



sericc

Rape and Sexual Abuse
Specialist Service

Annual Report and Financial Statements

For the Year Ended 31st March 2023

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**CHARITY REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31st MARCH 2023**



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

Chair woman's report

I would like to congratulate the SERICC team on another successful year in providing essential and life changing services to those in need. Our dedicated staff team has shown their commitment, and expertise in delivering specialist frontline services to 1,895 individuals. SERICC's Director was awarded a Commendation by the Home Secretary and two members of the ISVAA team were recognised with awards given by Essex police for their diligence and safeguarding of vulnerable adults and children.

SERICC's recovery from government COVID restrictions, the long-lasting effect of the response to COVID and the cost of living crisis has been extremely challenging. Staff have worked tirelessly to reduce waiting lists and ensure that waiting times became shorter. Over the last year we have seen 11 starters and leavers in the staff team as funds came to an end this financial year. We were successful in increasing capacity for our Essex Rape Crisis partnership (Synergy Essex) and ICENA through a National Lottery award. We refurbished newly leased premises in Thurrock and Harlow, dedicated to providing services to children, young people and families, with exciting developments on the horizon.

I would like to thank our team of trustees for their ongoing reliability in supporting SERICC through online meetings and emails while it has forged ahead with the development of new projects and in continuing to consolidate and invest in our existing service provision, always with the focus on the individuals who come to us for support. The ongoing need for long term funding remains front and centre for the organisation.

We look forward to 2023 and what opportunities it brings to take SERICC forward and thrive.

A. Curnick

The Trustees present their report and the audited financial statements of the charity for the period April 2022 to 31st March 2023. 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 16th July 2014 (as amended by Update Bulletin 1 published on 2nd 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

SERICC 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 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. SERICC uses a wide definition of sexual violence and abuse and includes rape, sexual assault, domestic sexual violence and sexual abuse, child sexual abuse, non-contact online grooming, viewing and making indecent images of children.

“

Before using this service I was in a very dark place and could not see a way out. I wanted to die everyday and felt worthless. Now I am happy and becoming my old self I'm enjoying life and can move forward and be excited about my future, I could not be more grateful for your service.

I am able to believe in myself and to actually like myself again. My therapist was brilliant and amazing - I owe her so much. I cannot praise this experience enough. It was life changing to me and I cannot thank you enough

”

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

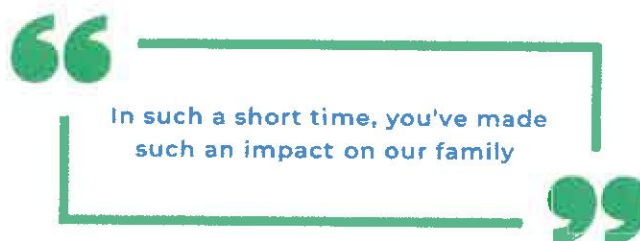
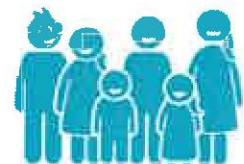
- Children, young people and family's services – preventative, educative and therapeutic work, working with families to build emotional resilience and physical well-being and safety planning
- Emotional support services – telephone triage, early support providing information on coping strategies, self-esteem, recovery, confidence building and self-care
- Independent Sexual Violence Accredited Advisers (ISVAAs) provide emotional and specialist practical support and information to victims and survivors of sexual violence who have reported to the police or are considering reporting to the police.
- Specialist sexual violence therapeutic interventions – one-to-one counselling, pre-trial therapy.

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

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. The Brighter Futures Programme and Young People counselling service is funded by Thurrock Council for Thurrock residents. **76** children received **340** face to face sessions.



In such a short time, you've made
such an impact on our family

Specialist sexual violence therapeutic interventions

SERICC's counselling service has responded to **21,531** counselling related contacts and activities including telephone calls, emails/ letters and meetings. 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 without lengthy waiting lists. SERICC collates feedback to demonstrate outcomes which influence policy and practice in the services they receive from SERICC and other agencies.

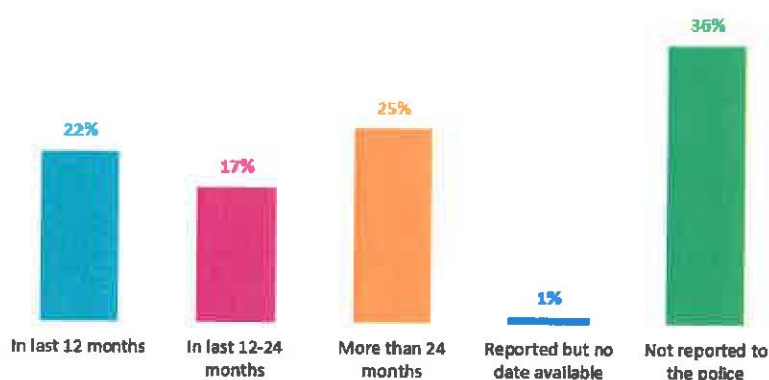
SERICC worked with **1,069** new referrals in the last year whilst working with **1,895** individuals who had **1,362** dependants. Individuals were offered **7,119** in person face-to-face sexual violence counselling sessions and **2,720** ISVA and advocacy sessions.

Independent Sexual Violence Accredited Advisors (ISVAAs)

The ISVAA service provides an essential specialist support to those who choose to report sexual offences to the police. ISVAAs 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 ISVAA service works in close partnership with Essex police and Oakwood Place, Essex Sexual Assault Referral Centre (SARC).

There has been considerable disruption to the Criminal Justice System due to backlog in cases increasing the already lengthy delays. ISVAA's provide accompaniment to court and police related appointments, sexual health services, general health and well-being services.

