

sericc 40 years

Rape and Sexual Abuse  
Specialist Service

of challenging myths  
and changing attitudes

# Annual Report and Financial Statements

For the Year Ended 31<sup>st</sup> March 2024

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**CHARITY REFERENCE AND ADMINISTRATIVE DETAILS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**



<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 (Chair) G Harrington (Secretary) M Heine K Dobson (resigned 01 November 2023)	
<b>Senior Management:</b>	Sheila Coates MBE, Director Lee Eggleston OBE, Operational Manager Rebekah Brant, Deputy Chief Operating Officer	
<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 9 High Street Grays Essex RM17 6NB
<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	

### Chairwoman's report

This year we are proud to be entering our 40th year of delivering specialist services to victims and survivors of sexual violence and sexual abuse.

Our dedicated staff team has shown their commitment and expertise in delivering specialist front-line, life-changing services to children, young people, adults and their families and carers.

This report highlights the impact and evidenced based outcomes of our services.

This year, we have seen again, the longer term consequences of the cost of living crisis and the uncertainty in UK and global events directly affecting the daily lives and mental health of service users. The backlog in the criminal courts, resulting in delays to justice has meant the charity has needed to work with individuals for longer periods of time. The funding uncertainties of these essential services are some of the challenges the charity will face in the near future.

I would like to thank our team of Trustees for their ongoing commitment in supporting SERICC and their plans to recruit new Trustees across 2024. Together, we have risen to the challenges and continued to develop new services and projects, 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 center for the organisation.

Alison Curnick

**40**Years  
of challenging myths  
and changing attitudes

The Trustees present their report and the audited financial statements of the charity for the period April 2023 to 31<sup>st</sup> March 2024. 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)
- M Heine
- G Harrington (Secretary)
- K Dobson (resigned 01 November 2023)

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.

“My whole life I've been told and treated that I'm worthless, I'm not worthy of anything. You have changed that I AM worthy and deserve and feel able to look to the future. I'm smiling and found myself singing along to a song – I started crying because I can't remember when I last sang”

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 abuse and violence 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 to enable individuals to regain control over their lives and improvement their health and well-being.

### Child and Family Services

SERICC provides an early intervention service to parents / carers whose children have experienced sexual abuse and violence and/or where the family are engaged with Thurrock Council social care. The Brighter Futures Programme offers an integrated and intensive 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 the Young People counselling service is funded by Thurrock Council for Thurrock residents. 46 families (19 children and 27 parents) received 239 face to face sessions.

“It has been fantastic for me in coping with the incident with my daughter and most of the fallout from my family. Having the counsellor there to reflect and talk to has been amazing”

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.



### Specialist sexual violence therapeutic interventions

SERICC's counselling service has responded to 16,726 counselling related contacts and activities including telephone calls, emails/ letters and meetings. SERICC are committed to ensuring that as many individuals as possible can access services without lengthy waiting lists and introduced a new service for individuals to access early support. SERICC collates feedback to prove outcomes which influence policy and practice in the services they receive from SERICC and other agencies.

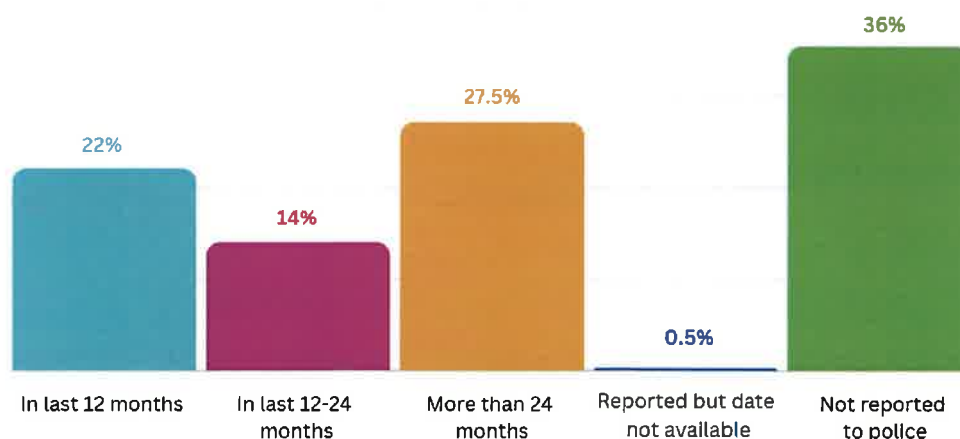
SERICC worked with 1,179 new referrals in the last year whilst working with 1,869 individuals who had 1,276 dependants. Individuals were offered 6,035 sexual abuse and violence counselling sessions and 2,379 Independent Sexual Violence Accredited Adviser (ISVAA) and advocacy sessions.

### Independent Sexual Violence Accredited Advisers (ISVAAs)

The ISVAA service provides 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 continues to be disruption to the Criminal Justice System due to the backlog in cases increasing the already lengthy delays. ISVAA's provided accompaniment to 24 trials and court cases, police related appointments, sexual health services, general health and well-being services. This will double in 2024.

Number of incidents reported to the police



“You lot are like superwomen, the stuff you do and all the people you help, what would I do without you”

Services include:

- Criminal, Civil & Family Justice System information and dedicated support
- Housing support, signposting and information in partnership with Thurrock Council
- information and accompaniment to appointments
- Information about criminal injuries compensation applications and victim's code

“My abuse is so unreal I don't think people believe me. When I told you about my past, I was waiting for you to ask if it's true but you didn't. You asked me questions that made me feel you understood. I asked you if you believed me and you said yes, I don't think I have ever felt so supported”

### Emotional support services

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



**623** individuals stated they are experiencing mental health difficulties



**122** individuals stated they have a learning disability



**149** individuals stated they have a physical disability



**272** individuals stated they have a diagnosed long-term illness

First Contact Navigators (triage service) provided **1,396** First meeting sessions and **13,291** assessment contacts on behalf of SERICC.



