



Rape and Sexual Abuse  
Specialist Service

**REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**REGISTERED CHARITY NO: 1186836**



**SERICC**

**REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

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## SERICC

### CHARITY REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022

<b>Charity Name:</b>	SERICC
<b>Charity Registration Number:</b>	1186836
<b>Registered Office and Address:</b>	SERICC The Hall West Street Grays Essex RM17 6LL
<b>Board of Trustees:</b>	A Curnick (Acting Chair) G Harrington (Acting Secretary) M Heine K Dobson S Todd (resigned February 2022)
<b>Senior Management:</b>	Sheila Coates MBE, Director Lee Eggleston OBE, Operational Manager
<b>Auditors</b>	Rowland Hall Chartered Certified Accountants and Registered Auditors 44/54 Orsett Road Grays Essex RM17 5ED
<b>Bankers</b>	CAF BANK Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ  Barclays Bank Thurrock Business Centre 9 The Street Grays Essex RM17 6NL
<b>Solicitors</b>	Taylor Vinters Merlin Place Milton Road Cambridge CB4 0DP
<b>HR Advisors</b>	Moore Kingston Smith HR Consultancy Limited 9 Appold Street London EC2A 2AP

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

The trustees present their report and the audited financial statements of the charity for the period 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity. The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16<sup>th</sup> July 2014 (as amended by Update Bulletin 1 published on 2<sup>nd</sup> February 2016).

Trustees of The Charity

The trustees who have served during the year and since the year end were as follows:

- A Curnick (Chair)
- G Harrington (Secretary)
- M Heine
- K Dobson
- S Todd (resigned February 2022)

Purpose and Aims

The charity's purpose as set out in the constitutional objectives and activities for public benefit are:

- *to relieve sickness and distress amongst those affected by any form of sexual violence and abuse, particularly, but not limited to, women and girls and the community in Essex and the surrounding areas within East Anglia, and including the families and friends of those affected and others affected who are in need, in particular by the provision of counselling and support for such persons; and*
- *to advance education of the public in the subject of sexual violence and abuse, including by but not limited to, the provision of training and publication of information and guidance.*

SERICCC provides specialist services to anyone in South and West Essex who is experiencing, or who has experienced, any form of sexual violence and abuse at any time in their life. Specialised services are also offered to parents, carers and supporters.

Sexual violence is a term that includes any sexual behaviours that are unwanted or that happen without a person's consent. It includes rape, sexual assault and sexual abuse, child sexual abuse. Sexual violence and abuse does not always involve physical contact it can include online grooming, viewing and making indecent images of children.

SERICCC provide short-term and long-term emotional support and practical information by telephone, online and in person, and offer advocacy and support through the criminal justice system.



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Many individuals experience self-blame, shame, guilt and find it difficult to speak of their experiences. The impact of sexual violence and abuse often results in low self-esteem, depression, anxiety and mental health problems. Sexual violence counselling, support and advocacy is delivered in an empathic sensitive environment which provides emotional support and works with individuals in regaining control over their lives.

SERICC uses an evidenced based approach to providing high-quality sexual violence services including:

- Emotional support services – telephone and face-to-face support, involving coping strategies, self-esteem, recovery, confidence building and self-care
- Family and Young People's Services – preventative and educative work, working with families to look at safety, emotional resilience and physical well being
- Practical Support services – advocacy, information and support with debt, housing, education, childcare, welfare benefits, legal issues and liaison with statutory organisations such as social care, police, youth offending services, child sexual exploitation triage team
- Specialist sexual violence therapeutic interventions – one-to-one counselling, pre-trial therapy and support groups

SERICC provides a range of specialist services including counselling for adults, young people and children, Independent Sexual Violence Advisors, telephone and emotional support. Below is a summary of activities:

#### **Child and Family Services**

SERICC provides an early intervention service to parents / carers whose children have experienced sexual violence and/or where the family are engaged with Thurrock Council social care. The Brighter Futures programme offers an integrated and intensive support service to equip families to learn and apply parenting skills that develop resourcefulness and resilience while strengthening positive relationships with their children. This service is funded by Thurrock Council.

77 families received 865 sessions of direct work with children who were 12 years or under.

SERICC's counselling service have responded to 17,683 counselling related contacts and activities including telephone calls, emails/ letters and meetings. This is an increase of 15% from the previous year. With the year-on-year increase in take-up of services, SERICC are committed to ensuring that as many individuals as possible can access services and have their individual needs met, including increasing their support networks and decreasing isolation. SERICC collates feedback to demonstrate outcomes which influence policy and practice in the services they receive from SERICC and other agencies. This has been particularly challenging through the impact of the pandemic and government restrictions.

SERICC worked with 1,313 new referrals in the last year whilst working with 3,350 individuals. Individuals were offered 6,469 in person face-to-face sexual violence counselling sessions and 2,902 ISVA and advocacy sessions.

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Feedback from service users:

*"Thank you for helping me through difficult times."*

*"Thank you for all your time and support, I don't know what I would have done without talking to you."*

*"I have really come a long way, you have supported me so much. "*

*"I just want to say thank you for all your help, and that you have made me realise many things, and thank you for helping me be more confident in myself."*

#### **Advocacy and Support**

Staff provide needs-based advocacy and support to those who require assistance in accessing additional services external to SERICC. There has been considerable disruption to the Criminal Justice system with lengthy delays. Services include:

- housing support and information
- legal information and accompaniment
- support with criminal injuries compensation applications
- criminal justice system information and dedicated support

SERICC have an established advocacy service offering specialist advocacy service that includes Independent Sexual Violence Advisors (ISVA). The ISVA service provides an essential specialist support to those who choose to report sexual offences to the police. ISVAs ensure that individuals are fully informed whilst going through the Criminal Justice System including initial and ongoing police investigations and support through the courts process. The ISVA service works in close partnership with Essex police and Oakwood Place, Essex Sexual Assault Referral Centre (SARC).

Advocacy and Support Staff provide needs-based advocacy and support to those who require assistance in accessing additional services external to SERICC. There was a 54% increase this year with 23,344 contacts relating to advocacy and ISVA. During the pandemic ISVAs were recognized by the government, Ministry of Justice, as an Essential service and continued to provide accompaniment to court and police related appointments, sexual health services, general health and well-being services.

Feedback from service users:

*"Thank you for your support it has really helped me get through this."*

*"I know you believe me and that has made such a difference when I felt no one else did."*

*"Thank you for your support and understanding. I don't think I would be here if it wasn't for your support it has been invaluable."*



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In November 2021 the SERICC ISVA team received a certificate of recognition of services during the pandemic from the Mayor of Thurrock.

