



**Rape & Sexual Abuse
Support Service**
South Buckinghamshire

OUR IMPACT

ANNUAL IMPACT REPORT 2024-2025

Thank you to the ever-persistent strength of our service users,
the dedication of our staff and volunteers,
and the generosity of our supporters.

2024 has been a year of growth, resilience, and renewed hope.

Read through our latest report to discover the milestones RSASS has reached this year — and how your support has helped make it all possible.

www.rsass.uk



TABLE OF CONTENTS

Introduction	3
Reference & Administrative Information	4-5
Activity	6
Our Objectives	7
Governance & Management	8
Our Services	9
Achievement & Performance	10
Future Plans	11
Financial Performance	12-13
Reserves & Operational Resilience	14
Signature & Declaration	15
Independent Examiners Report	16-17
Financial Report	18-33
Thank You	34

INTRODUCTION



WelcometotheRSASSAnnualImpactReport 2024.

Thisyear,we'vesupportedover135 survivors across SouthBuckinghamshire, delivered more than 1500 counsellinghours,and responded to135 new referrals — all while continuing to campaign forchange through the VAWG Alliance.

In 2024/25, RSASS expanded access to counselling, advocacy, and helpline support, reducing wait times for survivors. We developed a new workplace training programme on sexual harassment, aimed at raising awareness and generating income. Strengthened partnerships and deeper community engagement continued to shape our inclusive, survivor-centred approach and support long-term sustainability.



Donna Millar
CEO

REFERENCE & ADMINISTRATIVE INFORMATION

CHARITY NAME:

Rape& SexualAbuseSupportService(SouthBuckinghamshire) Registered as a
CIO 4th May2020,amended1stOctober2020

REGISTERED CIO NUMBER:

1189311

PRINCIPAL ADDRESS:

PO Box 1448, High Wycombe, Buckinghamshire, HP11 9GW

TRUSTEES:

For the period ending 31 March 2025:

**Trustees at date of signing the financial
statements and Trustees' Report:**

Jane Allen (appointed 15 February 2022) Stacey Carmichael (appointed 16 June 2022) Amy Moore (appointed 6 July 2022) Siama Ahmed (resigned 12th March 2025) Jo Norman (appointed 18 April 2023) Alison Joyce (appointed 13 December 2023) Ola Osinnowo (appointed 19 June 2024) Phyllida Swift (appointed 13 December 2023) Keshia Mellis (appointed 13 December 2023)

Jane Allen (appointed 15 February 2022) Stacey Carmichael (appointed 16 June 2022) Amy Moore (appointed 6 July 2022) Siama Ahmed (resigned 12th March 2025) Jo Norman (appointed 18 April 2023) Alison Joyce (appointed 13 December 2023) Ola Osinnowo (appointed 19 June 2024) Phyllida Swift (appointed 13 December 2023) Keshia Mellis (appointed 13 December 2023)

RSASS trustee board membership is by approval of the trustee board members on the submission of an application form signed by the applicant or by written invitation from the board and written acceptance. References and DBS checks are made for all new Trustees. Trustees consider each application for membership at the AGM or first board meeting held after its receipt. Membership is renewed at the annual AGM when Trustees will stand down for re-election every 3 years.

EXECUTIVE DIRECTOR (at the date of signing report):

Donna Millar

BANKERS:

The Co-Operative Bank, 59-62 Abingdon Street, Northampton, NN1 2AW

SOLICITORS:

Blaser Mills Law, 40 Oxford Road, High Wycombe, HP1 2EE

INDEPENDENT EXAMINERS:

Anthony Davies



ACTIVITY

Provided
Support to



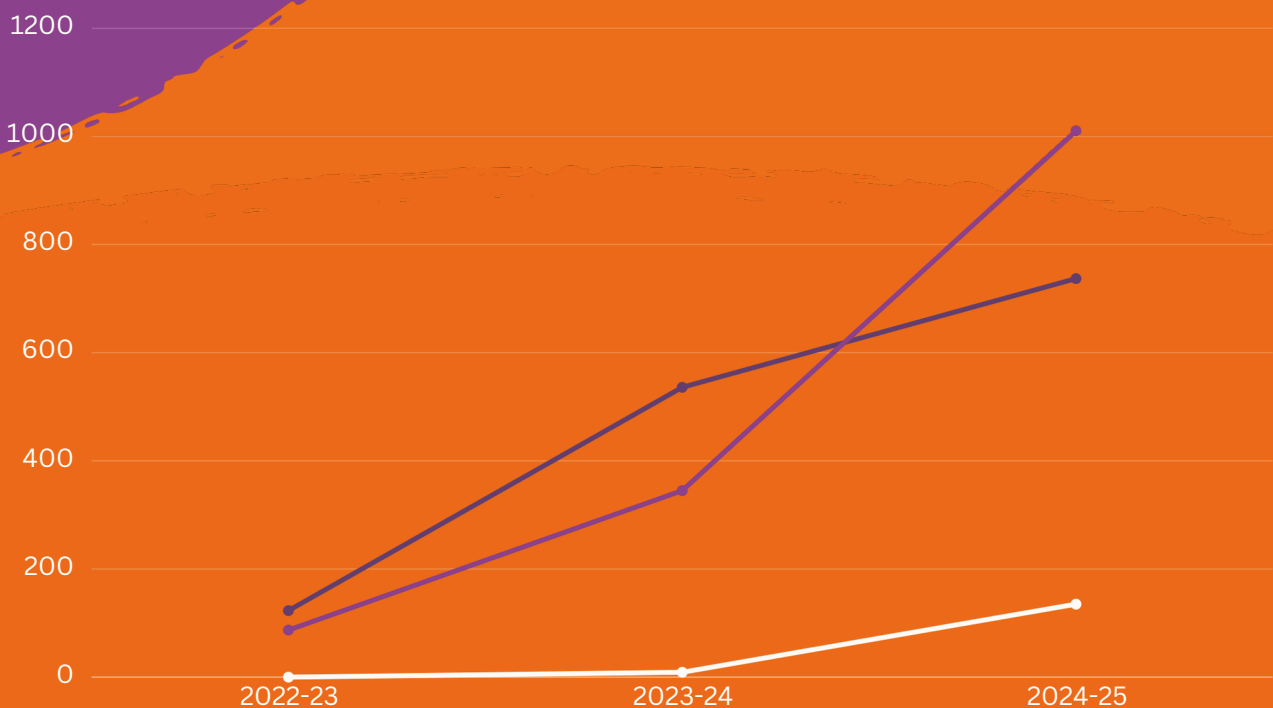
Individuals

In 2024–25, RSASS supported 135 individuals through trauma-informed services.

We delivered 1,010 counselling sessions and 737 helpline contacts, with 126 people reporting improved wellbeing.

Our ISVA services supported 7 survivors through the criminal justice system.

We also partnered with Brook to deliver sexual education and bystander training — continuing our mission to support all survivors of rape and sexual abuse, regardless of gender.



Service User Growth Telephone Sessions Counselling Sessions

OUR OBJECTIVES

The objectives of the charity, which are set out in its governing constitution (last amended 13th December 2023), are:

1 Provide Specialist Support for Survivors of Sexual Violence

We aim to reduce the mental, emotional, and physical impact of sexual violence by offering accessible, trauma-informed counselling and support. Our services are open to anyone in South Buckinghamshire affected by sexual abuse, at any stage of their life, helping survivors move toward healing and recovery.

2 Raise Awareness in the Community

We work to increase public understanding of sexual violence, equality, and diversity through education and outreach. This includes talks, training sessions, and awareness campaigns — often delivered alongside our fundraising activities — to challenge stigma and promote prevention.

The constitution of RSASS was amended to a CIO where the only members are trustees on 13 December 2023

Further awareness of sexual violence has been raised via campaigns and fundraising events including the London 10Km run.

During last year's 16 days of action, RSASS led and hosted the formation of a VAWG alliance which incorporates 11 organisations.

RSASS has worked alongside the Cranfield Trust to develop a three year strategic plan taking us to 2027. Working with the Lloyds Bank Foundation RSASS is building on this with a resilience project.