### Service User Demographics

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



### Who uses our services?

The majority of individuals are women and girls:

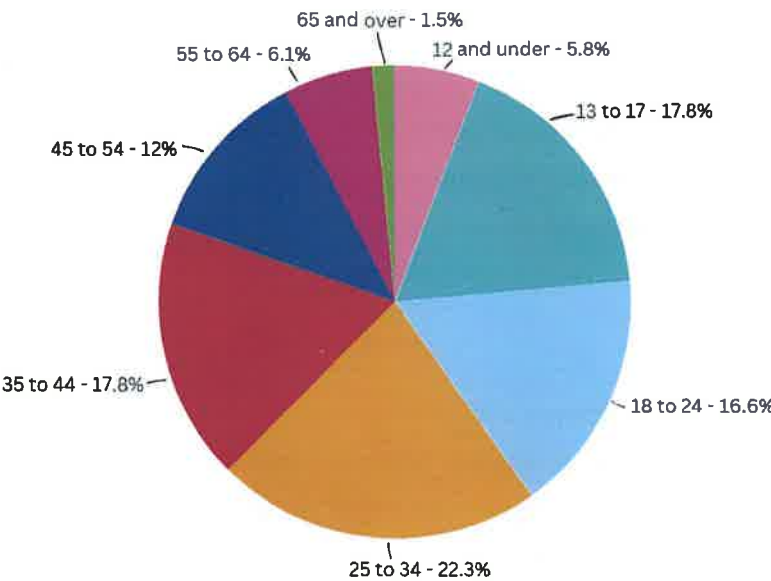
- The largest proportion of individuals using services this year are aged between 18 and 54 **68.7%**, with children and young people (aged up to 17 years old) making up just under a quarter of all individuals supported.
- Nearly half, **47%**, of all individuals using services reported having one or more disability.
- Black, Asian and minoritised communities has increased to **13%** of all individuals supported. In line with the Essex census population (11.2%).
- The Criminal Justice System, the Sexual Assault Referral Centre (SARC), Health and Voluntary Sector Services referrals were generally the same as the previous year. However, referrals from the Local Authority have decreased, there was an increase in the number of self-referrals.
- At first point of contact **25%** of individuals are adult survivors of childhood sexual abuse.
- In line with the previous year **7%** of individuals are family members or friends of the victims and survivors.
- Around **87%** of sexual crimes are committed by a known individual, in just over **1 in 4** cases, that person is a family member, and just over a further **1 in 4** cases involve a current or ex-partner.



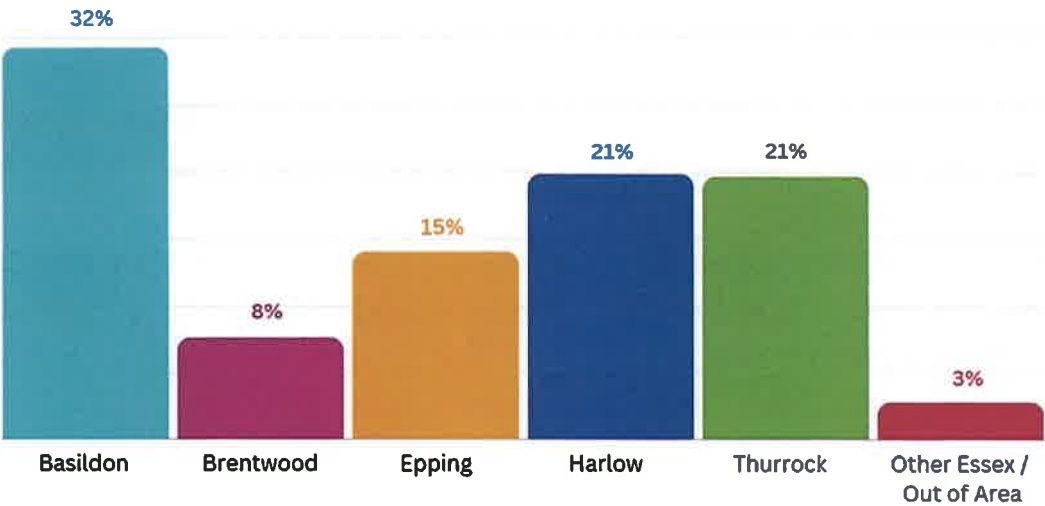
I feel so listened to and not judged I  
have had no sleep due to being anxious  
and this appointment and you've made  
me feel so safe. Thank you



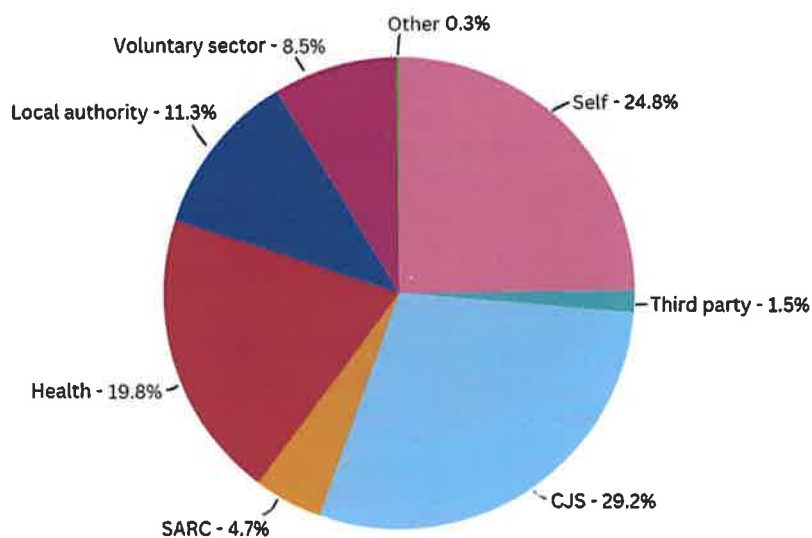
What is the age range of victims and survivors?