In December 2021 the Deputy Prime Minister and Secretary of State for Justice, Dominic Raab MP, visited SERICC to discuss with the ISVA team the challenges faced by victims and survivors.

During the year SERICC supported:

Number of individuals reported to the police	
In last 12 months	587
In last 12 -24 months	325
More than 24 months	506
Not reported to the police	898

There has also been a significant increase in the number of referrals for 1,165 individuals concerning multiple mental health and health needs self-reported:

- 611 individuals stated they are experiencing mental health difficulties (a 30% increase from previous year)
- 107 individuals stated they have learning disability
- 162 individuals stated they have physical disability
- 285 individuals stated they have a diagnosed long-term illness

Feedback from service user:

*"You made me see that I don't walk around with a sign saying that I have been raped, I always thought others could tell. You knew it happened to me but I felt you saw me as me and not the rape. It allowed me to see me even though to start with I didn't know who me was".*

SERICC delivers the triage service on behalf of the Essex Partnership of Rape Crisis Centres and provided for SERICC 1,286 First meeting sessions and 10,411 assessment contacts.

#### Achievements and Performance

SERICC is committed to upholding the highest possible standards for all services, training and consultation. This was achieved through:

- gathering information about the service user experience, through feedback, evaluation and outcome data
- receiving stakeholder feedback (external organisations and public bodies)
- providing ongoing staff supervision. Peer and performance management
- the use of ongoing data collection followed by data analysis for service planning
- the provision of training for staff as part of ongoing professional development
- strengthening and expanding of local, regional and national partnerships and joint working to ensure that service user needs and experience are included in policy and procedure.

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SERICC undertakes client surveys before and after service. The questionnaires are collated and the % reflects the overall total. A benchmark measure of 40% is used. Any % returned that is below this value are closely examined.

Satisfaction with the service:	98% of closed cases said they were satisfied with the service and the support was sensitive to needs and situation.
More in control of their lives:	96% of closed cases said they were now more confident and able to make decisions about their future.
Better health & Well Being:	95% of closed cases had better coping strategies and were able to recognise the impact of sexual violence in their lives.
More able to access further support:	93% of closed cases said they knew of resources and opportunities to access education or employment.
More able to develop & maintain positive relationships:	48% of closed cases stated they felt more able to trust people and build relationships.
More able to assert their rights:	94% of closed cases stated that they knew their rights and entitlements which included engaging with the Criminal Justice System, family courts and / or civil proceedings.

SERICC organises and participates in consultations and working groups relating to sexual violence and provides training and learning opportunities in which current research and good practice are disseminated to external practitioners and agencies. This engagement was increased during the year due to multiple online meetings and discussions relating to the impact of the government restrictions and its effect on the charity and service users. SERICC participated in Consultations/Working Groups with and undertook work related to these groups, including: -

- Thurrock multi-agency Strategic Board for Violence Against Women & Girls
- Thurrock Council for Voluntary Service Joint Strategic Forum, Stronger Together and Managed Networks
- Support and prevention work in Thurrock & Basildon and other Essex Schools
- East Region Crown Prosecution Service expert panels
- Quarterly meetings with Essex Police, Fire and Crime Commissioner
- Essex Sexual Violence and Abuse Strategic Group including sub groups relating to high profile media coverage of sexual violence and sexual harassment including the campaign group 'Everyone's Invited'.
- Essex Domestic Abuse Board re Domestic Abuse Bill
- Southend, Essex and Thurrock Domestic Abuse Reference group
- Thurrock Children's Commissioned Services
- Essex Police Community Engagement Group



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- Thurrock Community Safety Group
- Hidden Harms Community Safety Partnership
- Thurrock Joint Strategic Needs Assessment on sexual violence and abuse (separate groups for pathways of support, Safeguarding, partnership board)
- Strategic Leads social care
- Violence Against Women & Girls Operation Minerva

#### Partnership working

SERICC works in partnership with Southend Rape Crisis Centre (SOSRC), and Centre for Action on Rape and Abuse (CARA). Together we form the partnership Synergy Essex to ensure services are accessible pan Essex. Centres offer services through the primary funding sources: the Essex Police, Fire and Crime Commissioner and the Ministry of Justice and NHS England. More victims who have experienced sexual violence in Essex are supported through the partnership and the provision of a triage system and access to immediate specialist support. The Ministry of Justice made additional funds available due to the impact of COVID, by funding counselling and ISVA posts.

The Synergy Essex and SERICC website have been refreshed.

#### Social Impact and Social Value

SERICC works to the Rape Crisis England & Wales monitoring and evaluation framework that is aimed at reporting on the improvements to victims and survivor's mental and physical health after using SERICC services.

SERICC distributes and circulates on the SERICC website and through outreach sites, education, skills and employment opportunities to service users. The materials and information on SERICC's website, has the added benefits of increasing well-being and resilience and reducing isolation. A training course is in development and will be completed by midsummer.

#### SERICC:

- provides subsidised travel for individuals who are experiencing financial hardship
- provides accompaniment to appointments, such as welfare reviews and medical appeals, which are funded by SERICC
- supports victims to apply for criminal injury compensation awards and when appropriate to support appeals
- undertakes advocacy work to enable individuals who are experiencing housing or debt difficulties to address and resolve problems, enabling them to move forward with their lives
- provides advocacy support, which relieves pressure on statutory services e.g. housing, GPs, mental health services by providing one to one support for individuals to maintain independent living including food vouchers.

#### Achievements and Performance Delivering Public Benefits

The impact of the pandemic has created challenges as well as opportunities to re-vision future offers of support to victims and survivors. To provide continuity, the logistical and practical challenges have incurred substantial IT costs, increasing mobile phone use, scaling up of equipment and staff

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training. The government and local infrastructure organisations made additional funding available to ensure that office spaces could be Covid Compliant which enabled SERICC to purchase equipment, IT support and Personal Protective Equipment.

The Government designated front line charity workers as 'Essential' which means services such as court and police support could continue. SERICC have continued to provide services despite the challenges of self-isolation and disruption to schools. Referrals rates to the charity continue to increase. SERICC have recruited additional staff and increased hours of existing staff through COVID emergency funds.

The core services provided by SERICC are the provision of sexual violence 'face to face' counselling, support, advocacy, telephone support and an information helpline and outreach work. The sexual violence counselling and advocacy support is provided both at the SERICC main office and its satellite base in Thurrock Council for Voluntary Service (Beehive Centre) and across outreach sites including schools across South and West Essex.

SERICC have a dedicated venue in Latton Bush, Harlow to provide services to adults, children and young people. This venue is offered to individuals living in Harlow and Epping.

