Safer Waves Annual Trustees Report
Nov 2022- Nov 2023

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Foreword

Dr Genevieve Waterhouse - Chair of Trustees

It has been another busy year at Safer Waves! Despite it only being our third year as a registered CIO, 2022/23 has resulted in many achievements to celebrate. Our volunteers have continued to provide essential support for seafarers experiencing gender discrimination, sexual harassment and abuse at sea. We are very grateful for their loyalty and enthusiasm for this work, and the highly complimentary feedback that we have received has reflected this.

We have welcomed two new trustees this year, Simon Beechinor and Dan Hartley, who are already making considerable contributions to the running of the charity, and we are very pleased to have them on board. We have also obtained grant funding for a part-time operations manager, and we are very thankful to Ann Pletschke, one of our volunteers, for taking on the role until we are able to recruit someone more permanently. Ann's work has been invaluable and we are excited about the huge opportunities for growth that paid employees afford the charity.

Led by our CEO, the reputation of the charity and awareness of the cause have strengthened again this year. This has produced a substantial increase in income both from donations and grants. Much of this has fed into the development and continuation of our long-term projects. We are very excited to have launched the survey on sexual assault at sea. We expect results from this within the next year, giving us a clearer picture of the extent of the issue of sexual offences at sea. This will be pivotal in progressing our own and partner organisations' national response and support for victims. We have also been invited to present our work to and collaborate with a number of larger organisations this year, including the House of Lords, increasing our reach and awareness of the requirement for change in the maritime industry in order to support victims of these crimes.

We are very thankful for the dedication of our volunteers and team, and we are highly appreciative of all the effort they put in to meet the charity's aims of supporting victims. Additionally, we are very grateful for the support of others and with this support, we are looking forward to a successful 2023/24, increasing our impact and improving support and understanding for seafarers.

Trustees

Dr Genevieve Waterhouse
Davina Kelleher
Michael Ayres (Outgoing)
Simon Beechinor (Appointed this year)
Dan Hartley (Appointed this year)
James Chalk

CEO

Becky Newdick

Registered Address

71 - 75 Shelton Street
Covent Garden
London
WC2H 9JQ

Charity Number 1192195

Report of the Trustees

Board of Trustees Structure

Safer Waves has five elected Trustees. The charity aims to maintain a minimum number of four and a maximum number of six Trustees. The composition of the Trustees is regularly reviewed, and Trustees are recruited through professional recruitment platforms or word of mouth. This year we welcomed Simon Beechinor and Dan Hartley onto the Board of Trustees and saw Mike Ayres's term come to an end. The Board would like to take this opportunity to thank Mike for his integral part in establishing the charity.

Mission Statement

The charity's mission is to help relieve the trauma and distress of mariners who have suffered sexual harassment or sexual violence in the course of their employment at sea or ashore.

Vision Statement

Our vision is that all mariners are able to work in a maritime environment that is free from harassment, bullying and abuse of any kind and receive the courtesy, respect and, where necessary, the support that they deserve.

Statement of Public Benefit

Safer Waves was set up in 2019 to provide support to merchant seafarers who have experienced sexual assault, sexual harassment or gender discrimination on board.

These experiences can be hard to talk about, even within the supportive environment provided by existing seafarer welfare and support organisations. While we have made progress in discussing bullying and harassment within the Merchant Navy, it remains difficult to find a safe space to talk about assault and rape.

We provide non-judgemental and compassionate support including, but not limited to, the provision of information and listening services to UK and international mariners working on board any civilian vessel or otherwise in a maritime environment, via email, online messaging or other appropriate means.

Where requested, we provide emotional support to equip mariners with coping strategies to help manage the difficult situations and emotions that may arise from sexual abuse, and help mariners find further support, if needed, in foreign ports or in their home country.

We raise awareness and carry out research to advance education within the maritime industry on the subject of sexual harassment, sexual violence and gender discrimination.