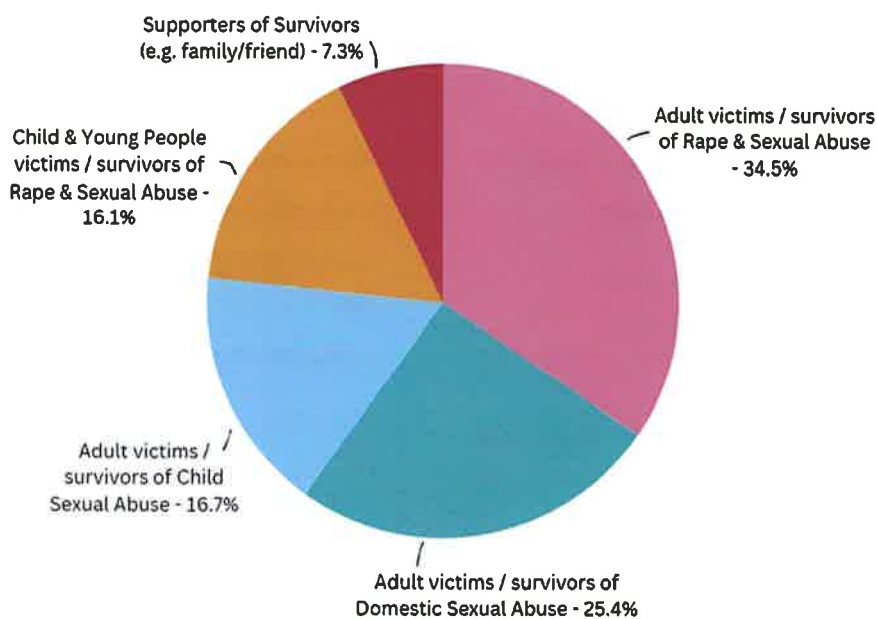
Where do victims and survivors live?



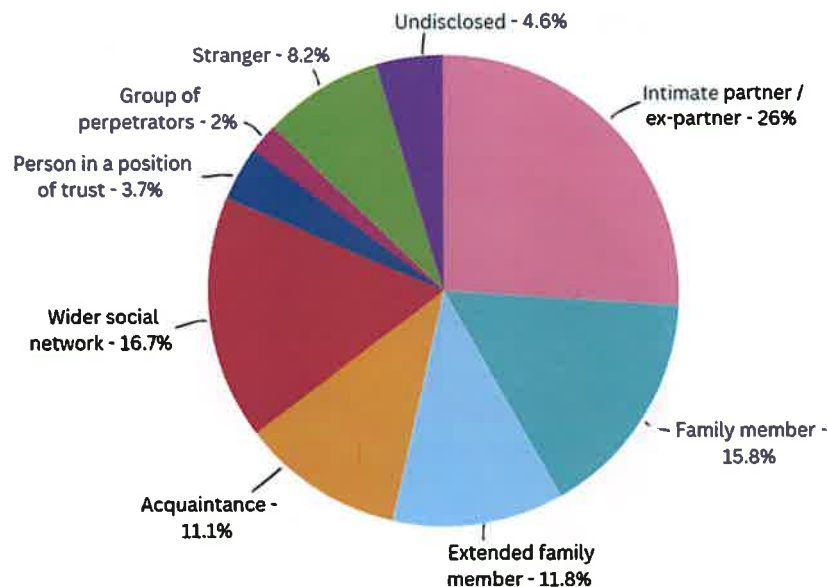
**How do victims and survivors access services?  
(referral source)**



**What are the presenting experiences of sexual violence**



### Who commits crimes of sexual violence?



### Achievements and Performance

SERICC is committed to upholding the highest possible standards for staff and providing internal and external training and evidence-based service delivery. This was achieved through:

- Ensuring service users' experiences, are heard through feedback, evaluation and outcome data
- Receiving stakeholder feedback (external organisations and public bodies)
- Providing staff supervision, peer supervision and performance management
- The use of ongoing data collection followed by data analysis for service planning and development
- Providing training for staff as part of ongoing professional development and staff health and well-being
- Strengthening and participating in local, regional and national partnerships and undertaking joint working to ensure that service user needs, and experiences are included in policy and procedure

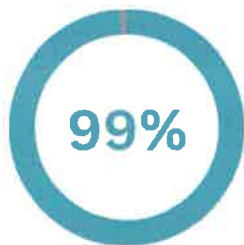


Thank you so much for your patience, I have never been able to speak to anyone about this before



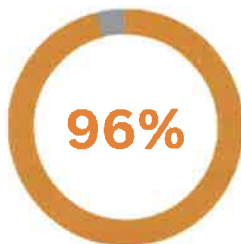
Evidence based services:

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**

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**

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



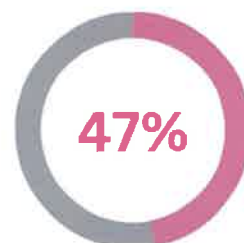
**Better health and well being**

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**

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



**More able to develop & maintain positive relationships**

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



**More able to assert their rights**

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 participates in local, regional and national policy consultations and working groups that relate to sexual abuse and violence in which current research and good practice can be shared internally with staff and external practitioners and agencies. SERICC participated in Consultations/Working Groups and undertook work which included:

- East Region Crown Prosecution Service expert panels
- Essex Domestic Violence Board
- Essex Police Community Engagement Group
- Essex Strategic Group including subgroups relating to high profile cases
- Southend, Essex and Thurrock Domestic Abuse Reference Group
- Anglia Ruskin University Child Sexual Abuse Project
- Crown Prosecution Service (CPS) Child Sexual Abuse Stakeholders Forum
- National Health Service England (NHSE) sexual and domestic violence group
- Support and prevention work in schools, and other educational settings
- Thurrock Children's Commissioned Services
- Thurrock Community Safety Partnership
- Thurrock Council for Voluntary Service
- Thurrock multi-agency Strategic Board for Violence Against Women & Girls
- Essex Sexual Violence and Sexual Assault Strategic Partnership Board
- Home Office - Violence against Women and Girls Stakeholders Forum
- Ministry of Justice – Victim and Witness Sector Engagement Group

*Memberships:*

- Association of Child Protection Professionals (AoCPP)
- National Council for Voluntary Organisations (NCVO)
- National Counselling and Psychotherapy Society (NCPS)
- Thurrock Council for Voluntary Organisations (TCVS)
- Rape Crisis England and Wales (RCEW)
- Women's Resource Centre (WRC)

“It has changed my life to get rid of the negative feelings and knowing I am not to blame”



### *Subscriptions*

- Clinks (supporting the voluntary sector working in the Criminal Justice System)
- CIPD: HR-inform
- Breathe HR
- Civil Society

### *Awards*

SERICC successfully completed the national standards required to be awarded a Trauma Kite Mark from the National Charity One Small Thing (valid until July 2026).