GOVERNANCE &

MANAGEMENT

In 2024, RSASS became a Charitable Incorporated Organisation (CIO) with no voting members other than trustees.

Trustees meet quarterly to review progress against our strategic objectives, supported by subgroups on finance, governance, and development. At the AGM on 11th December 2024, Jane Allen, Phyllida Swift, and Jo Norman retired and were reappointed in line with the constitution. Alison Joyce and Keshia Mellis stepped down and were reappointed in March 2025. Trustee details are listed in Section 1.

RSASS is a member of NCVO and BACP, and adheres to BACP's Ethical Framework. We support the White Ribbon campaign, with several staff serving as domestic abuse champions.

We are currently working towards accreditation with The Survivors Trust, expected by the end of 2025.

Constitution

The constitution was adopted and last amended 13th December, 2023.

OUR SERVICES



135
Referrals

RSASS provides specialist support for survivors of sexual violence aged 16+ in Buckinghamshire, regardless of whether the abuse happened recently or in the past. Our services include counselling, trauma therapy, ISVA support, wellbeing coaching, and pre-trial therapy—offered both face-to-face and online.

We also deliver community training and awareness sessions to challenge sexual violence and improve understanding.

In 2024–2025, we strengthened and expanded our services through work with the Lloyds Bank Foundation and our strategic plan. Our team, led by the Executive and Operations Directors, includes clinical, wellbeing, and communications staff, supported by over 50 trained volunteers across functions such as HR, social media, and bid writing.

Our High Wycombe hub includes counselling, training, and admin spaces, used by RSASS and partner organisations. We've grown our partnerships locally—particularly with Women's Aid and education and mental health services.



Ministry
of Justice

This year, we received 135 referrals, reflecting growing trust in our services. We also diversified our income through grants, fundraising, donations, and paid work, alongside MoJ and council funding. Sharing resources with partners continues to help us reduce costs and maximise impact.

ACHIEVEMENT & PERFORMANCE

- RSASS services during 2024-2025 have expanded significantly. More than 1500 support and counselling interventions have been provided by volunteers and counsellors to people in Buckinghamshire who have experienced sexual violence. Our ISVA has worked with 21 people to help them cope and move forward with their lives, 7 of

criminally charged. 20 of these

have also accessed Pre Trial therapy.



During 2024-2025 126 people described improvement in their emotional health and wellbeing while receiving support from the charity. **122** people felt safer, and the same number described reduced trauma symptoms. **118** women and **4** men told us they felt heard, supported and empowered. Other people have fed back increases in confidence and better engagement with daily life.

- RSASS works with partners to be efficient in use of resources such as office space, shared supervision and in co delivery of training. Our zing volunteer team contribute substantially to the sustainability and resilience of the charity.



FUTURE PLANS

This year has shown RSASS to be an organised, accessible and dynamic support service. Building on this embedded foundation, we will continue to drive growth in all areas to increase our support offer to anyone affected by sexual violence. Next year, working with the Lloyds Bank Foundation we will progress our organisational resilience project and start financial and governance reviews. RSASS will continue to access diverse funding streams through bids and grant applications. Our fundraising strategy is in progress and will be supported by a board subgroup. Fundraising through events, campaigns and donations will be increased. We are developing a new income stream in training and wellbeing, which will be marketed to corporate partners and businesses to improve the charities sustainability and resilience. Wycombe Women's Aid will share our premises next year which will extend our reach, avoid duplication and improve survivor outcomes.



**Rape & Sexual Abuse
Support Service**
South Buckinghamshire

PERFORMANCE

Funds Received

The trustees would like to express gratitude to all organisations and individuals who have contributed to the organisation's funding throughout the period. Throughout the financial year ending 31 March 2025 RSASS received funds from the following:

- Ministry of Justice
- Lotto
- Buckinghamshire Council
- Lloyds Bank Foundation

RSASS also received donations and raised money through events and campaigns.

The total income for the period was £198,537 for the period to 31 March 2025.



FINANCIAL PERFORMANCE

The total income for the period was £198,537 for the period to 31 March 2025.

The total P&L expenditure for the period was £232,293, which was split between expenditure on charitable activities £230,989 and support and governance costs £1,303. A depreciation charge of £908 has been recognised.