SERICC work in close partnership with SOS Rape Crisis in Southend. Together we have rented premises to provide services to individuals in the Basildon, Southend and surrounding areas.

Information and awareness raising training is provided to statutory and voluntary organisations on a range of issues including the long-term impact of sexual violence and abuse. Due to the government restrictions face to face services were moved online or by telephone for young people and adults. The advocacy service has continued face to face services as they were considered essential workers. Managers have been in the SERICC main office throughout the pandemic to ensure the continuation of the service and to provide access to confidential spaces for service users as and when needed. Training and information sharing have been conducted online over the last year. SERICC have provided health and well-being sessions to staff recognising the impact on delivering services in this way.

COVID related funding has increased staff and contracted hours provided by counselling sessional workers to increase capacity to tackle waiting lists. SERICC did not join the government Furlough scheme.

SERICC will be applying for continuation of funding due to the inevitable decrease in central government funds and increase in demand. To maximise SERICC's resources we continue to look for suitable premises that will accommodate all staff on one site and have designated reserves for potential opportunities.

Funding ensured that we were able to take on additional spaces in Thurrock to provide accessible face to face sessions. In the new financial year, we will review premises and aim towards locating a venue in Thurrock to provide dedicated children's services.



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SERICC continues to review and improve internal systems to ensure that all are robust and up to date. SERICC's internal policies and procedures are subject to an external annual review undertaken by Thurrock Children's and Adult Services Commissioners. This annual quality assurance review involves policy and procedures, staff and service user interviews. SERICC is professionally approved as a Rape Crisis Centre by Rape Crisis England & Wales.

SERICC provides policy and strategic work on behalf of Rape Crisis England & Wales. Attendance and work related to the following groups

- Home Office Child Sexual Abuse Stakeholder Group
- Home Office Third Sector Group
- Home Office Safeguarding Group
- Home Office Violence Against Women & Girls Stakeholder roundtable
- Home Office Violence Against Women & Girls
- Independent Inquiry into Child Sexual Abuse
- Ministry of Justice Rape Monitoring Group
- Government Silver Command Group
- NHS England Sexual Assault and Abuse Strategic Group
- National Victims Commissioner Group
- Cabinet Office Rape Review (Stakeholder Round Tables)

SERICC has a bespoke Data Performance Management System (DPMS) that collates detailed anonymous sexual violence statistical records and data in line with data protection legislation to performance manage, inform service delivery, meet funding monitoring requirements and identify trends and patterns.

#### Financial Review

The charity, with the aid of sound financial management and the support of both its staff and trustees generated a positive financial outcome for the period.

#### PRINCIPAL FUNDING SOURCES

SERICC's main source of income is project-specific grants, contracts and Service Level Agreements include:

- Essex Police, Fire and Crime Commissioner
- Ministry of Justice
- NHS England
- The National Lottery Community Fund
- Thurrock Clinical Commissioning Group / Thurrock Council Better Care Fund
- Thurrock Council (Development Fund, Operational and Strategic Fund, Housing Related Support, Brighter Futures, Young People Counsellor)
- Rape Crisis England and Wales

These income sources are dependent on the ability and willingness of external agencies and government departments/local authorities to support the provision of specialist sexual violence services.

## SERICC

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022

#### RISK REVIEW

The level of income retained in reserves is based on a realistic assessment of the charity's future income needs and SERICC continues to be prudent in any expenditure. The current unpredictability of existing funding streams and the limited availability of new funding streams, specifically for sexual violence.

There has been significant investment from central government via the Essex PCC office in response to the impact of COVID 19. It is uncertain regarding the overall economic climate; cost of living crisis and risks remain. The Board of Trustees are satisfied that risk management steps will mitigate the identified risks to the charity.

#### RISK MANAGEMENT

The Board of Trustees recognise that the main external risk to the organisation is loss or reduction in funding. Essex Police, Fire and Crime Commissioner awarded the tender to the Essex Partnership, led by SERICC, until March 2024.

Internal financial controls, policy and procedures are in place to ensure compliance. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity. Quarterly monitoring reports to external funders ensure a consistent quality of delivery for the operational aspects of the charity.

External expertise has been commissioned regarding HR provided by Moore Kingston Smith, legal advice provided by Taylor Vinters and data protection and improving data security for the charity.

The charity manages risks through reserves to maintain operations and services whilst contingency plans are implemented.

#### RESERVES

The level of income retained in reserves is based on a realistic assessment of the charity's future income needs and SERICC continues to be prudent in any expenditure. The current unpredictability of existing funding streams and the reduction in the availability of new funding streams due to the economic climate remains a risk. The trustees are satisfied that risk management steps will mitigate the identified risks to the charity. SERICC are mindful of the current economic climate and the likelihood of reduced levels of funding which may impact on reserves.

SERICC reserves policy is determined on an annual basis. The budget is monitored against actual expenditure on a quarterly basis. The trustees recognise the need to ensure adequate operational costs are held in unrestricted reserves to account for contractual obligations to staff, risk management and any unanticipated reduction in income. This is set at the beginning of the financial year and is subject to review when staff levels and operational costs increase. The level set in relation to the year to 31<sup>st</sup> March 2022 was £688,294 for 6 months running costs.

The level of reserves required is based on:

- An understanding of operating activities to be maintained;



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- Potential risks to staffing costs such as long-term staff illness or maternity leave;
- Potential unanticipated need for new ICT equipment;
- Possible delays in restricted funding to on-going projects;
- Potential risks of funding cuts; and
- Potentially reduced unrestricted funding.

Amounts are set aside to meet the provision for an orderly winding-down of operations in the event of a significant adverse event that is outside the control of SERICC. This may include:

- Statutory redundancy payments;
- paying off contracts such as those for mobile phones, rent and broadband;
- the continuation of an internet presence for a period of time;
- staff salary and expenses to oversee the winding down; and
- any professional fees needed e.g. accountancy and legal.

SERICC have agreed to designate funds for legal costs and a new property and will actively seek advice in relation to this in the next two years.

As at 31<sup>st</sup> March 2022 SERICC total funds were £1,692,079 which included restricted funds of £19,629, designated funds of £941,748 and unrestricted funds of £730,702, which is slightly above the target for the organisation although is not of immediate concern to the charity.

Any surplus funds will be used to increase capacity, additional hours and duties of staff to meet the waiting lists.