Achievements & Performance

Safer Waves continues to educate and inform the wider maritime sector about sexual assault and harrasment of seafarers. This year the charity saw steady growth in a number of key areas. These have been categorised into four broad areas:

1) Financial
    - The charity found itself in a comfortable financial position with several grants and donations being made by organisations to support the development of our work. Notably, these include:
        i) A donation from RMT.
        ii) A grant received from TK Foundation in the previous year was put towards establishing a research project with Winchester University and the UK police.
        iii) A grant from The Seafarers Charity (co-funded by UK P&I and TK Foundation) to facilitate the employment of a member of part-time staff for 3 years.
2) Governance
    - The development of a Strategy Document.
    - The transition of our financial management to Xero to allow detailed financial reporting at each Trustees Meeting.
    - The review, development and implementation of policies in a manner so that they are easily accessible to volunteers, partners and service users as appropriate.
    - The improvement of the Risk Register which now acts as a live document.
3) Outreach
    - In May, Safer Waves published eight comprehensive country specific fact sheets, which include points of contact and what process can be expected when reporting a crime.
    - Charity invited by Human Rights at Sea to event at House of Lords.
    - Several members of the public raised money, drawing in significant donations and publicity.
    - Continued collaboration with the University of Winchester and Devon and Cornwall Police.
    - As part of Maritime Safety Week, a new coalition involving Safer Waves was announced. The nine UK based organisations will team up to form a unified voice which will say clearly that there is support for seafarers and seafarers do not, and should not, have to tolerate inappropriate behaviour and toxic leadership when working at sea.
    - Teamed-up with a Southampton law firm to provide pro-bono advice to users of the service.
4) People
    - This year we recruited more volunteers to add resilience to our team. New volunteers underwent training with Rape Crisis South London and Papyrus in January.
    - We employed our first member of staff, a part-time operations manager.
    - We introduced an educational component into the volunteer's monthly supervision sessions to diversify their knowledge base.
    - We recruited two new Trustees to the Board.

Volunteers

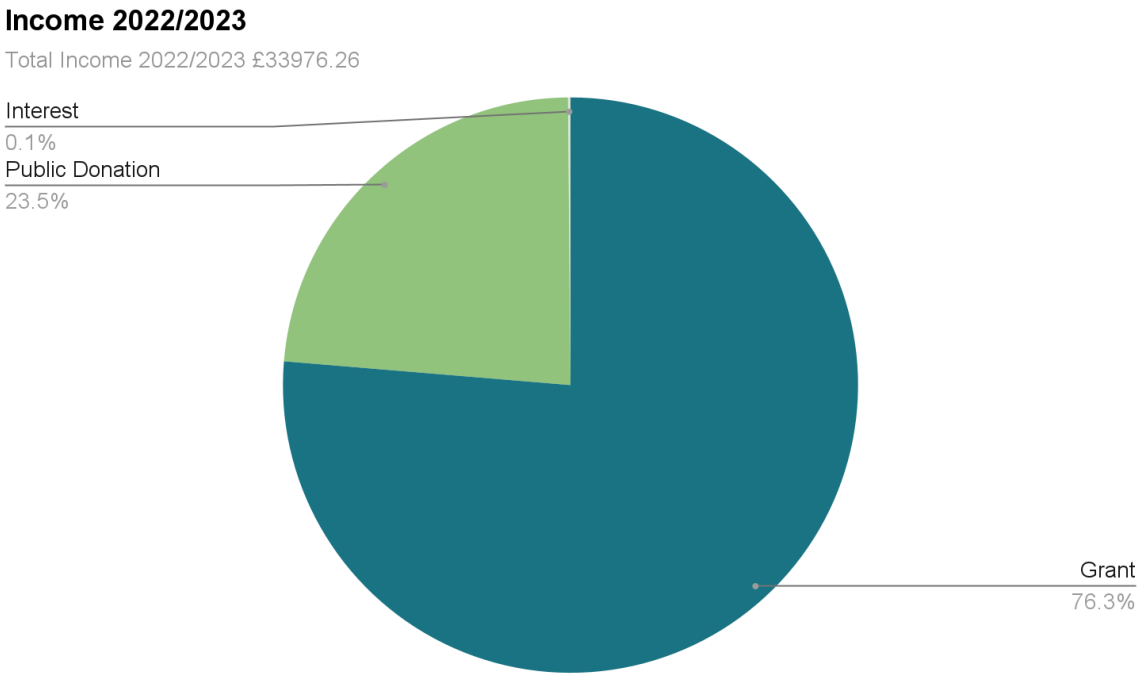
Volunteers remain a vital part of what we do, and we would like to thank them for making a vast contribution to our engagement and support services. Keeping them engaged and feeling valued is essential. The Trustees and CEO take part in monthly supervision sessions to engage with our volunteers to discuss challenges and issues from all areas of the organisation. This confidential environment often provides fruitful discussion points and objectives for the coming month.

