Safer Waves Annual Trustees Report
Nov 2023- Nov 2024

Safer Waves

Supporting Seafarers Facing Sexual Violence at Sea

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Foreword

Dr Genevieve Waterhouse - Chair of Trustees

This year, Safer Waves has seen huge growth, driven by our fantastic team. Despite being a small and relatively new charity, Safer Waves has made significant progress with addressing gender discrimination, sexual harassment and abuse at sea. Our team has been instigating change by increasing awareness of the issue, assisting victims directly, and creating and providing training to tackle perpetration and improve support services.

We continue to be hugely grateful for the work of our volunteers. We are reliant on their diligent work and enthusiasm for supporting victims, and we truly appreciate their flexibility, patience and engagement.

I would like to also thank our board of trustees for their continued tireless work this year. Thank you for your time and effort in ensuring the charity continues to meet and exceed its ambitions.

We have been very pleased to welcome Toni Frost on board this year as our part-time operations manager. Her work has been crucial in the expansion of the charity and her contributions have been vital to the success of many of our ongoing projects. We are looking forward to seeing the progression of these in the coming year.

This year, Safer Waves has developed a broader engagement with the seafaring community, in part due to another year of generous income from donations and grants. We have undergone a rebrand, which has provided our website with a more professional feel, reflecting our increased prominence and experience in the field. Our team has done a phenomenal job in bringing together expertise from seafaring and non-seafaring fields to create courses for those responding and supporting seafarer victims (our Responder course), and for cadets who may witness inappropriate behaviour at sea (our Active Bystander course). These are both important contributions towards the charity's aims of supporting victims, but also in encouraging a culture change to reduce perpetration and increase accountability.

It has been another year where everyone involved in Safer Waves should be very proud of what they have achieved, and the substantial inroads that are being made towards providing sufficient and appropriate support for seafarer victims. We have significant plans for 2024/25 and we thank our volunteers and supporters profusely for getting us to the stage of being able to implement these.

Trustees

Dr Genevieve Waterhouse
Davina Kelleher
Simon Beechinor
Dan Hartley
James Chalk

CEO

Becky Golabek

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.

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, 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.

We develop tailored presentations and training sessions to both companies and educational institutions, including dedicated programmes for students at Maritime Colleges.

Achievements & Performance

Safer Waves continues to educate and inform the wider maritime sector about sexual assault and harassment 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) Over £3500 in public donations, including fundraising activities carried out by maritime cadets
        ii) The second installment of a grant from The Seafarers' Charity, co-funded by UK P&I and the TK Foundation,which funds the position of our part-time Operations Manager, Toni Frost, on a three-year contract.
        iii) A donation received for speaking at a webinar, the first of its kind.

2) Governance

    - The trustees continued to support the strategic development of Safer Waves, ensuring that the charity's growth remained aligned with its core values and the expectations of key funders, including the KPI framework set by The Seafarers' Charity.

    - Considerable attention was given to the transition from a volunteer-led model to the recruitment of a paid CEO. Trustees contributed to the development of the role, the recruitment process, and the overall leadership structure to ensure long-term sustainability.

    - Financial oversight remained a key focus. Trustees reviewed regular financial reports, ensured compliance with funder requirements, and monitored the balance of restricted and unrestricted funds. The board also began to consider long-term financial planning beyond existing grant periods.

    - Key governance documents, including safeguarding policies, health and safety protocols, and the organisation's constitution, were reviewed and updated. A new protocol for electronic meetings was also introduced and adopted.

    - Oversight of safeguarding remained a priority, with the appointment of a designated safeguarding lead and plans for trustee and volunteer training initiated.

    - The risk register was revisited as a live document, with a more agile review process established between staff and trustees to identify and manage emerging risks.

- Trustees contributed to decisions around external communications, including the charity's rebranding process, improvements to the website, and wider engagement with the maritime sector.

- Ongoing attention was given to impact measurement, with trustees supporting the development of internal monitoring tools to better capture both quantitative data and qualitative outcomes from the charity's services and outreach work.

3) Outreach

- Safer Waves, in partnership with Rape Crisis South London, now offers a comprehensive **Responder Course** tailored for individuals working both onshore and offshore in the maritime industry. This in-depth training equips participants with the skills, knowledge, and confidence to appropriately support those who have experienced sexual harassment or violence at sea.

- Safer Waves also delivers an engaging **Active Bystander** course, designed for both cadets at maritime colleges and HR professionals across the industry. This course empowers participants to recognise inappropriate behaviour, intervene safely and effectively, and foster a culture of accountability and respect - whether on board or ashore.

- Continued collaboration with the University of Winchester and Devon and Cornwall Police.

- Continued membership of the Abuse, Bullying, Harassment, Discrimination and Violence (ABHDV) Network, ensuring collaboration between maritime welfare organisations.

- Continued attendance at the MNWB Serving Seafarers Forum

- The decision to rebrand was taken in order to create a logo and series of brand colours that could be used to develop a brand new website. The new look website was completed and launched in Nov 2024 and provides an improved user experience including easier navigation to key resources, and a safety button to exit the website in an emergency.