Due to the nature of SERICC's work, particularly with vulnerable clients, it is vital counselling, support and advocacy services are completed with each individual client in a time sensitive manner, particularly for clients who have reported to the police and are awaiting criminal justice outcomes. These individuals, and in particular children, can wait up to eighteen months or longer from reporting the offence to the police to attendance in court. Since the disruption to the Criminal Justice System this has extended to nearly 4 years. Support work needs to continue throughout and after the criminal justice process ends.

Lack of certainty about future funding has ongoing significant impact on strategic short- and long-term planning and service delivery, causes multiple organisational problems including employment issues such as redundancy notices, short-term or fixed-term contracts and maintaining staff morale. The charity needs reserves to evidence sound financial management, particularly when applying for grants and contracts and can demonstrate reliable services or funding over the longer term. As lead partner in Essex Partnership, reserves are held to ensure payments can be made in advance to partners to ensure seamless service delivery. This has been particularly challenging due to delayed payments or mid-year funding of posts.

#### **Future Developments**

As part of SERICC's sustainability work we have been working in partnership with 4 rape crisis centres to develop a trading arm. SERICC's sustainability officer has been leading developing this

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project. It is envisaged that the sustainability officer is 'seconded' into this role full time to ensure that the project has more capacity going forward. This arrangement will cease 31st July 2022. SERICC will continue to invest in the trading arm.

Due to the increasing property prices SERICC are looking to lease a building from May 2022 to provide dedicated children and families services. This will be a significant move towards developing this area of work which has previously been limited. A new building that has appropriate space to provided specialist services will enhance SERICC's service offer to victims and survivors.

SERICCC will continue to take advice on investments and opportunities.

**Fundraising**

The charity has not undertaken any significant fundraising activities in the year but has welcomed donations from local individuals and organisations. These unrestricted donations go towards meeting some of SERICC's organisations costs such as utility bills but more specifically go towards a 'hardship' fund which is used when emergency situations arise. This includes supporting families in emergency accommodation or providing emergency food and clothing, transport and interpreting. With an increase in modern day slavery and trafficking for sexual exploitation, donations become crucial support, as these individuals often have no access to public funds.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The organisation is a charity that registered with the Charity Commission on 9<sup>th</sup> December 2019 and was merged with South Essex Rape and Incest Crisis Centre in July 2020. The charity was established under a constitution that includes specific objects and powers. It is a Charitable Incorporated Organisation (CIO).

**Recruitment and appointment of the Management Committee**

SERICCC is governed by a Board of Trustees made up of no less than three and no more than twelve trustees with a range of skills, knowledge and experience. Trustees that hold honorary positions serve for 12 months, after which they must be re-elected at the Annual General Meeting.

The Board of Trustees meets on a regular basis and is responsible for the ongoing viability, strategic development and direction of the organisation. Trustees hold overall responsibility for the organisation's continued success, it is vital that its trustees have the necessary skills and knowledge to enable them to carry out this function. Trustees are encouraged to take part in all appropriate training opportunities, to continue to develop their skills and update their knowledge of legal requirements, funding issues and other developments. Meetings have taken place virtually and in person when possible, according to government guidance.

Information from the Charity Commission publications and the Commission's guidance is distributed to as well as updated financial information at the meetings.



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The SERICC Board of Trustees confirms that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charities Commission.

#### **Organisational structure**

SERICC is a South Essex based charity providing essential services to individuals who have experienced any form of sexual violence and abuse. A range of specialised services are provided in Thurrock, Brentwood, Southend and Harlow (covering Epping) with hub outreach sites across the districts, schools and colleges, GP surgeries and voluntary sector buildings and are delivered by professional and experienced staff.

SERICC's primary beneficiaries are individuals affected by any form of sexual violence and sexual abuse, particularly, but not limited, to women and girls and the community in South Essex and the surrounding areas.

Secondary beneficiaries include the community, organisations and agencies that access awareness raising relating to the impact of sexual violence and sexual abuse.

SERICC is a needs-led service in which the needs of service users influence the strategic and operational development of the organisation. Service users play a central role through the provision of ongoing individual feedback and evaluation. SERICC also facilitates focus groups with service users to ensure their views and opinions are included in the development and monitoring process.

The Director Sheila Coates MBE and Operations Manager Lee Eggleston OBE carry out day-to-day overall management and strategic development. SERICC staff receive individual and peer supervision in recognition of the impact of working with trauma and adhering to professional code of ethics. In addition to providing clinical support, supervision also plays an important role in the continued professional development of all staff, ensuring they are up to date with therapeutic and other developments in the sector and related fields. SERICC is committed to the ongoing professional and personal development of all its staff and volunteers (including trustees), of which training and supervision is an integral part. The training needs of all staff are closely monitored to ensure that individuals and the staff team are provided with opportunities to develop or improve their practice and stay up to date with new developments, legislation and procedures.

#### **Remuneration**

SERICC is committed to careful management of its charity funds. In so doing, it ensures the greatest effectiveness in delivering its charitable objectives and meeting the needs of service users. SERICC uses salary bandings and descriptions for all posts, and salary allocations are based on the requirements of the post, including experience and the funding available for the post. The median of the band would be the 'market average' salary for this type of post identified through the benchmarking process above. Any cost of living increases are considered in line with any NJC recommendations, where appropriate. The annual accounts disclose the number of staff receiving salary of more than £60,000 per annum, in bands of £10,000.

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Members of staff are entitled to receive a contribution towards the auto enrolment pension scheme, equivalent to 3% of their gross salary.

SERICC trustees are not paid for their work as a trustee. Trustees are offered reimbursement for reasonable out of pocket expenses.

SERICC's Board of Trustees takes legal, HR or any other advice when necessary from experts that SERICC contracts with.

#### **Organisational values**

SERICC's services are evidenced based. Recording (monitoring) the service delivery outcomes and outputs inform service delivery and measures performance. Monitoring informs all aspects of the organisation, from service gaps in provision, governance and any changes to service provision. SERICC offer creative and innovative services that best meets the needs of service users and the local communities in which SERICC serves.

At the time of this report SERICC employs 29 staff and contracts with sessional counsellors and consultants who have specific areas of expertise, when necessary.

#### **INVESTMENT POLICY**

SERICC trustees, where necessary will seek advice from an independent financial advisor regarding any future financial investments. Should the national financial position change and stabilise the charity would reassess its position whilst continuing to adhere to the Charity Commission guidance on investments.

#### **TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS**

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP 2019 (FRS 102);
- 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 the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports)



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Regulations 2008 and the provisions of the Trust Deed. 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 are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees on 8<sup>th</sup> September 2022 and signed on their behalf by:

A handwritten signature in dark ink, appearing to read 'Alison Curnick', written over a light blue horizontal line.