### **Partnership working**

SERICC works in partnership with Southend on Sea Rape Crisis (SOSRC), and Centre for Action on Rape and Abuse (CARA) North and mid Essex. Together we form the Synergy Essex Partnership to ensure services are accessible pan Essex. Centres offer services through primary funding sources from: the Essex Police, Fire and Crime Commissioner and the Ministry of Justice. More victims can be supported through the partnership and the provision of a triage system and access to immediate specialist support.

### **Better Outcomes through Linked Data (BOLD).**

SERICC completed the BOLD project with the Ministry of Justice in August. BOLD is a government data-linking programme which aims to improve the connectedness of government data in England and Wales. The final Ministry of Justice report will be published in the autumn of 2024.

### **Social Impact and Social Value**

SERICC adheres to the Rape Crisis England & Wales and Ministry of Justice monitoring and evaluation framework which is aimed at reporting on the improvements to emotional and physical health after using SERICC services.

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

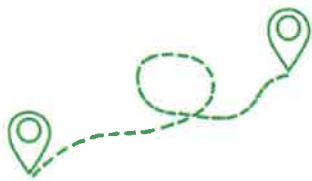
The Synergy Essex and SERICC websites continues to grow and adhere to the good practice guidance of Browse Aloud which offers a range of accessible tools and languages on the web sites.

SERICC has a dedicated area on the website for anyone to access self-help resources. Service users are encouraged to suggest content or let us know what is useful to them or their families.



To date, more than **250** people have signed up to Your Space with a satisfaction rate of **100%**.

SERICC:



This past year has seen an increase in requests from service users for subsidised travel, food vouchers and essentials such as baby food and items, school uniform and furniture and information about debt management.

In addition to helping with financial hardship, SERICC offers accompaniment to appointments, such as welfare reviews and medical appeals.



SERICC undertakes advocacy work to enable individuals who are experiencing housing or debt difficulties to address and resolve problems, enabling them to live independently. Relieving pressure on statutory services e.g. housing, GPs, mental health services etc. In Thurrock, this service received dedicated funding and enables the Floating Support worker to provide longer term support, particularly to those who have experienced domestic sexual violence.



SERICC held a Christmas party in December 2023, with a traditional Santa presenting the toys and gifts to 33 children. SERICC staff delivered fresh food parcels, toys and gifts, all hand-picked, packed, wrapped and personally delivered to homes across the SERICC service delivery areas - supporting **73 adults** and **108 children**.



**No one usually believes me this is the first time I have felt someone understands me**



### Delivering Public Benefits - Achievements and Performance

The core services provided by SERICC is the provision of specialist, independent, community based sexual abuse and violence 'face to face' counselling, support, advocacy, telephone service and information support and outreach. The sexual abuse and violence counselling and ISVAA services operate at the SERICC head office based in Thurrock, its satellite base in Thurrock Council for Voluntary Service (Beehive Centre) and across outreach sites including schools across South and West Essex.

After refurbishing our sites in Thurrock and Harlow, a pilot group for girls has been successfully delivered with plans for delivering three future groups between 2024 and 2025.

#### Harlow Venue



## GIRLS GROUP



Thank you for accepting our invitation to join our 5 week support group designed to improve your well being and give you a safe space to meet other girls who have experienced sexual violence.

This is to confirm your place in the group and tell you the following information:

**Venue:**  
SERICC at Latton Bush, CM18 7BL

**Dates:**  
14th, 21st & 28th September  
5th & 12th October

**Time:**  
Meet in Reception at 5:45pm.  
finish by 7:15pm

Please bring your consent form with you, signed by a parent or carer if you have not already sent this back.

We look forward to meeting you on the 14th September, please let one of us know if you cannot attend for some reason. Thank you.

Evie: 07931 550481  
Jackie: 07508 534964



SERICC has undertaken an internal audit of policies, procedures and internal systems in relation to succession, recruitment and retirement, working with LEEP Consultancy to ensure that all are robust and up to date. SERICC is professionally approved through the Rape Crisis England and Wales sexual violence and abuse National Service Standards. The Rape Crisis England and Wales Service Standards are due for renewal by March 2025.

SERICC provided **113 hours** of direct technical support to Rape Crisis Centres regarding the Data Performance Management System (DPMS) and **18 hours** per month engagement on behalf of Rape Crisis England & Wales at national strategic groups including, Home Office, Ministry of Justice and NHS England influencing policy and practice for victims and survivors of sexual abuse and violence.

## 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 which include:

- Essex Police, Fire and Crime Commissioner
- Ministry of Justice
- The National Lottery Community Fund
- Rape Crisis England and Wales
- Thurrock Council / Thurrock Integrated Care Board '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.

“ You have helped me to understand how trauma has affected my ways of trying to cope ”

### Risk Review

The level of income kept in reserves is based on a realistic assessment of the charity's future income, needs and expenditure. The funding landscape is still complex and dynamic with unpredictability of existing government funds, limited availability of larger grants from trusts and local authorities declaring bankruptcy. No inflationary increases have been applied by any funders again this year. SERICC continues to look at ways of diversifying income sources.

The wider economic climate, fuel and energy increases, and the overall cost of living increase has affected on our staff team which SERICC recognised and responded to by increases to salaries and a cost-of-living award. Premises that SERICC rent to deliver services have incurred increased fuel costs

and rent increases. The Board of Trustees are satisfied that risk management steps will mitigate the identified risks to the charity and are regularly reviewed. SERICC approach to risk management:



### **Risk Management**

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.

SERICC work with a range of external experts as part of good practice for the overall governance and risk management. For example, Human Resources (HR) are provided by Moore Kingston Smith, Subject access requests and data protection advice is provided by A Jolly Consultancy. SERICC were certified as Cyber Essential Plus for the second year working with our IT support provider Sprint Integration.