Number of individuals reported to the police



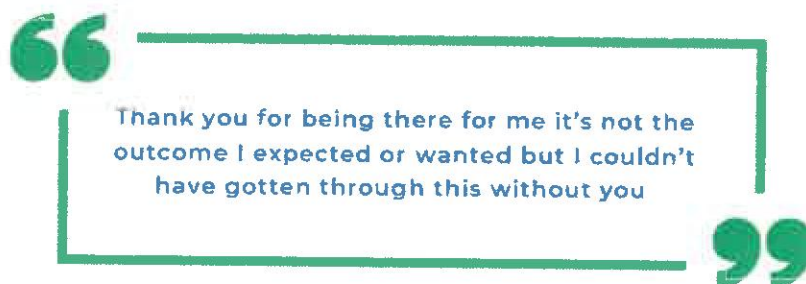
“

thank you for coming to court it
really helps knowing you're there

”

Additional services include:

- Criminal Justice System information and dedicated support
- Sexual violence legal information and accompaniment to appointments
- Housing support, signposting and information
- Information about criminal injuries compensation applications



There was a **45%** increase this year with **33,963** contacts relating to advocacy for ISVAA clients.

This year, two of the staff members who are in the ISVAA team received special awards from the police celebrating their expertise, safeguarding skills and dedication to victims and survivors.

Emotional support services

There has also been a significant increase in the number of **new referrals** who self-reported multiple mental health and health needs:



613 individuals stated they are experiencing mental health difficulties



126 individuals stated they have a learning disability



165 individuals stated they have a physical disability



272 individuals stated they have a diagnosed long-term illness

SERICC delivered the triage service on behalf of the Essex Partnership of Rape Crisis Centres and provided **1,127** First meeting sessions and **11,157** assessment contacts on behalf of SERICC.

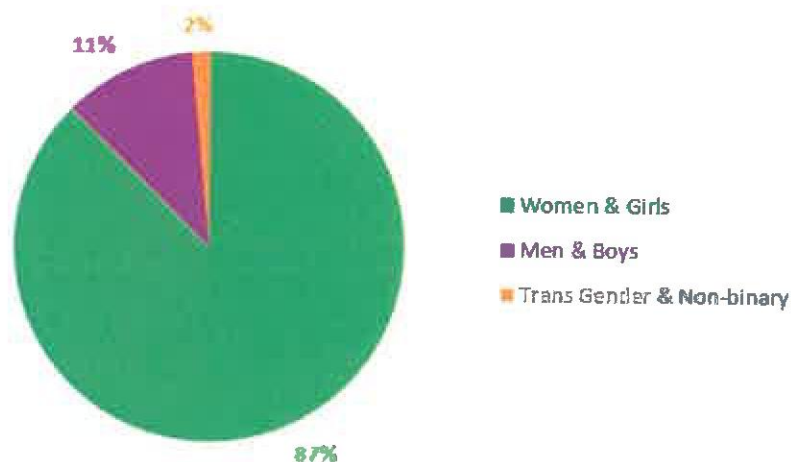
Service User Demographics

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. In July 2022, SERICC recruited a data and insights officer to build the team for research and data informing projects.

Who uses our services?

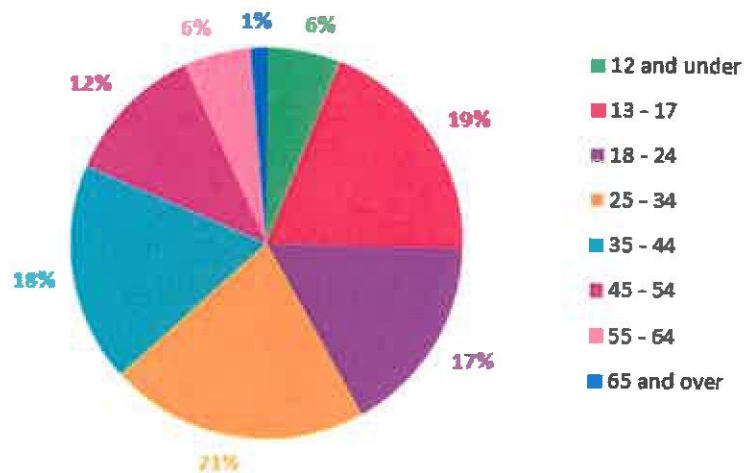
The vast majority of individuals supported continues to be women and girls, however the number of men and boys, trans gender and non-binary individuals has increased slightly compared to the previous year.

What are victims and survivors sex/gender identity?



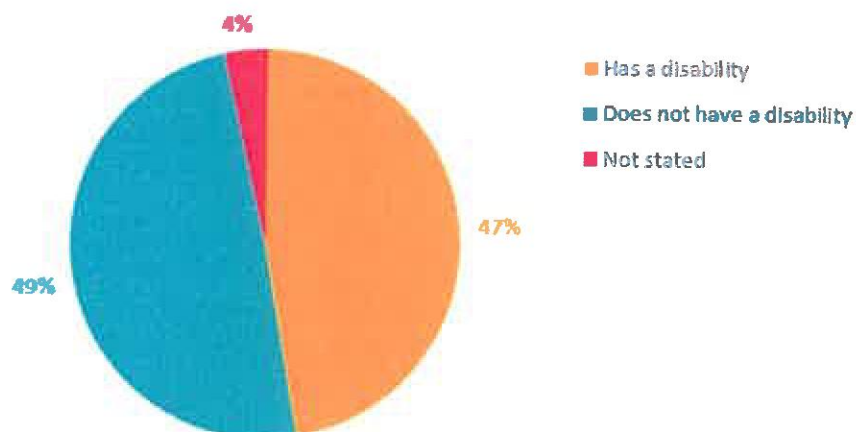
The largest proportion of individuals supported this year are aged between 18 and 54 **68%**, with children and young people (aged up to 17 years old) making up a further quarter of all individuals supported.

What is the age range of victims and survivors?