Financial Reserves

The Trustees keep a minimum of three months expenses as reserves but ideally aim to accumulate reserves equivalent to at least 6 months expenditure, to provide the ability to meet unforeseen expenditure and support growing local demand. This is a key focus for future financial periods.

Fund balances as at 31st March 2025 were at £38,572 with cash at bank of £37,863 as at 31st March 2025 which satisfies the RSASS reserves policy.

The trustees review this policy in accordance with the Charity Commission's guidelines on a regular basis, at least once a year.





RESERVES & OPERATIONAL RESILIENCE

We have a designated reserves policy where there is a minimum level of reserves necessary to fund working capital requirements, contingencies and to safeguard the continuing activities of the organisation. The policy and the reserves position are monitored and reviewed annually.

Funding has remained static over the past three years, creating challenges and making sustainability a key priority for the future.

With the continued support of the Lloyds Bank Foundation, 2025–2026 will be a year of growth. We are developing new income streams and attracting fresh investment to strengthen our financial position and ensure long-term stability.

As at the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future.



SIGNATURE & DECLARATION

I declare, in my capacity of charity trustee, that:

- The trustees have approved the report above; and
- Have authorised me to sign it on their behalf

Name of Trustee: Jane Allen

Signature: J. L. Allen

Date: 01/10/2025

I declare, in my capacity of charity treasurer, that:

- The trustees have approved the report above; and
- Have authorised me to sign it on their behalf

Name of Treasurer: Oladele Osinnowo

Signature: 

Date: 01/10/2025



**Rape & Sexual Abuse
Support Service**
South Buckinghamshire

INDEPENDENT EXAMINERS REPORT

**REGISTERED
CHARITY NUMBER:
1189311**

2024-2025

**TO THE TRUSTEES OF RAPE AND SEXUAL ABUSE SUPPORT SERVICE
(SOUTH BUCKINGHAMSHIRE)**

www.rsass.uk



I report to the Trustees on my examination of the financial statements of The Rape and Sexual Abuse Support Service South Buckinghamshire (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

- Accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- The financial statements do not accord with those records; or
- The financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Anthony Davies MA MBA FIC CMC



52 Purlewent Drive
Weston
Bath
BA1 4AZ

Dated: 01/10/2025

Statement of Financial Activities
For the Year Ended 31 March 2025



**Rape & Sexual Abuse
Support Service**
South Buckinghamshire



**Rape & Sexual Abuse
Support Service**
South Buckinghamshire

FINANCIAL REPORT

2024-2025

REGISTERED CHARITY NUMBER: 1189311

www.rsass.uk



The financial statements have been prepared in accordance 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 (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Entity as defined by FRS 102. The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement Cash Flows. The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Going Concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes. Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Continued on next page

Incoming Resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation unless performance conditions require deferral of the amount. Intangible Income in the form of donated facilities and voluntary help etc, is not included in the financial statements since it is not considered able to quantify such income.

Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight-line basis over the term of the relevant lease.

Resources Expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both cost that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the accountancy fees and costs linked to the strategic management of the charity. All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of resources.



**Rape & Sexual Abuse
Support Service**
South Buckinghamshire

Continued on next page

Pensions

The CIO operates a NEST pension scheme.

Reserves

The current reserve policy is to maintain a minimum of 3-6 months average running costs.

Tangible Fixed Assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Tangible fixed assets are stated at cost less depreciation. Assets costing less than £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Equipment 25% Reducing Balance

Furniture 25% Reducing Balance

Risk

The trustees do not believe the CIO is subject to any substantial risk beyond the liabilities disclosed in its Annual Report and Accounts. The organisation has public, employer liability insurance to protect the CIO in case of a claim.

Ultimate Controlling Party

Rape and Sexual Abuse Support Service (South Buckinghamshire) is a registered Charitable Incorporated Organisation controlled and managed by the Trustees individually named in the Annual Report.