The Senior Management Team have supported Trustees in the overall management and monitoring of finance and staffing matters by providing a suitable level of scrutiny of the finances and HR policies and practices to make recommendations on these matters to the trustees for their decision. SERICC trustees acknowledge their responsibility for naming and prudently managing the risks to which the charity is exposed. An annual review of the financial risk register ensures that the trustees are well informed to arrive at a set of parameters and decisions for risk they consider to be acceptable. The trustees continue to review and question the reserves policy to set up and agree a suitable level of reserves. With this information, the trustees can make informed choices about the strategic proposals put forward by the Senior Management Team. The principal risk, which continues to cause uncertainty for SERICC is its dependence on the Essex Police, Fire and Crime Commissioner (PFCC) who, in addition to their contract, administers grants made available from the Ministry of Justice which are due to cease in March 2025. This has provided, along with the PFCC contract 37% of SERICC income and continues to be a significant uncertainty beyond the end of the current grant period in March 2025. The procurement for these services will 'go out' to competitive tendering in the Summer of 2024.



The charity manages risks through reserves to keep essential staff, operations and services stable whilst contingency plans are implemented.

### **Reserves**

The Trustees are satisfied that risk management steps will mitigate the identified risks to the charity. SERICC Trustees have considered the wider economic climate and the likelihood of reduced levels of local authority funding which may affect reserves.

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 based on actual expenditure across the financial year. The level set in relation to the year to 31<sup>st</sup> March 2024 was £716,111 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 Trustees have agreed to designate funds for the potential future acquisition of a property.

As at 31<sup>st</sup> March 2024 SERICC total funds were £1,625,894 which included restricted funds of £23,554, designated funds of £1,008,386 and unrestricted funds of £593,954.



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 specialist 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 end of 2026 – beginning of 2027.

Service development and staff recruitment is affected by lack of funding certainty causing multiple organisational problems including employment issues such as posts being vacant due to short-term or fixed-term contracts. 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**

- Continuing to build on the success of a designated venue for children and families' services and opportunities for diversifying income streams, SERICC will be integrating service user questionnaires to ensure areas of development will be undertaken.
- SERICC will proactively seek to income generate 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 with the public in the year but has welcomed donations from local individuals and organisations which goes towards the SERICC 'hardship' fund which is used when service users face economic or other adversities. This includes supporting families in emergency accommodation or supplying emergency food and clothing, and transport. SERICC also ensures interpreters are available for service users and meets this cost with this fund.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The organisation is a charity that merged with South Essex Rape and Incest Crisis Centre and incorporated with the Charity Commission on 9<sup>th</sup> December 2019.

As a Charitable Incorporated Organisation (CIO), the objects of the Charity as detailed in the SERICC Constitution 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.

### **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**

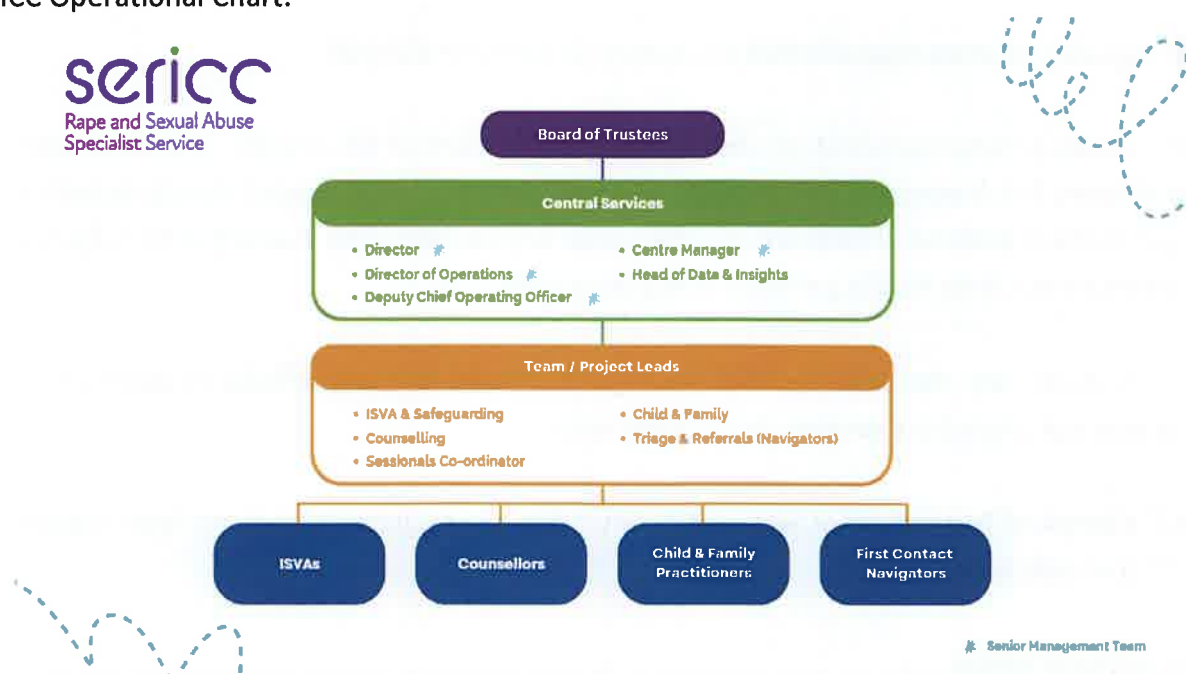
SERICC is a South Essex based charity providing essential services to individuals who have experienced any form of sexual violence and child sexual abuse. A range of specialist services are provided in Thurrock, Brentwood, Southend and Harlow with hub outreach sites across the districts,

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 abuse and violence.

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. SERICC Operational Chart:



The central services team including Director, Sheila Coates MBE, Operations Manager Lee Eggleston OBE and Deputy Chief Operations Officer, Rebekah Brant provide the overall management of SERICC.

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 LEEP consultancy, 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 are considered in line with any NJC recommendations and in the future an inflationary rise will be applied to salaries in 2024. 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 27 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:

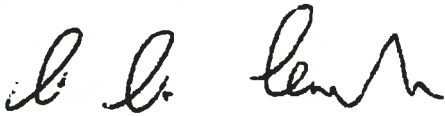
- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the applicable Charities SORP 2019 (FR 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material 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.