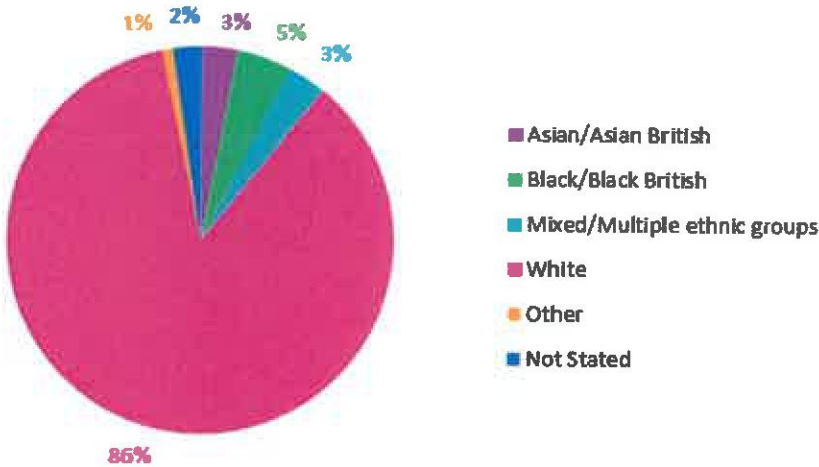
Nearly half, **47%**, of all individuals supported reported having one or more disability.

Do victims and survivors have disabilities?



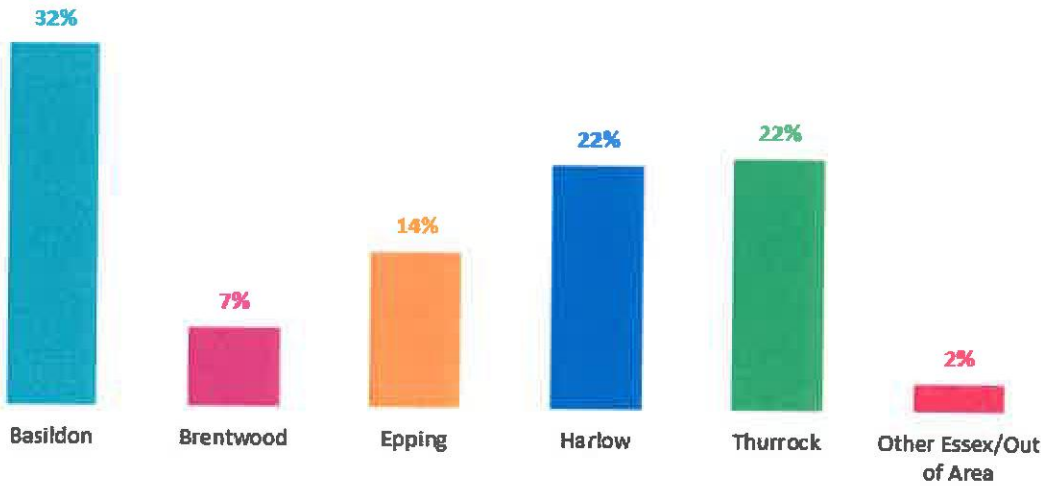
In line with the previous year Black, Asian and minoritised communities continue to make up **12%** of all individuals supported.

What is the ethnic composition of victims and survivors?



The number of individuals living in Harlow has increased by **3%**,

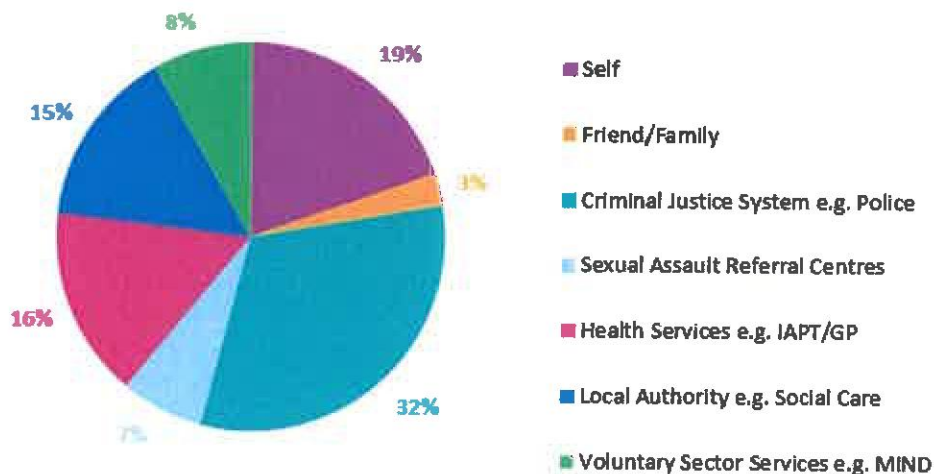
Where do victims and survivors live?



Access to services

Criminal Justice System, SARC and Health referrals were roughly the same as the previous year. However referrals from Local Authority and Voluntary Sector Services increased. There was a slight decrease in the number of Self and Friend/Family referrals.

How do victims and survivors access services? (referral source)

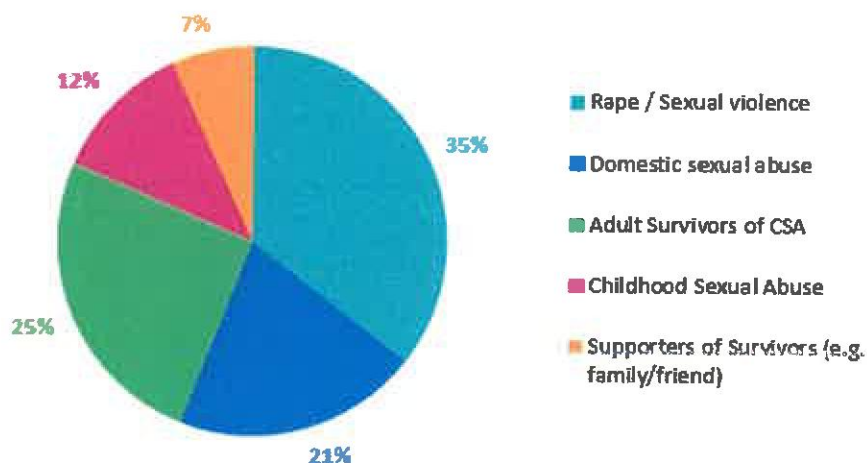


Experiences of Sexual Violence

At first point of contact **25%** of individuals supported are adult survivors of childhood sexual abuse.