Alison Curnick –  
Chair of Board of Trustees

**REPORT OF THE INDEPENDENT AUDITORS  
TO THE MEMBERS OF SERICC**

**Opinion**

We have audited the financial statements of SERICC (the 'charity') for the year ended 31<sup>st</sup> March 2022 which comprise the statement of financial activities, the balance sheet, the cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31<sup>st</sup> March 2022, and of its incoming resources and application of resources, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

**REPORT OF THE INDEPENDENT AUDITORS  
TO THE MEMBERS OF SERICC**

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on pages 14 and 15, the trustees are responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



**REPORT OF THE INDEPENDENT AUDITORS  
TO THE MEMBERS OF SERICC**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

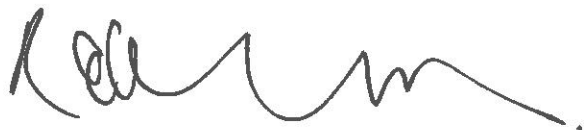
- Obtaining an understanding of the legal and regulatory frameworks applicable to the entity, including but not limited to the Charities Act 2011 and the Charities SORP;
- Enquiry of management, those charged with governance, and the entity's legal advisors around actual and potential litigation and claims;
- Review of legal costs to ascertain the nature of costs and possible related non-compliance;
- Reviewing minutes of meetings of those charged with governance;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission, or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

**Use of our audit report**

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



44/54 Orsett Road  
Grays  
Essex

**ROWLAND HALL (Statutory Auditor)**  
Chartered Certified Accountants  
and Registered Auditors

12<sup>th</sup> September 2022

**SERICC**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

		Restricted Funds	Unrestricted Designated Funds	Unrestricted General Funds	Total Funds to 31.03.22	Total Funds to 31.03.21
	Notes	£	£	£	£	£
<b>Income and endowments from:</b>						
Donations and legacies:						
Donations	-	-	-	2,585	2,585	3,962
Grants	3	-	-	63,142	63,142	48,219
Charitable activities:						
Grants	3	315,004	-	2,295,903	2,610,907	1,608,177
Fees for services & direct work	4	-	-	7,979	7,979	28,597
Other		-	-	-	-	-
Other trading activities						
Investments	5	-	-	127	127	56
Other						
Donation from South Essex Rape & Incest Crisis Centre	6	-	-	-	-	1,378,774
<b>Total Income</b>		<b>315,004</b>	<b>-</b>	<b>2,369,736</b>	<b>2,684,740</b>	<b>3,067,785</b>
<b>Expenditure on:</b>						
Raising funds						
		-	-	-	-	-
Charitable activities	7	288,558	-	2,280,261	2,568,819	1,491,627
<b>Total Expenditure</b>		<b>288,558</b>	<b>-</b>	<b>2,280,261</b>	<b>2,568,819</b>	<b>1,491,627</b>
<b>Net Income/(expenditure)</b>		<b>26,446</b>	<b>-</b>	<b>89,475</b>	<b>115,921</b>	<b>1,576,158</b>
Transfers between funds		(21,316)	111,654	(90,248)	-	-
<b>Net movement in funds:</b>		<b>5,130</b>	<b>111,654</b>	<b>(773)</b>	<b>115,921</b>	<b>1,576,158</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		14,499	830,184	731,475	1,576,158	-
<b>Total funds carried forward</b>		<b>19,629</b>	<b>941,748</b>	<b>730,702</b>	<b>1,692,079</b>	<b>1,576,158</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

Movements in funds are disclosed in note 16 to the financial statements.

The notes on pages 22 to 35 form part of these financial statements.

**SERICC**

**BALANCE SHEET  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

	Notes	31.03.2022 £	31.03.2021 £
<b>Fixed Assets:</b>			
Tangible assets	13	1,220	1,627
<b>Total fixed assets</b>		<b>1,220</b>	<b>1,627</b>
<b>Current assets:</b>			
Debtors	14	160,201	155,625
Cash at bank and in hand		1,574,207	1,493,156
<b>Total current assets</b>		<b>1,734,408</b>	<b>1,648,781</b>
<b>Liabilities:</b>			
Creditors falling due within one year	15	43,549	74,250
<b>Net current assets</b>		<b>1,690,859</b>	<b>1,574,531</b>
<b>Total assets less current liabilities and Net assets</b>		<b>1,692,079</b>	<b>1,576,158</b>
<b>The funds of the charity:</b>			
Restricted income funds		19,629	14,499
Unrestricted income funds:			
General fund		730,702	731,475
Designated fund		941,748	830,184
<b>Total unrestricted funds</b>		<b>1,672,450</b>	<b>1,561,659</b>
<b>Total charity funds</b>		<b>1,692,079</b>	<b>1,576,158</b>

The notes on pages 22 to 36 form part of these financial statements.

Approved by the trustees on 8<sup>th</sup> September 2022 and signed on their behalf by:



Alison Curnick –Chair of Board of Trustees



SERICC

STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022

	Notes	Total Funds to 31.03.22	Total Funds to 31.03.21 £
<b>Net Cash used in Operating Activities</b>	<b>22</b>	<b>80,924</b>	<b>1,495,134</b>
<b><i>Cash flows from investing activities:</i></b>			
Interest		127	56
Purchase of equipment		-	(2,034)
<b>Net cash provided by (used in) investing activities</b>		<b>127</b>	<b>(1,978)</b>
<b>Cash flows from financing activities</b>		<b>-</b>	<b>-</b>
<b>Change in cash and cash equivalents in the period</b>		<b>81,051</b>	<b>1,493,156</b>
Cash and cash equivalents brought forward		1,493,156	-
<b>Cash and cash equivalents carried forward</b>		<b>1,574,207</b>	<b>1,493,156</b>
<b>Cash and cash equivalents consist of:</b>			
Cash at bank and in hand		1,574,207	1,493,156
Short term deposits		-	-
<b>Cash and cash equivalents at 31.03.22</b>		<b>1,574,207</b>	<b>1,493,156</b>

The notes on pages 22 to 36 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**1. ACCOUNTING POLICIES**

**a. General Information and Basis of Preparation**

SERICC is a charitable incorporated organisation registered in England. The address of the charity is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are detailed in the Report of the Trustees on pages 2 to 15.

The financial statements are prepared on a going concern basis under the historical cost convention in accordance with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these financial statements. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

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

The charity constitutes a public benefit entity as defined by FRS 102.

**b. Fund Accounting**

Restricted funds comprise grants made for specific purposes as laid down by the donor (e.g. for specific projects). Expenditure that meets these specific purposes is matched against grant income and analysed over the appropriate cost. Further details regarding restricted funds are provided in note 17.