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

Approved by the Trustees on 25<sup>th</sup> September 2024 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Alison Curnick', written in a cursive style.

Alison Curnick  
Chair of Board of Trustees



## 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 31<sup>st</sup> March 2024 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 2024, and of its incoming resources and application of resources, including its income and expenditure for the year 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. 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.

## SERICC

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

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 the Act and relevant regulations made or having effect thereunder.

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.

## SERICC

### 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 charge 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.



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

44/54 Orsett Road  
Grays  
Essex

27<sup>th</sup> September 2024

Rowland Hall is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

**SERICC**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

		Restricted Funds	Unrestricted Designated Funds	Unrestricted General Funds	Total Funds to 31.03.24	Total Funds to 31.03.23
	Notes	£	£	£	£	£
<b>Income and endowments from:</b>						
Donations and legacies:						
Donations		-	-	8,649	8,649	6,991
Grants	3	-	-	56,828	56,828	63,142
Charitable activities:						
Grants and contracts	3	492,458	-	2,226,189	2,718,647	2,672,462
Fees for services & direct work	4	-	-	91,500	91,500	4,247
Other		-	-	-	-	-
Other trading activities		-	-	-	-	-
Investments	5	-	-	20,847	20,847	5,121
Other Income		-	-	-	-	1,000
<b>Total Income</b>		492,458	-	2,404,013	2,896,471	2,752,963
<b>Expenditure on:</b>						
Raising funds		-	-	-	-	-
Charitable activities	6	490,999	-	2,397,455	2,888,454	2,827,165
<b>Total Expenditure</b>		490,999	-	2,397,455	2,888,454	2,827,165
Net Income/(expenditure)		1,459	-	6,558	8,017	(74,202)
Transfers between funds		2,525	-	(2,525)	-	-
<b>Net movement in funds:</b>		3,984	-	4,033	8,017	(74,202)
<b>Reconciliation of funds:</b>						
Total funds brought forward		19,570	1,008,386	589,921	1,617,877	1,692,079
<b>Total funds carried forward</b>		23,554	1,008,386	593,954	1,625,894	1,617,877

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 31<sup>st</sup> MARCH 2024**

	Notes	31.03.2024 £	31.03.2023 £
<b>Fixed Assets:</b>			
Tangible assets	12	-	916
Total fixed assets		-	916
<b>Current assets:</b>			
Debtors	13	186,048	201,319
Cash at bank and in hand		1,497,805	1,486,290
Total current assets		1,683,853	1,687,609
<b>Liabilities:</b>			
Creditors falling due within one year	14	57,959	70,648
Net current assets		1,625,894	1,616,961
<b>Total assets less current liabilities and Net assets</b>		1,625,894	1,617,877
<b>The funds of the charity:</b>			
Restricted income funds		23,554	19,570
Unrestricted income funds:			
General fund		593,954	589,921
Designated fund		1,008,386	1,008,386
Total unrestricted funds		1,602,340	1,598,307
<b>Total charity funds</b>		1,625,894	1,617,877

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

Approved by the Trustees on 25<sup>th</sup> September 2024 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 2024**

	Notes	Total Funds to 31.03.24 £	Total Funds to 31.03.23 £
<b>Net Cash used in Operating Activities</b>	<b>22</b>	(9,332)	(93,038)
<b><i>Cash flows from investing activities:</i></b>			
Interest		20,847	5,121
Purchase of equipment		-	-
<b>Net cash provided by (used in) investing activities</b>		20,847	5,121
<b>Cash flows from financing activities</b>		-	-
<b>Change in cash and cash equivalents in the period</b>		11,515	(87,917)
Cash and cash equivalents brought forward		1,486,290	1,574,207
<b>Cash and cash equivalents carried forward</b>		1,497,805	1,486,290
<b>Cash and cash equivalents consist of:</b>			
Cash at bank and in hand		1,497,805	1,486,290
Short term deposits		-	-
<b>Cash and cash equivalents at 31.03.24</b>		1,497,805	1,486,290

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



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

**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 25.

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 31<sup>st</sup> MARCH 2024**

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 £10,000.

**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 2024**

**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 2025. The Charity has varied funding streams as well as contingency plans and reserves in place should the contract not be renewed. 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.

**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

**3. GRANT AND CONTRACT INCOME**

	Restricted £	Unrestricted £	31.03.24 Total £	31.03.23 Total £
<b>Donations and legacies:</b>				
Thurrock Borough Council				
Development Fund	-	56,828	56,828	63,142
	-	56,828	56,828	63,142

In the year to 31.03.24, of the grant income classified as Donations and Legacies income, £nil (2023: £nil) was attributable to restricted income funds with the balance of £56,828 (2023: £63,142) adding to unrestricted funds.

**Income from Charitable activities:**

Thurrock Borough Council				
Children and Families	-	5,000	5,000	10,000
YP SV Counsellor Children & Families	-	71,000	71,000	72,000
Housing Related Support	-	38,772	38,772	41,746
Brighter Futures	-	49,988	49,988	44,988
Thurrock CCG/Better Care Fund	43,170	-	43,170	43,170
Flexible New Burdens Fund	10,364	-	10,364	20,729
Essex Police Crime Commissioner				
Sexual Violence Counselling	-	1,516,138	1,516,138	1,758,488
MOJ ISVA	44,933	531,791	576,724	531,791
National Lottery Community Fund	393,991	-	393,991	82,050
Rape Crisis England & Wales				
External Relations Programme	-	13,500	13,500	33,500
Essex Community Foundation (CARA)	-	-	-	16,000
Basildon Borough Council	-	-	-	18,000
	492,458	2,226,189	2,718,647	2,672,462

In the year to 31.03.24, of the grant and contract income classified as Income from Charitable Activities, £492,458 (2023: £179,949) was attributable to restricted income funds with the balance of £2,226,189 (2023: £2,492,513) adding to unrestricted funds.

£2,367,984 (2023: £2,604,054) 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.