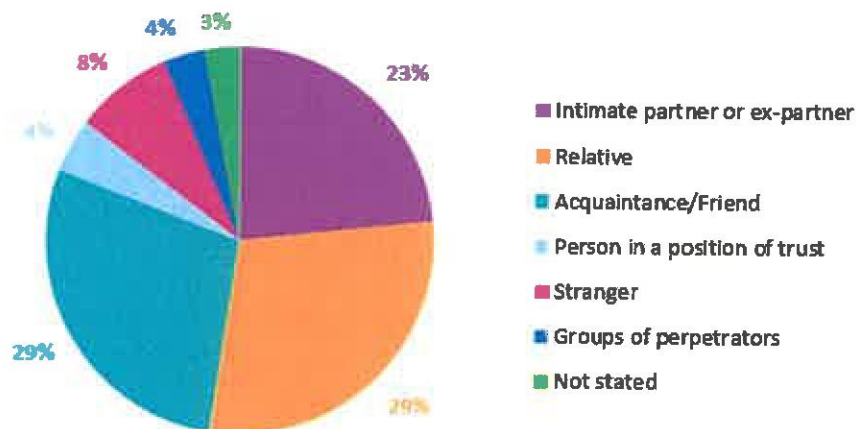
In line with the previous year **7%** of individuals supported are family members or friends of victims and survivors.

What are the presenting experiences of sexual violence?



Around **88%** of sexual crimes are committed by a known individual, in almost **1 in 3** cases that person is a family member, and just under **1 in 4** cases involve a current or ex-partner.

Who commits crimes of sexual violence?



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 users' experiences, 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

“

I just wanted to thank you for your support,
I couldn't of done it without you

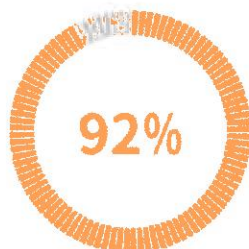
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SERICC undertakes client surveys before and after services. The questionnaires are collated and the % reflects the overall total. A benchmark measure of 40% is used. Any % returned that is below this value are closely examined and changes made to service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



Satisfaction with the service

93% of closed cases said they were satisfied with the service and the support was sensitive to their needs and situation



More in control of their lives

92% of closed cases said they were now more confident and able to make decisions about their future



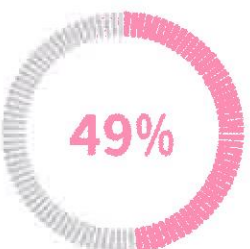
Better health and well being

95% of closed cases had better coping strategies and were able to recognise the impact of sexual violence on their lives



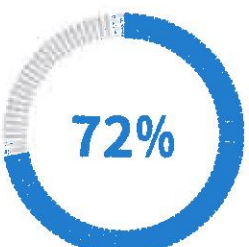
More able to access further support

79% of closed cases said they knew of resources and opportunities to access education or employment



More able to develop & maintain positive relationships

49% of closed cases stated they felt more able to trust people and build relationships



More able to assert their rights

72% 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. SERICC participated in Consultations/Working Groups with and undertook work related to these groups, including:

- East Region Crown Prosecution Service expert panels
- Essex Domestic Violence Board
- Essex Police Community Engagement Group
- Essex Strategic Group including sub groups relating to high profile cases
- Quarterly meetings with Essex Police, Fire and Crime Commissioner
- Southend, Essex and Thurrock Domestic Abuse Reference Group
- Support and prevention work in Thurrock, Basildon and other Essex Schools
- Thurrock Children's Commissioned Services
- Thurrock Community Safety Partnership
- Thurrock Council for Voluntary Service Joint Strategic Forum, Stronger Together and Managed Networks
- Thurrock multi-agency Strategic Board for Violence Against Women & Girls

Partnership working

SERICC works in partnership with Southend on Sea Rape Crisis (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. 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 to increase capacity through increasing hours for counselling and ISVAA posts.

The Synergy Essex and SERICC websites have had new additions this year including animations and a dedicated area on the SERICC site for individuals to access resources online called Your Space. To date, more than **60** people have signed up with a satisfaction rate of **94%**.

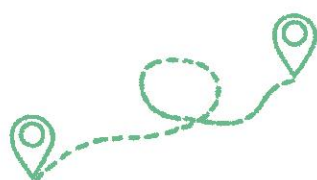


Social Impact and Social Value

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

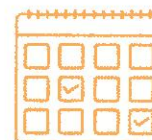
SERICC distributes and circulates information on educations, skills and self help via the SERICC website and outreach sites. The materials and information on SERICC's website, has the added benefits of increasing well-being and resilience and reducing isolation.

SERICC:



Provides subsidised travel for individuals who are experiencing financial hardship, issues food vouchers and supplies essential equipment such as baby equipment, school uniform and furniture.

Provides accompaniment to appointments, such as welfare reviews and medical appeals, which are funded by SERICC.



Undertakes advocacy work to enable individuals who are experiencing housing or debt difficulties to address and resolve problems, enabling them to live independently. Reliving pressure on statutory services e.g. housing, GPs, mental health services etc

Achievements and Performance Delivering Public Benefits

The core services provided by SERICC are the provision of sexual violence 'face to face' counselling, support, advocacy, telephone support and an information support and outreach work. The sexual violence counselling and ISVAA services are provided 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.

This year, SERICC have expanded the spaces to increase availability for service users to access the Latton Bush Centre in Harlow, providing services to adults, children and young people. This venue is offered to individuals living in Harlow and Epping.



SERICC work in partnership with SOS Rape Crisis (based in Southend town centre) to provide services to individuals in the Basildon, Southend and surrounding areas.