Unrestricted funds comprise other income received or generated for charitable purposes but which may be spent at the discretion of the Management Committee.

Designated funds are those unrestricted funds that have been earmarked by the trustees for a purpose.

**c. Income Recognition**

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

Income generated from contracts for services is recognised as earned.

Investment income and all other incoming resources are accounted for in the period in which they are received.

**d. Expenditure Recognition**

Resources expended are recognised in the period in which they are incurred.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

The charity is not registered for VAT and all expenses are inclusive of VAT where appropriate.

Charitable activities expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them and assist with the governance of the charity.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. per capita, floor space or estimated usage as set out in notes 7, 8 and 9.

**e. Fixed Assets**

Depreciation on fixed assets has been calculated to write off the cost of each asset over its estimated useful life at a rate of 25% on written down values. It is the charity's policy to capitalise assets costing in excess of £5,000.

**f. Staff and Pension Costs**

Counselling staff costs are allocated in the Statement of Financial Activities on a direct basis per individual employees and time spent on charitable activities. Other non-counselling staff costs are allocated on the basis of estimated time and resources expended by the charity overall on each charitable activity. Pension costs are accounted for in the period to which they relate and are similarly allocated on a direct basis.

**g. Operating Leases**

Rentals payable under operating leases are charged to the Statement of Financial Activities as incurred over the period of the lease.

**h. Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discounts offered. Prepayments are valued at the amount prepaid after taking account of any trade discount due.

**i. Creditors**

Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**j. Going Concern**

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

**2. JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

In the application of the charity's accounting policies the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revisions affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.



SERICC

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**3. GRANT AND CONTRACT INCOME**

	Restricted £	Unrestricted £	31.03.22 Total £	31.03.21 Total £
<b>Donations and legacies:</b>				
Thurrock Borough Council				
Development Fund	-	63,142	63,142	48,219
	-	63,142	63,142	48,219

In the year to 31.03.22, of the grant income classified as Donations and Legacies income, £nil (2021: nil) was attributable to restricted income funds with the balance of £63,142 (2021: £48,219) adding to unrestricted funds.

**Income from Charitable activities:**

Thurrock Borough Council				
Children and Families	-	10,000	10,000	7,500
YP SV Counsellor Children & Families	-	72,000	72,000	54,000
Housing Related Support	-	38,347	38,347	31,769
Brighter Futures	-	44,988	44,988	33,741
Thurrock CCG/Better Care Fund	39,267	-	39,267	29,450
Control Outbreak Management Fund	68,082	-	68,082	-
New Burdens Fund		20,000	20,000	-
Essex Police Crime Commissioner				
Sexual Violence Counselling	-	1,502,554	1,502,554	986,998
MOJ ISVA	-	426,805	426,805	185,130
MOJ Extraordinary COVID fund		147,709	147,709	160,000
Big Lottery Fund	207,655		207,655	84,464
The National Lottery Community Fund (Coronavirus Community Support Fund)	-	-	-	10,000
Rape Crisis England & Wales				
External Relations Programme	-	33,500	33,500	25,125
	315,004	2,295,903	2,610,907	1,608,177

In the year to 31.03.22, of the grant and contract income classified as Income from Charitable Activities, £315,004 (2021: £283,914) was attributable to restricted income funds with the balance of £2,295,903 (2021: £1,324,263) adding to unrestricted funds.

**SERICCC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**4. INCOME FOR SERVICES & DIRECT WORK**

	<b>Restricted</b>	<b>Unrestricted</b>	<b>31.03.22</b>	<b>31.03.21</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
Rape Crisis – Hosting Fees	-	4,940	4,940	5,187
Counselling Sessions	-	-	-	-
Training	-	350	350	1,500
Other Services & Direct Work	-	2,689	2,689	21,910
	-	7,979	7,979	28,597

In the year to 31.03.22, of the Fees for Services and Direct Work income, £nil (2021: £nil) was attributable to restricted income funds with the balance of £7,979 (2021: £28,597) adding to unrestricted funds.

**5. INVESTMENT INCOME**

	<b>Restricted</b>	<b>Unrestricted</b>	<b>31.03.22</b>	<b>31.03.21</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
Bank Interest	-	127	127	56

In the year to 31.03.22, of the Investment income, £nil (2021: £nil) was attributable to restricted income funds with the balance of £127 (2021: £56) adding to unrestricted funds.

**6. DONATION FROM SOUTH ESSEX RAPE AND INCEST CRISIS CENTRE**

South Essex Rape and Incest Crisis Centre, charity no: 287762, continued activity until 1<sup>st</sup> July 2020 when the majority of assets were transferred to SERICC, with all assets and liabilities having been fully transferred by 31<sup>st</sup> July 2020. South Essex Rape and Incest Crisis Centre ceased activity after that date and has been removed from the Charity Commission register. The net amount of assets and liabilities transferred in the prior period totalled £1,378,774.



**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**7. EXPENDITURE ON CHARITABLE ACTIVITIES**

	<b>Counselling &amp; Advocacy £</b>	<b>Prevention &amp; Education £</b>	<b>31.03.22 Total £</b>	<b>31.03.21 Total £</b>
Counselling Staff Salary costs	688,974	114,150	803,124	448,587
Counselling Consultants	40,550	-	40,550	31,312
Staff training	19,733	2,217	21,950	4,006
Travel & Subsistence	4,139	460	4,599	916
Supervision	9,295	1,033	10,328	11,570
Health & Wellbeing	8,722	-	8,722	-
Transport for clients	344	-	344	7
Counselling Telephone costs	15,810	1,757	17,567	17,522
Language & Sign Interpreters	546	-	546	968
Essex Partnership payments	1,234,064	-	1,234,064	724,213
Governance costs (note 8)	233,800	73,806	307,606	148,026
Support costs (note 9)	83,593	35,826	119,419	104,500
	<b>2,339,570</b>	<b>229,249</b>	<b>2,568,819</b>	<b>1,491,627</b>

Of the £2,568,819 (2021: £1,491,627) expenditure in the year to 31.03.22 £288,558 (2021: £398,460) was charged to restricted funds and £2,280,261 (2021: £1,093,167) to unrestricted funds.

Costs relating directly to charitable activities have been allocated between the two key activities on a direct basis or on a per capita staff basis depending on the nature of the expense. Governance and support costs have been apportioned as detailed in notes 8 and 9 respectively.