**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

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

	<b>Restricted</b>	<b>Unrestricted</b>	<b>31.03.24</b>	<b>31.03.23</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
MOJ Contract (BOLD)	-	76,260	76,260	-
Rape Crisis – Hosting and Other Fees	-	2,280	2,280	3,947
Counselling Sessions	-	-	-	-
Training	-	-	-	300
Other Services & Direct Work	-	12,960	12,960	-
	-	91,500	91,500	4,247

In the year to 31.03.24, of the Fees for Services and Direct Work income, £nil (2023: £nil) was attributable to restricted income funds with the balance of £91,500 (2023: £4,247) adding to unrestricted funds.

**5. INVESTMENT INCOME**

	<b>Restricted</b>	<b>Unrestricted</b>	<b>31.03.24</b>	<b>31.03.23</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
Bank Interest	-	20,847	20,847	5,121

In the year to 31.03.24, of the Investment income, £nil (2023: £nil) was attributable to restricted income funds with the balance of £20,847 (2023: £5,121) adding to unrestricted funds.

**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

	<b>Counselling &amp; Advocacy £</b>	<b>Prevention &amp; Education £</b>	<b>31.03.24 Total £</b>	<b>31.03.23 Total £</b>
Counselling Staff Salary costs	736,903	125,575	862,478	870,416
Counselling Consultants	33,919	-	33,919	39,225
Staff training	6,275	697	6,972	14,493
Travel & Subsistence	15,064	1,674	16,738	8,252
Supervision/Safeguarding	9,716	1,079	10,795	10,175
Health & Wellbeing	1,454	-	1,454	2,583
Service User Costs	622	-	622	2,743
Counselling Telephone costs	18,629	2,070	20,699	26,444
Language & Sign Interpreters	3,488	-	3,488	7,158
Essex Partnership payments	1,466,132	-	1,466,132	1,334,449
Governance costs (note 7)	271,661	67,916	339,577	328,903
Support costs (note 8)	87,906	37,674	125,580	182,324
	<b>2,651,769</b>	<b>236,685</b>	<b>2,888,454</b>	<b>2,827,165</b>

Of the £2,888,454 (2023: £2,827,165) expenditure in the year to 31.03.24 £490,999 (2023: £167,304) was charged to restricted funds and £2,397,455 (2023: £2,659,861) 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 31<sup>st</sup> MARCH 2024

### 7. ANALYSIS OF GOVERNANCE COSTS

	Counselling & Advocacy £	Prevention & Education £	31.03.24 Total £	31.03.23 Total £
Non-Counselling Staff Salary costs	194,905	48,726	243,631	227,351
Payroll/Accounting fees	4,334	1,084	5,418	13,618
Audit fee	5,678	1,420	7,098	6,900
Legal & Professional fees	30,761	7,690	38,451	39,529
Consultancy	28,800	7,200	36,000	36,000
Project Monitoring	1,760	440	2,200	-
Insurances	5,423	1,356	6,779	5,505
	271,661	67,916	339,577	328,903

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 £	31.03.24 Total £	31.03.23 Total £
Rent	37,016	15,864	52,880	57,013
Heat and Light	3,078	1,319	4,397	4,517
Cleaning, Repairs and maintenance	9,384	4,021	13,405	38,465
IT Equipment & software	12,756	5,467	18,223	29,502
IT Support & development costs	11,522	4,938	16,460	37,453
Printing, stationery & postage	7,010	3,005	10,015	8,577
Publications, subscriptions & publicity	4,467	1,915	6,382	3,180
Non-Counselling Telephone costs	1,091	467	1,558	1,990
Hospitality & refreshments	673	288	961	993
General expenses	-	-	-	-
Depreciation & Loss on Disposal	641	275	916	304
Bank charges	268	115	383	330
	87,906	37,674	125,580	182,324

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 31<sup>st</sup> MARCH 2024

### 9. STAFF COSTS AND KEY PERSONNEL

	31.03.24	31.03.23
	Total	Total
	£	£
Salaries and Wages	978,925	977,036
Social Security Costs	101,669	95,344
Pension costs	25,515	25,387
	<u>1,106,109</u>	<u>1,097,767</u>

Average head count (number of staff employed)	28	27
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During the year, the number of higher paid employees was as follows:

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

Total redundancy/termination payments amounted to £nil (2023: £26,497).

The Trustees received no remuneration nor were they reimbursed for any expenses during the year (2023: £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 £125,127 (2023: £120,182).

### 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 £25,515 (2023: £25,387).

### 11. AUDITORS REMUNERATION

	31.03.24	31.03.23
	Total	Total
	£	£
Audit fees	7,098	6,900
Other services	5,418	3,780
	<u>12,516</u>	<u>10,680</u>

**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

**12. FIXED ASSETS**

	<b>Office Equipment £</b>
<b>COST</b>	
As at 1 <sup>st</sup> April 2023	2,034
Additions	-
Disposals	(2,034)
	<hr/>
As at 31 <sup>st</sup> March 2024	-
	<hr/>
<b>DEPRECIATION</b>	
As at 1 <sup>st</sup> April 2023	1,118
Charge	-
Eliminated on disposals	(1,118)
	<hr/>
As at 31 <sup>st</sup> March 2024	-
	<hr/>
<b>NET BOOK VALUE</b>	
At 31 <sup>st</sup> March 2024	-
	<hr/>
At 31 <sup>st</sup> March 2023	916
	<hr/>

**13. DEBTORS**

	<b>31.03.24 Total £</b>	<b>31.03.23 Total £</b>
Grants and fees receivable	22,652	48,065
Prepayments and accrued income	25,354	4,315
Other debtors	138,042	148,939
	<hr/>	<hr/>
	186,048	201,319
	<hr/>	<hr/>

Other debtors comprise interest free loans of £138,042 of which £108,454 is recoverable after more than one year.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

<b>14. CREDITORS</b>	<b>31.03.24</b>	<b>31.03.23</b>
	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
Trade creditors	10,056	8,922
Accruals and deferred income	16,370	28,318
Other taxation and social security	31,533	33,408
	<hr/>	<hr/>
	57,959	70,648
	<hr/>	<hr/>