In July 2022, SERICC were given an opportunity to lease a house next to our main premises. Trustees and staff were consulted regarding expanding the services offered to children and families in a dedicated venue. This expansion ensures that services are available in an appropriate setting and provides opportunities for developing the service offer.



New counselling rooms ready for September 2022





The garden underwent a transformation and is now ready to provide a setting for growing veg and group work.



SERICC has undertaken an internal audit of policies, procedures and 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 the external relations on behalf of Rape Crisis England & Wales. Attendance and work related to the following groups

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

In September 2022 SERICC's Director Sheila Coates MBE received a commendation from the Home Secretary for her leadership in providing frontline services to victims and survivors of sexual abuse.



*Brave, inspirational and selfless acts recognised
with Home Secretary commendation*



In January 2023 SERICC staff received an award made by the High Sheriff of Essex in recognition of great and valuable services to the community. The High Sheriff for the county expressed the appreciation for activity and contribution in enhancing the life of the on behalf of the residents and community.

FINANCIAL REVIEW

The charity has completed the year with the aid of sound financial management and the support of both its staff and Trustees. The financial statements are reporting a deficit for the period as a result of the use of resources that the charity was unable to fully utilise in the previous financial year due to timing, recruitment or other reasons.

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
- Rape Crisis England and Wales
- Thurrock Council Better Care Fund
- Thurrock Council (Development Fund, Strategic Fund, Housing Related Support, Brighter Futures, Young People Counsellor)

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.

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. Thurrock Borough Council was declared bankrupt and are under special measures from the Government and this may have implications for SERICC funding in the future.

The wider economic climate, fuel and energy increases and the overall cost of living crisis has impacted on our staff team which SERICC recognised and responded to by increases to salaries and a cost of living award. Premises that SERICC occupy have experienced increases in fuel costs and this has increased rent. SERICC is now directly responsible for the newly leased house and will need to have a dedicated budget for maintenance and associated costs. External funding does not have an inflationary rise in grant or contract agreements. 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. SERICC are meeting with the commissioners during 2023 to ascertain whether there will be a further one-year extension on this contract.

Internal financial controls, policy and procedures are in place to ensure compliance and are in line with the Charity Commission guidance on financial controls. 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 by A Jolly Consultancy. SERICC were certified as Cyber Essential Plus in March 2023.

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 wider 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 31st March 2023 was £680,027 for 26 weeks (6 months) running costs.

The level of reserves required is based on:

- An understanding of operating activities to be maintained
- Potential risks to staffing costs such as long-term staff illness or maternity leave
- Potential unanticipated need for new IT equipment
- Possible delays in restricted funding to on-going projects
- Potential risks of funding cuts
- 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
- Exiting 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
- 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 31st March 2023 SERICC total funds were £1,617,877 which included restricted funds of £19,570, designated funds of £1,008,386 and unrestricted funds of £589,921.

Any surplus funds will be used to increase capacity by recruiting new staff for both central services and frontline staff.

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 the 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 part year awards for funding paid in significant arrears.

Future Developments

- ★ As part of the SERICC internal review, SERICC are working with consultants to improve recruitment, retention, retirement and succession planning. This work is informing policy and practice and will be completed by August 2023.
- ★ With the exciting new designated venues for children and families' services and opportunities for diversifying income streams, SERICC will be conducting a service user questionnaire to explore areas of development and will work with a consultant to create a new web area specifically for children, young people and families. This work will be completed by October 2023.
- ★ SERICC leased a house in May 2022 to provide dedicated children and families services. Over the next two years SERICC will proactively seek to secure property to future proof the delivery of services. SERICC will be increasing its capital fund to a more realistic figure. SERICC will take advice on investments and opportunities and Trustees will only act on professional advice about any potential property investments.

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 increased 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 supplying emergency food and clothing, transport and interpreting. SERICC also ensures interpreters are available for service users and meets this cost with this fund. This year SERICC successfully registered for Gift Aid.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charity that registered with the Charity Commission on 9th December 2019. 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 Board of Trustees

SERICC 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 and finance information is shared. Board meetings continue to take place virtually. Information from the Charity Commission publications and the Commission's guidance is distributed.

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 child sexual abuse. A range of specialised services are provided in Thurrock, Brentwood, Southend and Harlow with hub outreach sites across the districts, schools and colleges, hospitals 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. Team Leaders are in place to provide daily line management of staff teams. 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. After undertaking a benchmarking exercise with Moore Kingston Smith, SERICC have established salary bandings and descriptions for the majority of posts, and salary allocations are based on the requirements of the post, including experience of staff and the funding available for the post. Cost

of living increases were considered in line with any NJC recommendations and in the future an inflationary rise will be applied to salaries in 2023. The annual accounts disclose the number of staff receiving salary of more than £60,000 per annum, in bands of £10,000.

SERICC makes pension contributions equivalent to a minimum of 3% of gross salaries on behalf of its employees. Employees are Auto-Enrolled into the scheme on employment. The contributions are charged to the statement of financial activities on an accrual basis. The charity has no liability under the scheme other than for the payment of those contributions.

SERICC Trustees are not paid for their work as a Trustee but are offered reimbursement for reasonable out of pocket expenses should they arise.

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 apply them consistently
- Observe the methods and principles in the applicable Charities SORP 2019 (FR 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 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) 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 27th September 2023 and signed on their behalf by:

Glenda Harrington
Trustee



SERICC

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 31st March 2023 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 31st March 2023, 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

SERICC

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF SERICC

the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 23 and 24, 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

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

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.