4) People

- This year, we expanded our volunteer team to strengthen the charity's resilience and capacity. New volunteers completed specialist training with Rape Crisis South London, and we also began working with a new training partner, LivingWorks, to further enhance our support and awareness capabilities.

- We employed our first permanent member of staff, a part-time operations manager. Toni Frost took over in January 2024 from Ann Pletschke who served as temporary Operations Manager during the recruitment process.

- We continued to include training elements into our volunteers' monthly supervision sessions to broaden their knowledge and enhance their skills, and have also welcomed guest speakers from a variety of backgrounds.

Volunteers

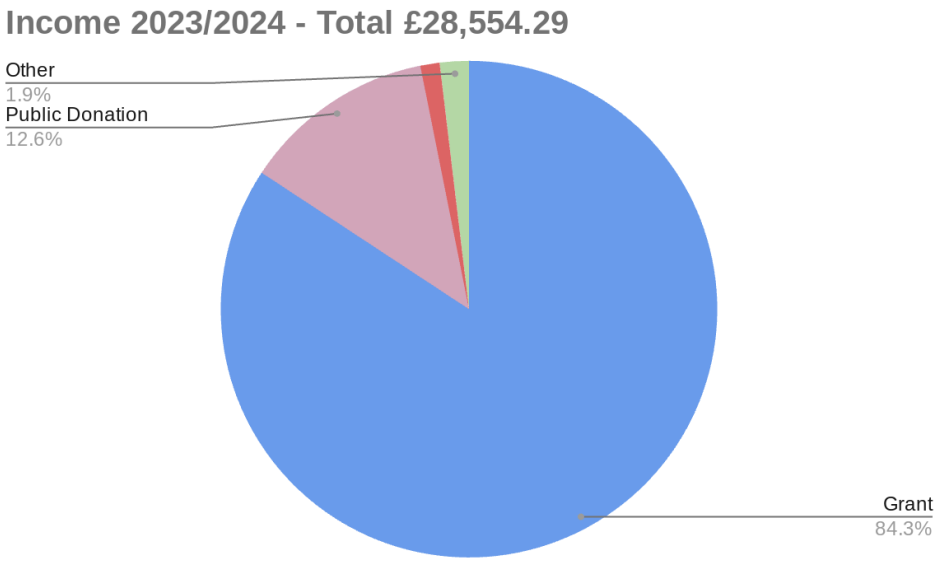
Our decision this year to welcome volunteers from across the UK has led to an even broader range of experience and skill among our team. Volunteers are a crucial part of the service we provide, and we would like to thank them for their hard work and dedication.

Statement of Financial Activities

Income

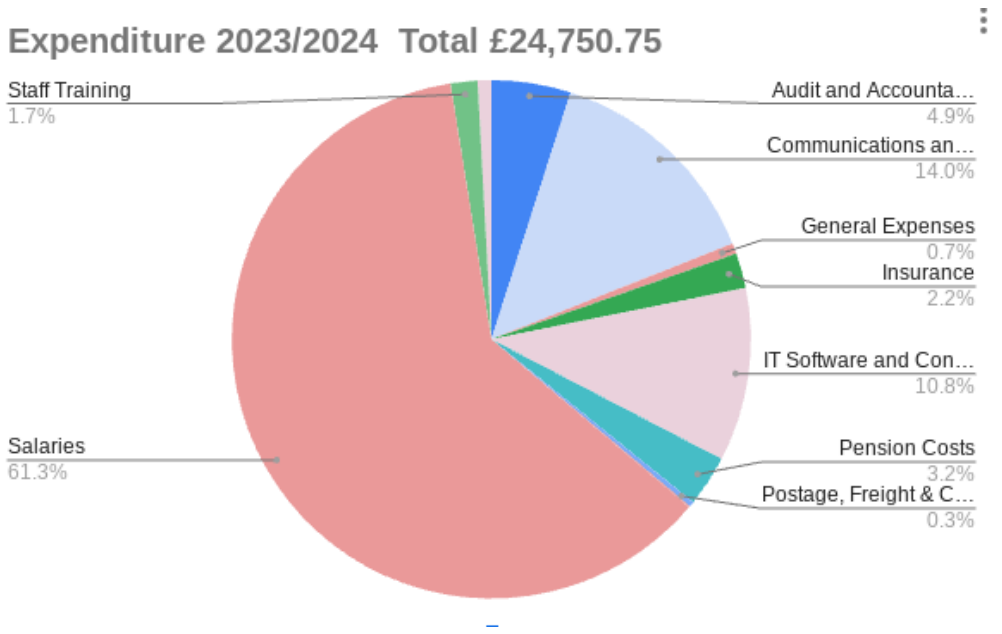
£3595.96 of this year's income came through Public Donations. A huge thanks to all our generous supporters whose donations help us continue to develop our services.

£24060 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 for the salary of our staff member, followed by the redesign of our website and brand (IT Software and Consumables, Communications and Outreach). A significant investment was made into staff training which remains high priority for us.