**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**8. ANALYSIS OF GOVERNANCE COSTS**

	<b>Counselling &amp; Advocacy £</b>	<b>Prevention &amp; Education £</b>	<b>31.03.22 Total £</b>	<b>31.03.21 Total £</b>
Non-Counselling Staff Salary costs	187,252	46,813	234,065	179,613
Salary costs recharged to ICENA	(39,450)	(9,863)	(49,313)	(98,626)
Payroll/Accounting fees	10,450	4,479	14,929	15,136
Audit fee	3,268	1,400	4,668	3,500
Legal & Professional fees	39,569	16,958	56,527	17,214
Consultancy	25,200	10,800	36,000	27,000
Project Monitoring	4,900	2,100	7,000	-
Insurances	2,611	1,119	3,730	4,189
	<b>233,800</b>	<b>73,806</b>	<b>307,606</b>	<b>148,026</b>

Governance costs are apportioned between the two key charitable activities based on the level of resources and time expended by the charity as a whole on each activity.

**9. ANALYSIS OF SUPPORT COSTS**

	<b>Counselling &amp; Advocacy £</b>	<b>Prevention &amp; Education £</b>	<b>31.03.22 Total £</b>	<b>31.03.21 Total £</b>
Rent	44,037	18,873	62,910	19,725
Heat and Light	868	372	1,240	498
Cleaning, Repairs and maintenance	9,160	3,925	13,085	26,688
IT Equipment & software	11,050	4,736	15,786	28,226
IT Support & development costs	7,567	3,243	10,810	7,844
Printing, stationery & postage	2,634	1,129	3,763	16,293
Publications, subscriptions & publicity	6,122	2,624	8,746	2,884
Non-Counselling Telephone costs	925	397	1,322	1,319
Hospitality & refreshments	472	203	675	357
General expenses	185	79	264	39
Depreciation	285	122	407	407
Bank charges	288	123	411	220
	<b>83,593</b>	<b>35,826</b>	<b>119,419</b>	<b>104,500</b>

Support costs are apportioned between the two key charitable activities on the basis of the level of resources and time expended by the charity as a whole on each activity.

**SERICCC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**10. STAFF COSTS AND KEY PERSONNEL**

	<b>31.03.22</b>	<b>31.03.21</b>
	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
Salaries and Wages	929,437	555,683
Social Security Costs	82,178	57,216
Pension costs	25,574	15,301
	<hr/> 1,037,189	<hr/> 628,200
Average head count (number of staff employed)	28	24

During the year, the number of higher paid employees was as follows:

£60,000-£69,999	2	-
£70,000-£79,999	-	-

The trustees received no remuneration nor were they reimbursed for any expenses during the year (2021: £nil).

The charity considers its key management personnel comprise the Trustees, the Director and Operations Manager. The total employment benefits including employer pension contributions of the key management personnel were £131,346 (2021: £79,265).

**11. PENSIONS**

The charity operates a defined contribution pension scheme. Contributions are charged to the SOFA in the period to which they relate. The charge for the year was £25,574 (2021: £15,301).

**12. AUDITORS REMUNERATION**

	<b>31.03.22</b>	<b>31.03.21</b>
	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
Audit fees	4,668	3,500
Other services	4,404	5,266
	<hr/> 9,072	<hr/> 8,766



**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**13. FIXED ASSETS**

	<b>Office Equipment £</b>
<b>COST</b>	
As at 1 <sup>st</sup> April 2021	2,034
Additions	-
Disposals	-
<b>As at 31<sup>st</sup> March 2022</b>	<b>2,034</b>
<b>DEPRECIATION</b>	
As at 1 <sup>st</sup> April 2021	407
Charge	407
Eliminated on disposals	-
<b>As at 31<sup>st</sup> March 2022</b>	<b>814</b>
<b>NET BOOK VALUE</b>	
At 31 <sup>st</sup> March 2022	1,220
At 31 <sup>st</sup> March 2021	1,627

**14. DEBTORS**

	<b>31.03.22 Total £</b>	<b>31.03.21 Total £</b>
Grants and fees receivable	-	33,214
Prepayments and accrued income	12,262	23,785
Other debtors	147,939	98,626
	<b>160,201</b>	<b>155,625</b>

Other debtors comprise interest free loans of £147,939 for which there is no formal repayment schedule but total loans are repayable within 20 years of the initial agreement.

**15. CREDITORS**

	<b>31.03.22 Total £</b>	<b>31.03.21 Total £</b>
Trade creditors	1,430	38,486
Accruals and deferred income	7,760	35,764
Other taxation and social security	34,359	-
	<b>43,549</b>	<b>74,250</b>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**16. ANALYSIS OF MOVEMENT IN FUNDS**

	Balance B/f £	Income £	Expenditure £	Transfer £	Balance C/f £
<b>Restricted Funds:</b>					
Counselling & Advocacy:					
Thurrock CCG/Better Care Fund	10,878	39,267	(36,509)	(13,636)	-
National Lottery Fund	5,814	207,655	(194,162)	322	19,629
National Lottery Community Fund	322	-	-	(322)	-
(Coronavirus Community Support Fund)	-	-	-		-
Control Outbreak Management Fund	-	68,082	(57,887)	(10,195)	-
 Development and Policy:					
RCEW Digital Transformation	308	-	-	(308)	-
 Ministry of Justice:					
Extra-Ordinary Funds	(2,823)	-	-	2,823	-
	<hr/> 14,499	<hr/> 315,004	<hr/> (288,558)	<hr/> (21,316)	<hr/> 19,629
 <b>Designated Funds:</b>					
Contingency Fund	680,184	-	-	111,564	791,748
Capital Fund	100,000			-	100,000
Legal Fund	50,000	-	-	-	50,000
	<hr/> 830,184	<hr/> -	<hr/> -	<hr/> 111,564	<hr/> 941,748
 <b>Unrestricted Funds</b>	 731,475	 2,369,736	 (2,280,261)	 (90,248)	 730,702
	<hr/> 1,576,158	<hr/> 2,684,740	<hr/> (2,568,819)	<hr/> -	<hr/> 1,692,079

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**16. ANALYSIS OF MOVEMENT IN FUNDS**