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/auditorsresponsibilities>. 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

16.10.2023



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

SERICC

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31st MARCH 2023**

	Notes	Restricted Funds £	Unrestricted Designated Funds £	Unrestricted General Funds £	Total Funds to 31.03.23 £	Total Funds to 31.03.22 £
Income and endowments from:						
Donations and legacies:						
Donations		-	-	6,991	6,991	2,585
Grants	3	-	-	63,142	63,142	63,142
Charitable activities:						
Grants	3	179,948	-	2,492,514	2,672,462	2,610,907
Fees for services & direct work	4	-	-	4,247	4,247	7,979
Other		-	-	-	-	-
Other trading activities		-	-	-	-	-
Investments	5	-	-	5,121	5,121	127
Other Income		-	-	1,000	1,000	-
Total Income		179,948	-	2,573,015	2,752,963	2,684,740
Expenditure on:						
Raising funds						
		-	-	-	-	-
Charitable activities	6	167,304	-	2,659,861	2,827,165	2,568,819
Total Expenditure		167,304	-	2,659,861	2,827,165	2,568,819
Net Income/(expenditure)		12,644	-	(86,846)	(74,202)	115,921
Transfers between funds		(12,703)	66,638	(53,935)	-	-
Net movement in funds:		(59)	66,638	(140,781)	(74,202)	115,921
Reconciliation of funds:						
Total funds brought forward		19,629	941,748	730,702	1,692,079	1,576,158
Total funds carried forward		19,570	1,008,386	589,921	1,617,877	1,692,079

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 15 to the financial statements.

The notes on pages 31 to 45 form part of these financial statements.

SERICC

**BALANCE SHEET
FOR THE YEAR ENDED 31st MARCH 2023**

	Notes	31.03.2023 £	31.03.2022 £
Fixed Assets:			
Tangible assets	12	916	1,220
Total fixed assets		916	1,220
Current assets:			
Debtors	13	201,319	160,201
Cash at bank and in hand		1,486,290	1,574,207
Total current assets		1,687,609	1,734,408
Liabilities:			
Creditors falling due within one year	14	70,648	43,549
Net current assets		1,616,961	1,690,859
Total assets less current liabilities and Net assets		1,617,877	1,692,079
The funds of the charity:			
Restricted income funds		19,570	19,629
Unrestricted income funds:			
General fund		589,921	730,702
Designated fund		1,008,386	941,748
Total unrestricted funds		1,598,307	1,672,450
Total charity funds		1,617,877	1,692,079

The notes on pages 31 to 45 form part of these financial statements.

Approved by the Trustees on 27th September 2023 signed on their behalf by:

Glenda Harrington –Trustee



SERICCC

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31st MARCH 2023**

	Notes	Total Funds to 31.03.23 £	Total Funds to 31.03.22 £
Net Cash used in Operating Activities	22	(93,038)	80,924
<i>Cash flows from investing activities:</i>			
Interest		5,121	127
Purchase of equipment		-	-
Net cash provided by (used in) investing activities		5,121	127
Cash flows from financing activities		-	-
Change in cash and cash equivalents in the period		(87,917)	81,051
Cash and cash equivalents brought forward		1,574,207	1,493,156
Cash and cash equivalents carried forward		1,486,290	1,574,207
Cash and cash equivalents consist of:			
Cash at bank and in hand		1,486,290	1,574,207
Short term deposits		-	-
Cash and cash equivalents at 31.03.23		1,486,290	1,574,207

The notes on pages 31 to 45 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2023**

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 24.

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 16.

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

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 31st MARCH 2023**

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 6, 7 and 8.

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 31st MARCH 2023**

j. Going Concern

The Trustees consider that there is a risk of financial uncertainty due to a significant contract with the Police and Crime Commissioner potentially coming to an end at the end of March 2024. It is currently understood that there is an intention for the PFCC to extend the existing contract (for ISVA and Community-based sexual abuse support) for a further term until 31st March 2025. This would be the final one-year extension available before the PFCC are required to re-tender for the service. SERICC understand that the PFCC are in the process of securing the necessary formal sign-off. The Charity has contingency plans and reserves in place should the contract not be renewed or delayed. The financial statements have therefore been prepared on a going concern basis.

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.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2023**

3. GRANT AND CONTRACT INCOME

	Restricted £	Unrestricted £	31.03.23 Total £	31.03.22 Total £
Donations and legacies:				
Thurrock Borough Council				
Development Fund	-	63,142	63,142	63,142
	-	63,142	63,142	63,142

In the year to 31.03.23, of the grant income classified as Donations and Legacies income, £nil (2022: £nil) was attributable to restricted income funds with the balance of £63,142 (2022: £63,142) adding to unrestricted funds.

Income from Charitable activities:

Thurrock Borough Council				
Children and Families	-	10,000	10,000	10,000
YP SV Counsellor Children & Families	-	72,000	72,000	72,000
Housing Related Support	-	41,746	41,746	38,347
Brighter Futures	-	44,988	44,988	44,988
Thurrock CCG/Better Care Fund	43,170	-	43,170	39,267
Control Outbreak Management Fund	-	-	-	68,082
New Burdens Fund	-	-	-	20,000
Flexible New Burdens Fund	20,729	-	20,729	-
Essex Police Crime Commissioner				
Sexual Violence Counselling	-	1,758,488	1,758,488	1,502,554
MOJ ISVA	-	531,791	531,791	426,805
MOJ Extraordinary COVID fund		-	-	147,709
Big Lottery Fund	82,050	-	82,050	207,655
Rape Crisis England & Wales				
External Relations Programme	-	33,500	33,500	33,500
Essex Community Foundation	16,000	-	16,000	-
Basildon Borough Council	18,000	-	18,000	-
	179,949	2,492,513	2,672,462	2,610,907

In the year to 31.03.23, of the grant and contract income classified as Income from Charitable Activities, £179,949 (2022: £315,004) was attributable to restricted income funds with the balance of £2,492,513 (2022: £2,295,903) adding to unrestricted funds.

