Safer Waves Annual Trustees Report
Nov 2024 - Nov 2025

Safer Waves

Supporting Seafarers Facing Sexual Violence at Sea

Contents

Foreword - page 3

Report of the Trustees - page 5

Statement of Financial Activities - page 8

Foreword

Dr Genevieve Waterhouse - Chair of Trustees

This reporting year has been one of great change and progress for Safer Waves. After 6 years of inspiring dedication and persistence, our voluntary CEO and founder, Becky Golabek, stepped down and handed over to our first paid CEO, Jess Brannan. We deeply appreciate the practical and financial assistance provided by The Seafarers' Charity, UK P&I, and the TK Foundation in supporting this change.

Becky initiated the development of Safer Waves independently, recognising the critical need for specialised support for seafarers who had experienced sexual harassment or violence and assuming responsibility for its creation. She managed this project while maintaining a demanding schedule as a full-time seafarer and effectively overcame significant challenges and a steep learning curve with determination and commitment. We, along with those who have benefitted and will benefit from her efforts, are extremely grateful for her dedicated contribution.

Following a highly competitive recruitment process, Jess Brannan joined us as CEO in September. Jess has extensive experience both working for and leading charities that support survivors of sexual offences, particularly those facing significant obstacles to reporting and accessing help. Already, she has demonstrated an outstanding commitment to understanding maritime issues and getting acquainted with Safer Waves and our team. We are eager to see what the next year will bring with Jess leading the organisation.

The trustee board also underwent changes this year. We said goodbye to Simon Beechinor, who spent four years sharing his seafaring expertise and assisting with financial reporting. We are deeply grateful for his service as a trustee and wish him all the very best in the future. Two new trustees have joined us: Dr Pennie Blackburn, whose clinical work with seafaring organisations will greatly benefit the board, and Fatima Butt, who will provide valuable financial expertise. We look forward to their important contributions in the coming year.

Safer Waves has continued to move forward during recent management changes, thanks to the invaluable support from our Operations Manager, Toni Frost, and our many committed volunteers. The number of people using our anonymous email service for victims has grown considerably, and we are grateful for the vital contributions of our volunteers in this area. This year, both the Responder Course and Active Bystander Courses successfully ran and received much positive feedback. Our Sexual Offences at Sea survey—which we conducted with Devon & Cornwall Police and the University of Winchester—was completed, followed by a productive results session attended by key seafaring organisations.

Safer Waves' reputation also continues to grow and this year has seen many invitations to contribute to events, publications and networks as experts on the topic of sexual harassment and sexual violence at sea.

Safer Waves has experienced another year of notable progress, and I extend my sincere appreciation to everyone who contributed to these achievements—including our volunteers,

Toni Frost, Becky Golabek, Jess Brannan, the board of trustees, as well as our organisational and individual supporters. With expanded resources, we anticipate making further significant advancements in 2025/26 focused on delivering comprehensive, tailored support for seafarers, enhancing awareness, and increasing our training provisions aimed at reducing perpetration and ensuring appropriate responses.

Trustees

Dr Genevieve Waterhouse
Davina Kelleher
Simon Beechinor (until September 2025)
Dan Hartley
James Chalk
Dr Pennie Blackburn (from June 2025)
Fatima Butt (from July 2025)

CEO

Becky Golabek (until 15 September 2025)
Jessica Brannan (from 15 September 2025)

Registered Address

71 - 75 Shelton Street
Covent Garden
London
WC2H 9JQ

Charity Number 1192195

Report of the Trustees

Board of Trustees Structure

In November 2025, Safer Waves has six elected Trustees, with one trustee coming to the end of his term this year, another shortly to end her term, and two further trustees recruited. 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 seafarers who have experienced sexual assault, sexual harassment or gender discrimination on board.

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. Our achievements this year have been organised into the following four categories:

1) Financial

- The charity continues to be 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 £9,300 in public donations, including fundraising activities carried out by supporters
  ii) The successful bid for a grant from The Seafarers' Charity, co-funded by UK P&I and the TK Foundation, to fund the position of our new paid CEO, Jess Brannan.
  iii) The third installment of a grant from the same funders which continues to fund the position of our part-time Operations Manager, Toni Frost.

2) Governance

- Recruiting and installing our first paid CEO, Jess Brannan, was a key priority this year. Trustees were engaged with all stages of this process, and we are thrilled to have Jess on board.

- The trustees continued to support the strategic development of Safer Waves in other ways too, 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.

- Throughout the year, trustees reviewed key reports and policies, including financial reports, the strategic document, safeguarding policies, health and safety protocols and the risk register.

- Alongside this, some prominent topics throughout this year's trustee meetings have included support for the volunteers, trustee recruitment, banking arrangements, tracking the impact of the rebrand and documenting impact.

3) Outreach

- The number of email service users this year has doubled in comparison to the previous year.

- Safer Waves' **Active Bystander** course was run with two substantial cohorts of cadets this year (over 95 participants in each). We received positive feedback for these sessions, and look forward to running further courses in the coming year.