**Analysis of movement in funds-previous year**

	Balance Transferred	Income	Expenditure	Transfer	Balance C/f
	£	£	£	£	£
<b>Restricted Funds:</b>					
<b>Counselling &amp; Advocacy:</b>					
Thurrock CCG/Better Care Fund	(450)	29,450	(18,122)	-	10,878
TBC Brighter Futures	(6,834)	-	-	6,834	-
Essex Police Crime Commissioner	(12,103)	-	-	12,103	-
101 Essex PCC	18,104	-	-	(18,104)	-
Talking Therapies	(165)	-	-	165	-
National Lottery Community Fund	47,529	84,464	(126,179)	-	5,814
National Lottery Community Fund (Coronavirus Community Support Fund)	-	-	-	-	-
		10,000	(9,678)	-	322
<b>Development and Policy:</b>					
Rape Crisis England & Wales	25,550	-	-	(25,550)	-
RCEW Digital Transformation	4,210	-	(3,902)	-	308
<b>Ministry of Justice:</b>					
Extra-Ordinary Funds	53,275	160,000	(205,936)	(10,162)	(2,823)
Rape Support Fund	36,325	-	(34,643)	(1,682)	-
	165,441	283,914	(398,460)	(36,396)	14,499
<b>Designated Funds:</b>					
Contingency Fund	627,781	-	-	52,403	680,184
Capital Fund	100,000	-	-	-	100,000
Legal Fund	50,000	-	-	-	50,000
	777,781	-	-	52,403	830,184
<b>Unrestricted Funds</b>	435,552	1,405,097	(1,093,167)	(16,007)	731,475
	1,378,774	1,689,011	(1,491,627)	-	1,576,158

The details of each restricted fund are provided in note 17.

The details of designated funds are provided in note 19.



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**17. RESTRICTED FUNDS**

Thurrock Clinical Commissioning Group

- Better Care Fund
- Control Outbreak Management Fund awarded to respond to the pandemic and increase capacity as a result of the COVID restrictions

Grant funding and contracts have been utilised to meet operational and delivery costs of counsellors and advocates providing sexual violence support, counselling and advocacy services to adults, children, young people.

The National Lottery Community Fund

This essential funding has ensured the continuation of the first contact Navigator team which provides the triage support both to service users and professionals across the Essex partnership. The fund runs across the financial year and is due to end 31<sup>st</sup> October 2022. Continuation funding for 2022/23 has been applied for.

**18. PRINCIPLE UNRESTRICTED FUNDING SOURCES**

Thurrock Borough Council:

- Brighter Futures Contract for providing Early Interventions with Children and Families
- New Burdens Fund for providing support to victims who have experience sexual domestic abuse
- Young Peoples Counselling
- Development fund for operational and direct staff costs
- Strategic and Operational Funds for direct staff costs for involvement in strategic and operational meetings
- Independent Housing support for providing advocacy and support to enable individuals to live independently

Essex Police and Crime Commissioner (PCC)

This contract was awarded after a successful procurement process in the Autumn 2019 for three years. Third party payments are made to the two Essex Rape Crisis Centres, SOSRC and CARA. SERICC are the lead partner. Reserves are maintained to ensure third party payments can be made in advance to ensure seamless service delivery across the partnership.

Under the PCC contract the following funding has been made available:

Talking Therapies

The service delivery includes providing sexual violence support, counselling and advocacy services to adults, children, young people across Essex.

Ministry of Justice (MOJ)

- Rape Support uplift Funding
- COVID related funding
- ISVA funding (Early Engagement and continuation of ISVA provision (2<sup>nd</sup> Year)

## SERICC

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022

This funding has been utilised to meet operational and delivery costs of counsellors and advocates providing sexual violence support, counselling and ISVA advocacy services to adults, children, young people.

- Men's Fund

Awarded to reduce waiting lists specifically for men and boys in Essex

Rape Crisis England and Wales (RCEW):

Policy and strategic work

SERICC's senior staff deliver national policy and strategic work on behalf of Rape Crisis England & Wales. This includes responding to national consultations, attending national stakeholder meetings and ensuring that policy is informed by frontline practice, victims and survivors experiences. SERICC also hosts staff members from the national team at the SERICC office.

SERICC was awarded a designated fund of £21,000 for research and policy related work. The fund was used to provide a feasibility study of the national helpline. Due to COVID the remainder of this fund was extended until February 2022. With permission this fund of £14,000 will be carried over into the new financial year and be utilised on a new research project SERICC are involved with.

#### 19. DESIGNATED FUNDS

The Contingency fund is maintained for the potential expenditure that would be incurred in the event that funding is withdrawn from SERICC. At the period end the trustees reviewed the level of the Contingency fund and took the decision to increase it by £111,564 to reflect the increased staffing levels and core costs related to the charity's activities.

The Capital fund is for future and additional capital costs that may include additional premises in order to deliver services effectively in the community.

Whilst there are no existing or pending claims against the charity, the trustees have taken advice and maintained a designated Legal fund as a cautionary measure in order to meet any legal and professional fees and ancillary costs that may arise in the future as a result of any potential claim against the charity or in connection with its operations.

**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**20. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Restricted	Designated	Unrestricted	Total 31.03.22
	£	£	£	£
Tangible fixed assets	-	-	1,220	1,220
Current assets	28,421	941,748	764,239	1,734,408
Current Liabilities	(8,792)	-	(34,757)	(43,549)
	19,629	941,748	730,702	1,692,079

**Analysis of Net Assets between Funds – Previous year**

	Restricted	Designated	Unrestricted	Total 31.03.21
	£	£	£	£
Tangible fixed assets	-	-	1,627	1,627
Current assets	42,130	830,184	776,467	1,648,781
Current Liabilities	(27,631)	-	(46,619)	(74,250)
	14,499	830,184	731,475	1,576,158

**21. COMMITMENTS**

At 31<sup>st</sup> March 2022, the charity was committed to two formal premises leases with commitments totaling £48,176 due within the next 5 years.

The financial statements for the period include lease payments recognised as an expense of £21,734

**22. RELATED PARTY TRANSACTIONS**

At 31<sup>st</sup> March 2022, an amount of £147,939 was owed to SERICC by ICENA, an entity in which certain key management personnel of SERICC are directors. This loan is interest free and repayable in installments as agreed between the two parties.

In addition, SERICC re invested the amount of £2,307 to contribute towards the development of training modules that SERICC staff can access.



**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2022**

**23. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	<b>31.03.22</b>	<b>31.3.21</b>
	<b>£</b>	<b>£</b>
Net movement in funds	66,608	1,576,158
Add back depreciation charge	407	407
Deduct interest income shown in investing activities	(127)	(56)
Decrease/(Increase) in debtors	44,737	(155,625)
Decrease/Increase in creditors	(30,701)	74,250
<b>Net Cash used in Operating Activities</b>	<b>80,924</b>	<b>1,495,134</b>

**ANALYSIS OF CHANGES IN NET DEBT**

	<b>At 01.04.21</b>	<b>Cashflows</b>	<b>Total 31.3.22</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash and cash equivalents	1,493,156	81,051	1,574,207
<b>Total Net Debt</b>	<b>1,493,156</b>	<b>81,051</b>	<b>1,574,207</b>