£2,604,054 (2022: £2,369,752) of government grant and contract income was received for delivering charitable activities and operational costs. There were no other contingencies or unfulfilled conditions attaching to the government grants.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2023

4. INCOME FOR SERVICES & DIRECT WORK

	Restricted	Unrestricted	31.03.23 Total	31.03.22 Total
	£	£	£	£
Rape Crisis – Hosting and Other Fees	-	3,947	3,947	4,940
Counselling Sessions	-	-	-	-
Training	-	300	300	350
Other Services & Direct Work	-	-	-	2,689
	-	4,247	4,247	7,979

In the year to 31.03.23, of the Fees for Services and Direct Work income, £nil (2022: £nil) was attributable to restricted income funds with the balance of £4,247 (2022: £7,979) adding to unrestricted funds.

5. INVESTMENT INCOME

	Restricted	Unrestricted	31.03.23 Total	31.03.22 Total
	£	£	£	£
Bank Interest	-	5,121	5,121	127

In the year to 31.03.23, of the Investment income, £nil (2022: £nil) was attributable to restricted income funds with the balance of £5,121 (2022: £127) adding to unrestricted funds.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2023**

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Counselling & Advocacy	Prevention & Education	31.03.23 Total	31.03.22 Total
	£	£	£	£
Counselling Staff Salary costs	746,415	124,001	870,416	803,124
Counselling Consultants	39,225	-	39,225	40,550
Staff training	12,946	1,547	14,493	21,950
Travel & Subsistence	7,427	825	8,252	4,599
Supervision	9,158	1,017	10,175	10,328
Health & Wellbeing	2,583	-	2,583	8,722
Service User Costs	2,743	-	2,743	344
Counselling Telephone costs	23,800	2,644	26,444	17,567
Language & Sign Interpreters	7,158	-	7,158	546
Essex Partnership payments	1,334,449	-	1,334,449	1,234,064
Governance costs (note 7)	252,967	75,936	328,903	307,606
Support costs (note 8)	127,627	54,697	182,324	119,419
	2,566,498	260,667	2,827,165	2,568,819

Of the £2,827,165 (2022: £2,568,819) expenditure in the year to 31.03.23 £166,146 (2022: £288,558) was charged to restricted funds and £2,661,019 (2022: £2,280,261) 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 7 and 8 respectively.

SERICC

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2023**

7. ANALYSIS OF GOVERNANCE COSTS

	Counselling & Advocacy	Prevention & Education	31.03.23 Total	31.03.22 Total
	£	£	£	£
Non-Counselling Staff Salary costs	181,881	45,470	227,351	234,065
Salary costs recharged to ICENA	-	-	-	(49,313)
Payroll/Accounting fees	9,533	4,085	13,618	14,929
Audit fee	4,830	2,070	6,900	4,668
Legal & Professional fees	27,670	11,859	39,529	56,527
Consultancy	25,200	10,800	36,000	36,000
Project Monitoring	-	-	-	7,000
Insurances	3,853	1,652	5,505	3,730
	252,967	75,936	328,903	307,606

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.

8. ANALYSIS OF SUPPORT COSTS

	Counselling & Advocacy	Prevention & Education	31.03.23 Total	31.03.22 Total
	£	£	£	£
Rent	39,909	17,104	57,013	62,910
Heat and Light	3,162	1,355	4,517	1,240
Cleaning, Repairs and maintenance	26,926	11,539	38,465	13,085
IT Equipment & software	20,651	8,851	29,502	15,786
IT Support & development costs	26,217	11,236	37,453	10,810
Printing, stationery & postage	6,004	2,573	8,577	3,763
Publications, subscriptions & publicity	2,226	954	3,180	8,746
Non-Counselling Telephone costs	1,393	597	1,990	1,322
Hospitality & refreshments	695	298	993	675
General expenses	-	-	-	264
Depreciation	213	91	304	407
Bank charges	231	99	330	411
	127,627	54,697	182,324	119,419

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.

SERICC

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2023

9. STAFF COSTS AND KEY PERSONNEL

	31.03.23 Total £	31.03.22 Total £
Salaries and Wages	977,036	929,437
Social Security Costs	95,344	82,178
Pension costs	25,387	25,574
	<hr/> 1,097,767	<hr/> 1,037,189

Average head count (number of staff employed)	27	28
---	----	----

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

£60,000-£69,999	1	2
£70,000-£79,999	-	-

Total redundancy/termination payments amounted to £26,497 (2022: £19,272).

The Trustees received no remuneration nor were they reimbursed for any expenses during the year (2022: £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 £120,182 (2022: £131,346).

10. PENSIONS

The charity offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, Royal London.

Contributions are charged to the SOFA in the period to which they relate. The charge for the year was £25,387 (2022: £25,574).

11. AUDITORS REMUNERATION

	31.03.23 Total £	31.03.22 Total £
Audit fees	6,900	4,668
Other services	3,780	4,404
	<hr/> 10,680	<hr/> 9,072

SERICC

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2023

12. FIXED ASSETS

	Office Equipment £
COST	
As at 1 st April 2022	2,034
Additions	-
Disposals	-
As at 31 st March 2023	2,034
DEPRECIATION	
As at 1 st April 2022	814
Charge	304
Eliminated on disposals	-
As at 31 st March 2023	1,118
NET BOOK VALUE	
At 31 st March 2023	916
At 31 st March 2022	1,220

13. DEBTORS

	31.03.23 Total £	31.03.22 Total £
Grants and fees receivable	48,065	-
Prepayments and accrued income	4,315	12,262
Other debtors	148,939	147,939
	201,319	160,201

Other debtors comprise interest free loans of £147,939 of which £128,214 is recoverable after more than one year.