Statement of Financial Activities

Income

£7997.92 of this year's income came through Public Donations. A huge thanks to all our generous supporters whose donations help us continue to develop our services.

£25930.00 of the year's income came through Grants. Thank you to those organisations who have provided Grants this year. The work of the charity would not be possible without your generous contributions and support.

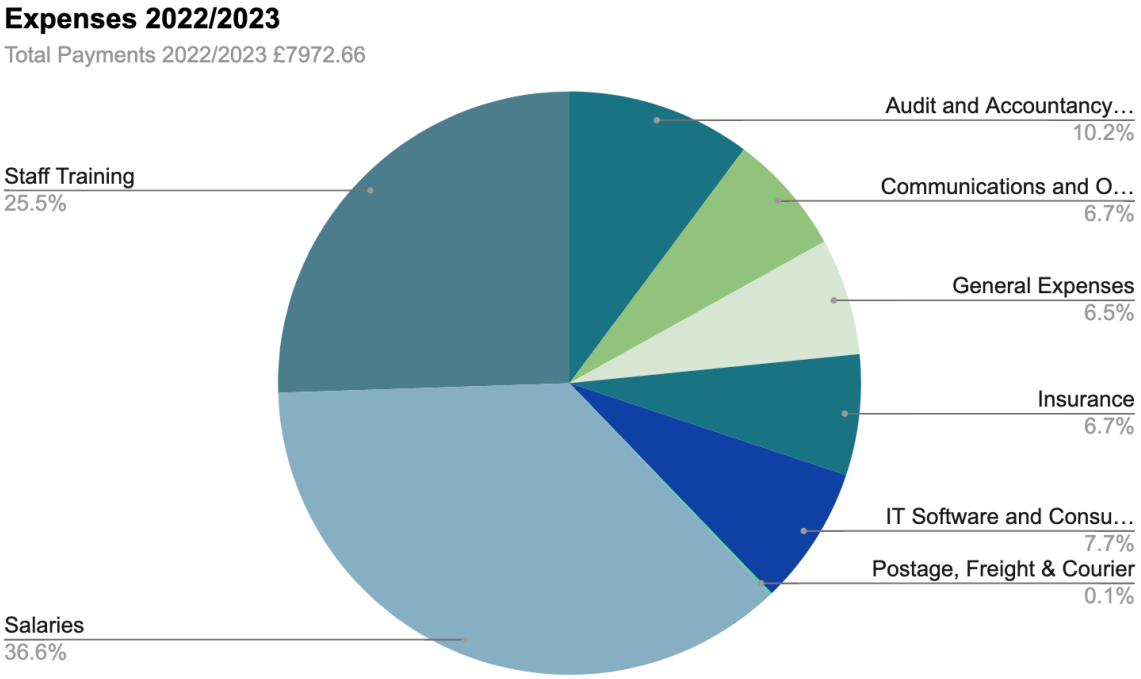


Expenses

The largest expense for this year was salaries towards our new part-time member of staff followed by staff training. This training included:

- Papyrus SP-EAK (Suicide Prevention)
- Understanding & Response to Sexual Violence; Rape Crisis South London
- Online Courses in Safeguarding and Mental Health Awareness

We are committed to supporting our people and ensuring that they are trained and supported in the appropriate manner for the role that they undertake.



