Other		<u>359</u>	<u>-</u>	<u>359</u>	<u>377</u>
Total		<u>34,464</u>	<u>600</u>	<u>35,064</u>	<u>22,740</u>
NET INCOME/(EXPENDITURE)		(8,632)	-	(8,632)	6,911
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>14,288</u>	<u>-</u>	<u>14,288</u>	<u>7,377</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>5,656</u></u>	<u><u>-</u></u>	<u><u>5,656</u></u>	<u><u>14,288</u></u>

Respected

Balance Sheet
30 November 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	9	327	-	327	686
CURRENT ASSETS					
Debtors	10	257	-	257	257
Cash at bank		<u>11,348</u>	<u>-</u>	<u>11,348</u>	<u>14,505</u>
		11,605	-	11,605	14,762
CREDITORS					
Amounts falling due within one year	11	(6,276)	-	(6,276)	(1,160)
NET CURRENT ASSETS		<u>5,329</u>	<u>-</u>	<u>5,329</u>	<u>13,602</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>5,656</u>	<u>-</u>	<u>5,656</u>	<u>14,288</u>
NET ASSETS		<u>5,656</u>	<u>-</u>	<u>5,656</u>	<u>14,288</u>
FUNDS	12				
Unrestricted funds				<u>5,656</u>	<u>14,288</u>
TOTAL FUNDS				<u>5,656</u>	<u>14,288</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 3/3/22 and were signed on its behalf by:


.....
Dr L Parkin - Trustee

**Notes to the Financial Statements
for the Year Ended 30 November 2021**

1. LEGAL FORM

Respected is a registered Charitable Incorporated Organisation (CIO) in England and Wales, registered charity number 1160057. The principal office address is on page 1.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Incoming resources and debtors

Donations and grants are recognised in full when they are receivable.

Debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Resources expended and liabilities

Liabilities are recognised as resources expended when the charity has legal or constructive obligation committing it to the expenditure.

All expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Charitable activities

Costs of charitable activities comprise those costs incurred by the charity in the delivery of its activities.

Governance costs

Governance costs comprise all the costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include those relating to the Independent Examination.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

**Notes to the Financial Statements - continued
for the Year Ended 30 November 2021**

2. ACCOUNTING POLICIES - continued

Fund accounting

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Costs of generating voluntary income

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs incurred for fundraising purposes including attracting sponsorship.

Value added tax

The charity is not registered for VAT. The irrecoverable amount of VAT on expenditure is included within the item of expense to which it relates.

Government grants

Government grants shall be recognised in the SoFA on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	19,541	16,477
Gift aid	3,460	2,305
Grants	<u>3,431</u>	<u>10,869</u>
	<u>26,432</u>	<u>29,651</u>

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Government Grants	3,431	5,869
Alice E Cooper-Dean	<u>-</u>	<u>5,000</u>
	<u>3,431</u>	<u>10,869</u>

**Notes to the Financial Statements - continued
for the Year Ended 30 November 2021**

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 5) £	Totals £
Provision of education	<u>33,058</u>	<u>1,647</u>	<u>34,705</u>

5. SUPPORT COSTS

	Governance costs £
Provision of education	<u>1,647</u>

With the exception of Governance costs, the charity's expenditure is made up of costs directly attributable to charitable activities.

Governance costs includes independent examiner's remuneration as follows;

Included within expenditure on charitable activities is £840 paid to the Independent Examiners. £312 was in respect of the preparation of the financial statements and £528 was for the Independent Examination.

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 November 2021 nor for the year ended 30 November 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 November 2021 nor for the year ended 30 November 2020.

7. STAFF COSTS

	2021 £	2020 £
Wages and salaries	19,944	16,454
Other pension costs	<u>171</u>	<u>192</u>
	<u>20,115</u>	<u>16,646</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Employees	<u>2</u>	<u>2</u>

No employees received emoluments in excess of £60,000.

Notes to the Financial Statements - continued
for the Year Ended 30 November 2021

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	29,051	600	29,651
EXPENDITURE ON			
Charitable activities			
Provision of education	21,763	600	22,363
Other	<u>377</u>	<u>-</u>	<u>377</u>
Total	<u>22,140</u>	<u>600</u>	<u>22,740</u>
NET INCOME	6,911	-	6,911
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>7,377</u>	<u>-</u>	<u>7,377</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>14,288</u></u>	<u><u>-</u></u>	<u><u>14,288</u></u>

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 December 2020 and 30 November 2021	<u>1,509</u>
DEPRECIATION	
At 1 December 2020	823
Charge for year	<u>359</u>
At 30 November 2021	<u>1,182</u>
NET BOOK VALUE	
At 30 November 2021	<u>327</u>
At 30 November 2020	<u>686</u>

Notes to the Financial Statements - continued
for the Year Ended 30 November 2021

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Prepayments	<u>257</u>	<u>257</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	5,040	-
Taxation and social security	303	179
Other creditors	<u>933</u>	<u>981</u>
	<u>6,276</u>	<u>1,160</u>

12. MOVEMENT IN FUNDS

	At 1.12.20 £	Net movement in funds £	At 30.11.21 £
Unrestricted funds			
General fund	14,288	(8,632)	5,656
	<u>14,288</u>	<u>(8,632)</u>	<u>5,656</u>
TOTAL FUNDS	<u>14,288</u>	<u>(8,632)</u>	<u>5,656</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	25,832	(34,464)	(8,632)
Restricted funds			
Staffing costs	600	(600)	-
	<u>26,432</u>	<u>(35,064)</u>	<u>(8,632)</u>
TOTAL FUNDS	<u>26,432</u>	<u>(35,064)</u>	<u>(8,632)</u>

Comparatives for movement in funds

	At 1.12.19 £	Net movement in funds £	At 30.11.20 £
Unrestricted funds			
General fund	7,377	6,911	14,288
	<u>7,377</u>	<u>6,911</u>	<u>14,288</u>
TOTAL FUNDS	<u>7,377</u>	<u>6,911</u>	<u>14,288</u>

Notes to the Financial Statements - continued
for the Year Ended 30 November 2021

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	29,051	(22,140)	6,911
Restricted funds			
Staffing costs	600	(600)	-
TOTAL FUNDS	<u>29,651</u>	<u>(22,740)</u>	<u>6,911</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.12.19 £	Net movement in funds £	At 30.11.21 £
Unrestricted funds			
General fund	7,377	(1,721)	5,656
TOTAL FUNDS	<u>7,377</u>	<u>(1,721)</u>	<u>5,656</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	54,883	(56,604)	(1,721)
Restricted funds			
Staffing costs	1,200	(1,200)	-
TOTAL FUNDS	<u>56,083</u>	<u>(57,804)</u>	<u>(1,721)</u>

The restricted funds are to be spent on the following:

Staffing costs - this is restricted to pay for the employees salary at the charity.

**Notes to the Financial Statements - continued
for the Year Ended 30 November 2021**

13. RELATED PARTY DISCLOSURES

Throughout the year, Trustees have donated a total of £7,260 (2020: £2,760)