SERICC

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2023**

14. CREDITORS

	31.03.23	31.03.22
	Total	Total
	£	£
Trade creditors	8,922	1,430
Accruals and deferred income	28,318	7,760
Other taxation and social security	33,408	34,359
	<u>70,648</u>	<u>43,549</u>

15. ANALYSIS OF MOVEMENT IN FUNDS

	Balance B/f £	Income £	Expenditure £	Transfer £	Balance C/f £
Restricted Funds:					
Counselling & Advocacy:					
Thurrock CCG/Better Care Fund	-	43,170	(48,082)	4,912	-
National Lottery Fund	19,629	82,050	(102,064)	385	-
Essex Community Foundation	-	16,000	(16,000)	-	-
Basildon Borough Council	-	18,000	-	(18,000)	-
Thurrock Borough Council New Burdens Flexible Fund	-	20,728	(1,158)	-	19,570
	<u>19,629</u>	<u>179,948</u>	<u>(167,304)</u>	<u>(12,703)</u>	<u>19,570</u>
Designated Funds:					
Contingency Fund	791,748	-	-	66,638	858,386
Capital Fund	100,000	-	-	-	100,000
Legal Fund	50,000	-	-	-	50,000
	<u>941,748</u>	<u>-</u>	<u>-</u>	<u>66,638</u>	<u>1,008,386</u>
Unrestricted Funds	<u>730,702</u>	<u>2,573,015</u>	<u>(2,659,861)</u>	<u>(53,935)</u>	<u>589,921</u>
	<u>1,692,079</u>	<u>2,752,963</u>	<u>(2,827,165)</u>	<u>-</u>	<u>1,617,877</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2023**

15. ANALYSIS OF MOVEMENT IN FUNDS continued

Analysis of movement in funds-previous year

	Balance Transferred £	Income £	Expenditure £	Transfer £	Balance C/f £
Restricted Funds:					
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 (Coronavirus Community Support Fund)	322	-	-	(322)	-
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	-
	14,499	315,004	(288,558)	(21,316)	19,629
 Designated Funds:					
Contingency Fund	680,184	-	-	111,564	791,748
Capital Fund	100,000	-	-	-	100,000
Legal Fund	50,000	-	-	-	50,000
	830,184	-	-	111,564	941,748
 Unrestricted Funds	731,475	2,369,736	(2,280,261)	(90,248)	730,702
	1,576,158	2,684,740	(2,568,819)	-	1,692,079

The details of each restricted fund are provided in note 16.

The details of designated funds are provided in note 18.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2023

16. RESTRICTED FUNDS

Thurrock Clinical Commissioning Group

- Better Care Fund

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 31st October 2022. Continuation funding has been successful and will be applied from 1st April 2023.



Thurrock Borough Council:

New Burdens Flexible Fund for providing only practical support to victims who have experienced sexual and domestic violence.



Essex Community Foundation

CARA (Centre for Action on Rape and Abuse) was awarded a grant of £80,000 over two years (July 2021 – June 2023) from the Mid and South Essex Community Grants Programme administered by Essex Community Foundation.

The grant was for the provision of additional specialist sexual violence counselling for adults, young people and children in Mid and South Essex. As a partner, SERICC received a contribution towards counselling provision of £16,000 from the fund.



BASILDON • BILLERICAY • WICKFORD

Essex County Council – Basildon Council

SERICC was awarded £18,000 between 1st July 2021 to 31st March 2022 as a contribution towards providing counselling to Basildon adult victims of sexual violence and abuse, as part of the South Essex Domestic Abuse Hub (SEDAH) project.

This income is due to be received in 2023/24 but was fully spent in earlier years.

17. PRINCIPLE UNRESTRICTED FUNDING SOURCES

Essex Police and Crime Commissioner (PCC)

This contract was awarded after a successful procurement process in the Autumn 2019 for three years and is in its first extension year. 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:

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2023**

Talking Therapies (NHS England)

The service delivery includes providing sexual violence support, counselling and advocacy services to adults, children, young people across Essex. This fund ceased on 31st March 2023.

Ministry of Justice (MOJ)

- Rape Support uplift Funding
- ISVA funding (Early Engagement and continuation of ISVA provision)



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 for counselling support and to reduce waiting lists for men and boys in Essex

- Operation Haiti

Awarded for facilitating and delivering specialist services to victims identified in an Essex Police Operation.

Rape Crisis England and Wales (RCEW):



Policy and strategic work

SERICC's senior staff delivers national policy and strategic work on behalf of Rape Crisis England & Wales. The includes responding to national consultations, attending national stakeholder meetings and ensuring that policy is informed by frontline practice, victims and survivors experiences.

SERICC hosted a national staff member. The hosting arrangement ended in July 2022.

Thurrock Borough Council:

- Brighter Futures Contract for providing Early Interventions with children and families
- Young Peoples Counselling service
- 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



SERICC

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2023

18. 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 £66,638 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.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Designated	Unrestricted	Total 31.03.23
	£	£	£	£
Tangible fixed assets	-	-	916	916
Current assets	21,190	1,008,386	658,033	1,687,609
Current Liabilities	(1,620)	-	(69,028)	(70,648)
	19,570	1,008,386	589,921	1,617,877

Analysis of Net Assets between Funds – Previous year

	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

SERICCC

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2023**

20. COMMITMENTS

At 31st March 2023, the charity was committed to three formal premises leases.

Total future minimum lease payments under non-cancellable operating leases are as follows:-

	31.03.23	31.3.22
	£	£
Not later than one year	39,560	21,450
Later than one and not later than five years	55,334	26,726
	<u>94,894</u>	<u>48,176</u>

The financial statements for the period include lease payments recognised as an expense of £33,780.

21. RELATED PARTY TRANSACTIONS

At 31st March 2023, 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 instalments from August 2023, as agreed between the two parties.

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

	31.03.23	31.3.22
	£	£
Net movement in funds	(74,202)	66,608
Add back depreciation charge	304	407
Deduct interest income shown in investing activities	(5,121)	(127)
Decrease/(Increase) in debtors	(41,118)	44,737
Decrease/Increase in creditors	27,099	(30,701)
Net Cash used in Operating Activities	<u>(93,038)</u>	<u>80,924</u>

ANALYSIS OF CHANGES IN NET DEBT

	At	Cashflows	Total
	01.04.22		31.3.23
	£	£	£
Cash and cash equivalents	1,574,207	(87,917)	1,486,290
Total Net Debt	<u>1,574,207</u>	<u>(87,917)</u>	<u>1,486,290</u>