STATEMENT OF 2024-2025 FINANCIAL

	Notes	Unrestricted	Restricted	2025	2024
Income from:					
Other Trading Activities	2	0	0	0	613
Donations, legacies and grants	2	43,535	155,002	198,537	182,060
Total Incoming Resources		43,535	155,002	198,537	182,673
Expenditure on:					
Charitable Activities	3	50,651	180,338	230,989	210,373
Support and Governance Costs	3	222	1,081	1,303	1,390
Total Resources ed		-50,873	-181,419	-232,293	-211,763
Net Incoming (Outgoing) Resources		-7,338	-26,417	-33,756	-29,090
	Notes	Unrestricted	Restricted	2025	2024
					Total
Fund balances brought forward	4	13,984	58,344	72,328	86,770
Net Incoming Resources	4	-7,338	-26,417	-33,756	-14,442
Fund balances carried forward		6,645	31,927	38,572	72,328

Fund Reconciliation	Unrestricted	Restricted	2025 Total	2024 Total
Fund balances brought forward	13,984	58,344	72,328	86,770
Funds Received	43,535	155,002	198,537	182,673
Funds Spent	-50,873	-181,419	-232,293	-197,115
Fund balances carried forward	6,645	31,927	38,572	72,328

The financial statements were approved by the Trustees on

Name of Trustee: Jane Allen

Signature: J. L. Allen

Date: 01/10/2025



BALANCE SHEET

1

		2025	2024
Tangible Fixed Assets		2,724	2,112
Debtors and Prepayments		807.5	1,052
Cash at bank and in hand		37,863	72,440
Total Current Assets		38,671	73,492

2

Creditors: Amounts falling due within one year		(4,134.31)	-3,276
Net current assets/ (liabilities)		34,536	70,216
Total assets less current liabilities			
Creditors: amounts falling due after one year		37,261	72,328
Provisions for liabilities and charges		-	-
		-	-

3

Net Assets		37,261	72,328
Funds			
Unrestricted Funds		6,645	13,984
Designated Funds		-	-
Total Unrestricted Funds		6,645	13,984
Restricted Funds		31,927	58,344
Endowment Funds		-	-
Total Funds		38,572	72,328

INCOME STATEMENT

2024-2025

	From Bank Stm	Unrestricted	Restricted	2025 Total	2024 Total
Transfer from Rape Crises (Wycombe, Chiltern and South Buckinghamshire)	0	-	-	-	613
Total Income from Other Trading Activities	0	-	-	-	613
Ministry of Justice	155,002.00	-	155,002	155,002	159,449
Bucks County Council	12,996.00	12,996	-	12,996	12,996
Wycombe Abbey	-	-	-	-	8,491
LOTTO	234.00	234	-	234	-
Other Income: Refund (BNP Paribas, Harris Hill)	30,282.73	30,283	-	30,283	1,124
CCLA - Interest Earned	22.33	22	-	22	-
Total Donations, legacies and grants	198,514.73	43,513	155,002	198,515	182,060
Total Incoming Resources	198,537	43,535	155,002	198,537	182,673

EXPENDITURE

2024-2025

	Notes	Unrestricted	Restricted	2025 Total	2024 Total
Transfer from Rape Crises (Wycombe, Chiltern and South Buckinghamshire)		-	-		-
Total Donations, legacies & grants		43,535	155,002	198,537	182,060
Total Income		43,535	155,002	198,537	182,060

Support & Governance Costs

Accountancy Fees		203	901	1,103	1,390
Legal and Professional Fees		11	189	200	
Total Expenditure on Support and Governance Costs		213	1,090	1,303	1,390

Funds brought forward		13,984	58,344	72,328.09	86,770
Net Funds carried forward		-7,338	-26,417	-33,755	-14,442
Total Funds carried forward		6,645	31,927	38,572	72,328