Safer Waves Finances 2022-2023

				1192195	CC16a
	Receipts and payments accounts				
	For the period from	01 December 22	To	30 November 23	

Section A Receipts and payments	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grant		25,930.00	-	25,930.00	-
Public Donation	7,997.92	-	-	7,997.92	-
Interest	48.34	-	-	48.34	-
Sub total(Gross income for AR)	8,046.26	25,930.00	-	33,976.26	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	8,046.26	25,930.00	-	33,976.26	-
A3 Payments					
Audit and Accountancy Fees		813.82	- .00	813.82	-
Communications and Outreach	213.93	322.60		536.53	
General Expenses		516.00	- .00	516.00	-
Insurance		534.47		534.47	
IT Software and Consumables		612.70	- .00	612.70	-
Postage, Freight & Courier		7.49	- .00	7.49	-
Salaries		2,916.65	- .00	2,916.65	-
Staff Training		2,035.00		2,035.00	
Sub total	213.93	7,758.73	- .00	7,972.66	-

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
Sub total	-	-	-	-	
Total payments	213.93	7,758.73	-	7,972.66	-
Net of receipts/(payments)	7,832.33	18,171.27	-	26,003.60	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	5,461.76	4,461.31	-	9,923.07	-
Cash funds this year end	13,294.09	22,632.58	-	35,926.67	-

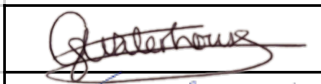
Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B1 Cash funds	Natwest Current and Reserve Accounts	13,294.09	22,632.58	-
			-	-
		-	-	-
	Total cash funds	13,294.09	22,632.58	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	**Restricted funds**	**Endowment funds**
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			£	£
			£	£
			£	£
			£	£
			£	£

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			£	£
			£	£
			£	£
			£	£
			£	£
			£	£
			£	£
			£	£
			£	£

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			£	
			£	
			£	
			£	
			£	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Dr Genevieve Waterhouse	18/05/24
		Simon Beechinor	18/05/24

CHARITY COMMISSION FOR ENGLAND AND WALES

@	1192195

Receipts and payments accounts

CC16a

For the period from	01 December 22	To	30 November 23

Section A Receipts and payments

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		-	-	- .00	-
	-	-	-	- .00	-
	-	-	-	- .00	-
	-	-	-	- .00	-
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	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
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Salaries		2,916.65	- .00	2,916.65	-
Staff Training		2,035.00		2,035.00	
			- .00	- .00	-
			- .00	- .00	-
				- .00	
		- .00	- .00	- .00	-
	- .00	- .00	- .00	- .00	-
Sub total	213.93	7,758.73	- .00	7,972.66	-

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
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A6 Cash funds last year end	5,461.76	4,461.31	-	9,923.07	-
Cash funds this year end	13,294.09	22,632.58	-	35,926.67	-

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

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			-	-
		-	-	-
	Total cash funds	13,294.09	22,632.58	-

(agree balances with receipts and payments account (s))

	OK	OK	OK
	Unrestricted funds	**Restricted funds**	**Endowment funds**

B2 Other monetary assets

Details	to nearest £	to nearest £	to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

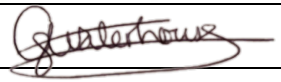
Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Simon Beechinor	18/05/24
	Genevieve Waterhouse	18/05/24

The Trustees
Safer Waves
71 - 75 Shelton Street
Covent Garden
London
WC2H 9JQ

Independent examiner's report to the trustees of Safer Waves

I report to the trustees on my examination of the accounts of Safer Waves (the Charity) for the year ended 30 November 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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



Keith May ACMA CGMA
Qualified member of the Chartered Institute of Management Accountants
Keith May Accounting Services Ltd
Aura Business Centre
Heath Road
Skegness
Lincolnshire
PE25 3SJ

29 August 2024