- Safer Waves' Responder Course (in partnership with Rape Crisis South London) was run very successfully in January and July. Twenty-one individuals working in the maritime industry took part in this in-depth training, which equips participants with the skills, knowledge, and confidence to appropriately support those who have experienced sexual harassment or violence at sea.

- The Safer Waves survey conducted with the University of Winchester and Devon and Cornwall Police examining seafarers' experiences of sexual offences at sea concluded this year. A very successful meeting was held at the University of Winchester to share the results, with 20 attendees from key organisations. The report was shared widely and discussed both in print and in an interview with Nautilus.

- Safer Waves has been asked to contribute to a variety of outreach events, including webinars for The Survivors Trust, and the Institute of Occupational Safety and Health; presenting to the Southern Port Welfare Committee; and attending a health fair on board HMS Prince of Wales. Furthermore, Safer Waves has taken part in a Burgess Yacht podcast, provided an article for Safety4sea and been involved in a panel at the MNWB Seafarers Welfare Conference. Attendance at these events has been high and international, and feedback from attendees has been very positive.

- Attendance at the MCA Seafarers Charity Forum and continued attendance at the MNWB Serving Seafarers Forum.

- Safer Waves was the MNWB's Charity of the Month for October.

- Staff attended media training in November. This resulted in the creation of the Safer Waves Message House – a document identifying the key messages for media interactions.

- Our social media following continues to grow.

4) People
   - This year, we made the significant step of employing our first paid CEO. After a very competitive application process, Jess Brannan joined us officially in September. She has a substantial background in working for charities supporting survivors of sexual offences and we look forward to seeing the charity grow further under her leadership. We are hugely grateful for all the hard work of our founding CEO, Becky Golabek, and we are very pleased that she will be continuing on as one of our email service volunteers.

Volunteers

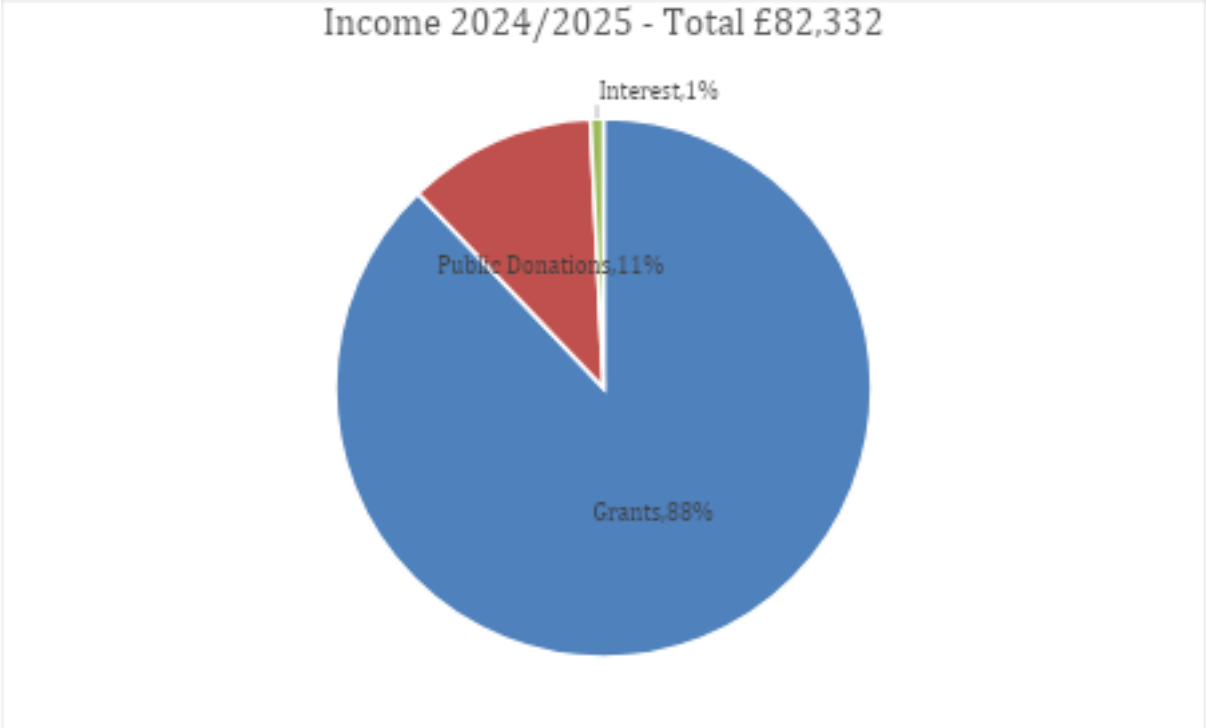
Our volunteer team continues to grow, with seven new volunteers joining us during this time period, and all recruits are benefitting from our specialist training with Rape Crisis South London and LivingWorks. The work of our volunteers is crucial to Safer Waves' continued success and we are hugely grateful to those who make the time and effort to support us and the seafarers who use our service.