Expenditures on	Notes	Unrestricted	Restricted	2025 Total
Employment Costs <i>Inc.Salaries, HMRC, NI contributions, pension % contributions</i>		38,700	137,787	176,486
Consultancy Fees		942	3,353	4,295
Staff/ Trustee Expenses <i>Inc= Events,sundries</i>		321	1,144	1,466
Rent		4,578	16,301	20,879
Supervision Expenses		934	3,326	4,260
Property Expenses		-	-	-
Depreciation		199	709	908
Computer Software/IT Expenses <i>Inc=DPMS,Millstream,365,3XC,sage,IThardware / tech)</i>		2,984	10,626	13,610
Telephone & Internet		96	340	436
Volunteer Expenses		173	615	787
Insurance		432	1,539	1,971
Training		395	1,405	1,800
Postage, Printing & Stationary <i>Inc = PO Box</i>		235	836	1,071
Advertising (General Marketing)		403	1,434	1,837
Other Employment Costs <i>Inc= professional body subscription fees,DBS, Pension Costs</i>		231	821	1,052
Office Maintenance, Utilities, Travelling etc		29	102	130
Total Expenditure on Charitable Activities		50,651	180,338	230,989
Total Resources Expended		50,873	181,419	232,293

Bank Balances

	2025	2024	2023
CO-OP -65983162 00	37,403	72,056	0
CCLA - C03076125-001	384	384	0
CCLA - C03076124-001	77		0
	37,863	72,440	0

Fixed Assets Schedule

	Equipment	Fixtures and Fittings	Total
Cost			
Balance B/Fwd	569	3,435	4,004
Additions	816	-	816
Disposals	-	-	-
C/fwd	1,385	3,435	4,820
Depreciation			
Balance B/Fwd	-329	-859	-1,188
Depreciation Charge	-264	-644	-908
Disposals	-	-	-
C/fwd	-593	-1,503	-2,096
Net Book Value			
B/fwd C/fwd	240	2,576	2,816
	792	1,932	2,724

* A depreciation rate of 25% was used (on reducing balance), following the format used in previous accounts

Intangible Assets Schedule

	Visia Software	Visia Software	Total
Cost			
Balance B/Fwd	-	-	-
Additions	2280	-	2,280
Disposals	-	-	-
C/fwd	2,280	-	2,280
Depreciation			
Balance B/Fwd	-	-	-
Depreciation Charge *	-285	-	-285
Disposals	-	-	-
C/fwd	-285	-	-285
Net Book Value			
B/fwd C/fwd	-	-	-
	1,995	-	1,995

***Visia Software, bought in July 2025. Depreciation prorated for half year Consortium is the training software used for all standard training courses for all staff & volunteers**

VISIA: 12 months support, hosting and ongoing development for DPMS web based system commencing July 2023 (including 5 users)

Debtors and Prepayments

	2025	2024	2023
Rent Prepayment	0	0	0
Other Prepayments	808	1,052	240
Total Prepayments	808	1,052	240
Consortium*	0	1,800.00	2,280.00
DPMS x2 month prepayment	380		
Skyline Skydive	427.5		
Prorated for the year (290/396)	-	(1,318.18)	(1,710.00)
Prepaid Amount C/f	807.5	481.82	570
		*Charity Learning Consortium Subscription: Access for up to 50 Users	
		Year 1: 16.06.2023 to 15.07.2024	

Creditors

	2025	2024	2023
Accountancy (Ind Exm Fees)	n/a	250	3,320
Consultancy Fees*	0	347	0
HMRC and Pension**	4,110	0	315
Other Creditors (clarity copiers)	24		
Total Accrued Expenses	4,134	597	3,635
		* Provision for March book keeping service ** Provision for HMRC and Pension for March payroll	

Net Movement in Funds

This is stated after charging:

	2025	2024	2023
Depreciation		1,193	939
Trustees Remuneration	-	-	-
Independent Examiner's Remuneration		250	500

Staff Costs

	2025	2024	2023
Salaries and wages	134,837	141,041	107,903
Employers National Insurance & PAYE	28,747	0	7,031
Pension costs	12,902	0	764
Total Staff costs	176,486	141,041	115,698

Refunds

	2025
ALIBABA	187
SOLICITORS	1,806
TESCO	2
AMAZON	34
Total Received	2,030





**Rape & Sexual Abuse
Support Service**
South Buckinghamshire

THANK

YOU!

CONTACT US:



01494 358 486



office@rsass.uk



www.rsass.uk



RSASS, Queen Victoria Road, High
Wycombe, HP11 9GW

REGISTERED CHARITY NUMBER: 1189311

www.rsass.uk