**15. ANALYSIS OF MOVEMENT IN FUNDS**

	<b>Balance B/f</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfer</b>	<b>Balance C/f</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds:</b>					
Counselling & Advocacy:					
Thurrock CCG/Better Care Fund	-	43,170	(45,695)	2,525	-
National Lottery Community Fund	-	393,991	(393,896)	-	95
Thurrock Borough Council New					
Burdens Flexible Fund	19,570	10,364	(6,475)	-	23,459
MOJ ISVA (Additional)	-	44,933	(44,933)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	19,570	492,458	(490,999)	2,525	23,554
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Designated Funds:</b>					
Contingency Fund	858,386	-	-	-	858,386
Capital Fund	100,000	-	-	-	100,000
Legal Fund	50,000	-	-	-	50,000
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,008,386	-	-	-	1,008,386
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Unrestricted Funds</b>	589,921	2,404,013	(2,397,455)	(2,525)	593,954
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,617,877	2,896,471	(2,888,454)	-	1,625,894
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

SERICC

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

**15. ANALYSIS OF MOVEMENT IN FUNDS continued**

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

	Balance Transferred £	Income £	Expenditure £	Transfer £	Balance C/f £
<b>Restricted Funds:</b>					
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
	19,629	179,948	(167,304)	(12,703)	19,570
<b>Designated Funds:</b>					
Contingency Fund	791,748	-	-	66,638	858,386
Capital Fund	100,000	-	-	-	100,000
Legal Fund	50,000	-	-	-	50,000
	941,748	-	-	66,638	1,008,386
<b>Unrestricted Funds</b>	730,702	2,573,015	(2,659,861)	(53,935)	589,921
	1,692,079	2,752,963	(2,827,165)	-	1,617,877

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 31<sup>st</sup> MARCH 2024**

**16. RESTRICTED FUNDS**

Thurrock Clinical Commissioning Group

- Better Care Fund

Grant funding and contracts have been utilised to meet operational and delivery costs of a Thurrock sexual abuse and violence counsellor.

The National Lottery Community Fund

The First Contact Navigator team which provides the triage support both to service users and professionals across the Essex Partnership was successfully funded to start the project from 1<sup>st</sup> April 2023 for three years.



Thurrock Borough Council:

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



Ministry of Justice (MOJ)

During the year the MOJ made additional ISVA funding available to increase staffing capacity.



**17. PRINCIPLE UNRESTRICTED FUNDING SOURCES**

Essex Police, Fire and Crime Commissioner (PFCC)

This core contract enables the Essex Rape Crisis services to provide specialist services for wrap around counselling and ISVA services. As the lead partner for the PFCC contract, SERICC ensures contract compliance on behalf of the Essex Rape Crisis Centres (SOSRC and CARA). This contract is in place until March 2025.



In addition to the PFCC core contract, additional funding has been made available to increase capacity, meeting operational costs, and funding ISVA and counselling services to adults, children, young people.

Ministry of Justice (MOJ)

- Rape Support Fund
- ISVA funding
- Domestic And Sexual Violence Fund



MOJ Men's Fund

This fund has enabled SERICC to work with men and boys in South East Essex by contracting with a dedicated male counsellor. This fund ceased 31<sup>st</sup> March 2024.



## SERICC

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024

#### Rape Crisis England and Wales (RCEW): Policy and Strategic Work

Delivering 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. This fund ceased 31<sup>st</sup> March 2024.



SERICC provide support to RCEW member centres in relation to their use of the Data Performance Management system. This contract ends July 2024.

#### BOLD January 2023

The Ministry of Justice (MoJ) is leading a group of government organisations in a programme to link data on vulnerable people. Named the Better Outcomes through Linked Data (BOLD) programme, it is aimed at providing more joined up services and improving the evidence base for policy creation and operational decision making. This contract started in January 2023 and ended on 31<sup>st</sup> August 2023.



#### Thurrock Borough Council:

- Brighter Futures contract for providing Early Interventions with children and families
- New Burdens Fund for providing support to victims who have experienced sexual domestic abuse
- New Burdens Flexible Fund for providing emotional and practical support to victims who have experienced domestic violence
- Young Peoples Counselling contract
- Development grant for operational and direct staff costs
- Strategic and operational grant for involvement in strategic and operational meetings ceased in the autumn of 2023.
- Independent Housing support for providing advocacy and support to enable individuals to live independently.



## 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 that this level of contingency was appropriate as of 31<sup>st</sup> March 2024.

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 2024

### 19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Designated	Unrestricted	Total 31.03.24
	£	£	£	£
Tangible fixed assets	-	-	-	-
Current assets	29,785	1,008,386	645,682	1,683,853
Current Liabilities	(6,231)	-	(51,728)	(57,959)
	23,554	1,008,386	593,954	1,625,894

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

	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

### 20. COMMITMENTS

At 31<sup>st</sup> March 2024, the charity was committed to three formal premises leases.

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

	31.03.24 £	31.3.23 £
Not later than one year	22,886	39,560
Later than one and not later than five years	32,447	55,334
	55,333	94,894

The financial statements for the period include lease payments recognised as an expense of £39,309.

### 21. RELATED PARTY TRANSACTIONS

At 31<sup>st</sup> March 2024, an amount of £138,042 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, as agreed between the two parties.

**SERICC**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024**

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

	<b>31.03.24</b>	<b>31.3.23</b>
	<b>£</b>	<b>£</b>
Net movement in funds	8,017	(74,202)
Add back depreciation charge	916	304
Deduct interest income shown in investing activities	(20,847)	(5,121)
Decrease/(Increase) in debtors	15,271	(41,118)
(Decrease)/Increase in creditors	(12,689)	27,099
<b>Net Cash used in Operating Activities</b>	<b>(9,332)</b>	<b>(93,038)</b>

**ANALYSIS OF CHANGES IN NET DEBT**

	<b>At</b>	<b>Cashflows</b>	<b>Total</b>
	<b>01.04.23</b>		<b>31.3.24</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash and cash equivalents	1,486,290	11,515	1,497,805
<b>Total Net Debt</b>	<b>1,486,290</b>	<b>11,515</b>	<b>1,497,805</b>