Safer Waves Finances 2023-2024

	@			1192195	CC16a
	Receipts and payments accounts				
	For the period from	01 December 23	**To**	30 November 24	

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Grant		24,060.00	-	24,060.00	-
Public Donation	3,595.96	-	-	3,595.96	-
Interest	357.72	-	-	357.72	-
Other	540.61	-	-	540.61	-
		-	-	- .00	-
	-	-	-	- .00	-
	-	-	-	- .00	-
	-	-	-	- .00	-
Sub total(Gross income for AR)	4,494.29	24,060.00	-	28,554.29	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	4,494.29	24,060.00	-	28,554.29	-
A3 Payments					
Audit and Accountancy Fees	200.00	1,023.90	- .00	1,223.90	-
Communications and Outreach	325.00	3,148.35		3,473.35	
General Expenses		162.00	- .00	162.00	-
Insurance		541.87		541.87	

IT Software and Consumables	1,999.00	678.70	- .00	2,677.70	-
Pension Costs		786.59		786.59	
Postage, Freight & Courier		82.05	- .00	82.05	-
Printing and Stationery		14.34		14.34	
Salaries		15,162.45	- .00	15,162.45	-
Staff Training		415.00		415.00	
Travel-National		211.50		211.50	-
			- .00	- .00	-
				- .00	
		- .00	- .00	- .00	-
	- .00	- .00	- .00	- .00	-
Sub total	2,524.00	22,226.75	- .00	24,750.75	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	
Total payments	2,524.00	22,226.75	-	24,750.75	-
Net of receipts/(payments)	1,970.29	1,833.25	-	3,803.54	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	13,294.09	22,632.58	-	35,926.67	-
Cash funds this year end	15,264.38	24,465.83	-	39,730.21	-

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	15,264.38	24,465.83	-

			-	-
		-	-	-
	Total cash funds	**15,264.38**	**24,465.83**	**-**
	(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**	**Amount due (optional)**	**When due (optional)**

		liability relates		
B5 Liabilities			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name		Date of approval
		Simon Beechinor		23/05/25

CHARITY COMMISSION FOR ENGLAND AND WALES

@	1192195

Receipts and payments accounts

CC16a

For the period from	01 December 23	To	30 November 24

Section A Receipts and payments

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		-	-	- .00	-
	-	-	-	- .00	-
	-	-	-	- .00	-
	-	-	-	- .00	-
***Sub total**(Gross income for AR)*	4,494.29	24,060.00	-	28,554.29	-
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	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	4,494.29	24,060.00	-	28,554.29	-
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Travel-National		211.50		211.50	-
			- .00	- .00	-
				- .00	
		- .00	- .00	- .00	-
	- .00	- .00	- .00	- .00	-
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	-	-	-	-	
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			-	-
		-	-	-

	Total cash funds	**15,264.38**	**24,465.83**	**-**
	(agree balances with receipts and payments account (s))	OK	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds 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)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

		-	-
		-	-
		-	-

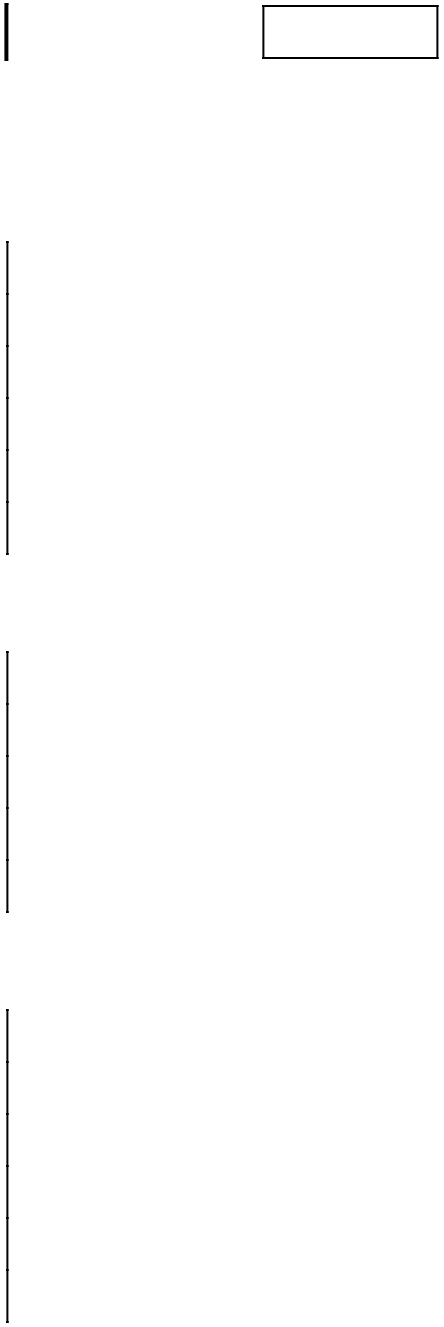
B5 Liabilities

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	23/05/25





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 2024.

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

27 July 2025