Statement of Financial Activities

Income

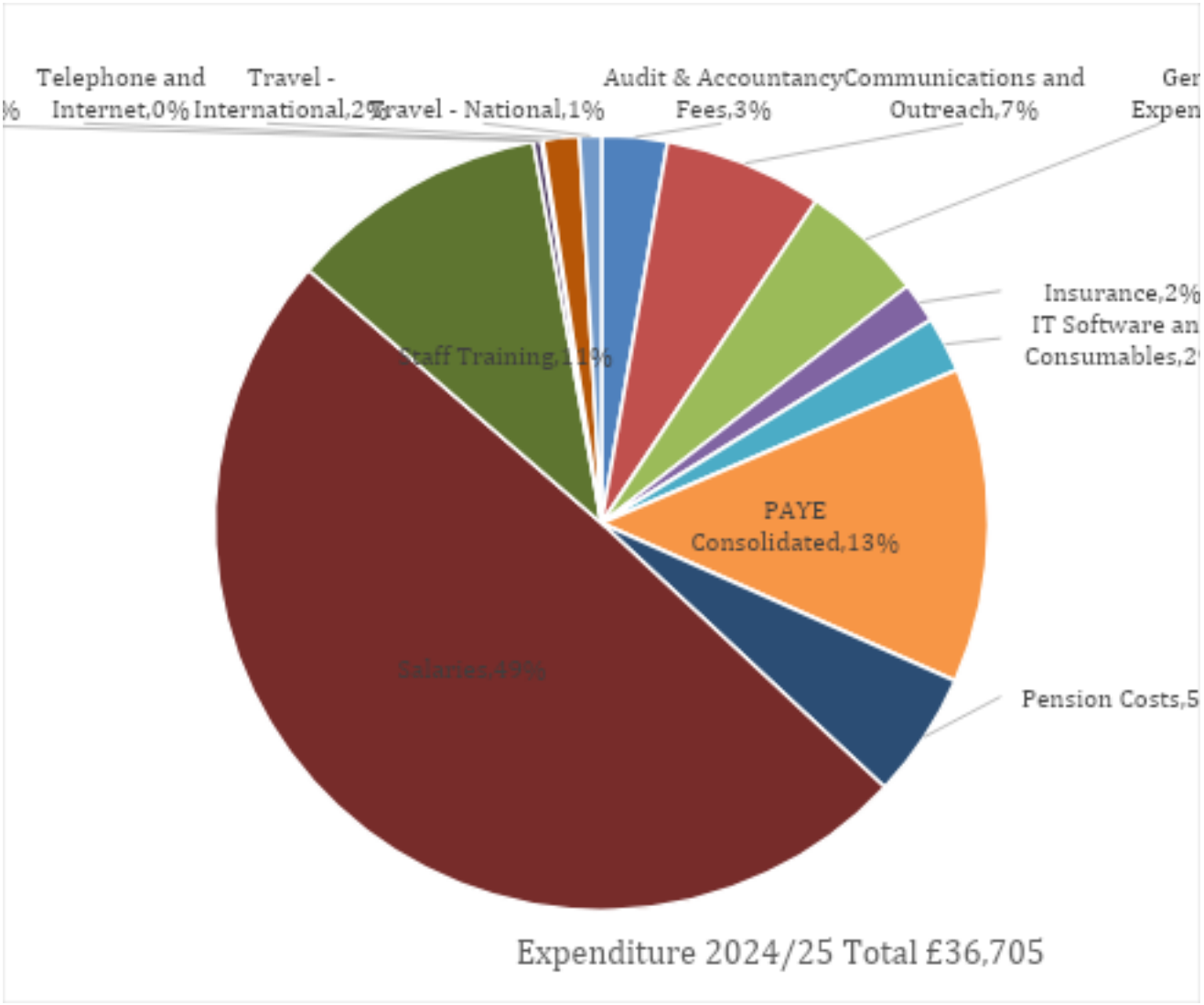
This year, public donations contributed £9,357 to our income. We sincerely appreciate these generous contributions, which make our continued progress possible.

£72,336 of this year's income was received through grants. We thank all organisations whose support is vital to our work.



Expenses

Staff salaries, including PAYE, were our biggest expense this year, with staff training next. As our team grows, training continues to be a key priority.



Safer Waves Finances 2024-2025

		Safer Waves	1192195

Receipts and payments accounts

CC16a

For the period from	1/12/24	To	30/11/25

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					
Grants	-	72,336	-	72,336	24,060
Public Donations	9,357	-	-	9,357	3,596
Interest	639	-	-	639	358
Other	-	-	-	-	540
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total *(Gross income for AR)*	9,996	72,336	-	82,332	28,554
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	9,996	72,336	-	82,332	28,554
A3 Payments					
Audit & Accountancy Fees	-	1,004	-	1,004	1,224
Communications and Outreach	339	2,092	-	2,431	3,473
General Expenses	320	1,572	-	1,892	162
Insurance	-	622	-	622	542
IT Software and Consumables	46	804	-	850	2,678
PAYE Consolidated	-	4,826	-	4,826	-

Pension Costs	-	1,933	-	1,933	787
Postage, Freight & Courier	-	-	-	-	82
Printing and Stationery	-	-	-	-	14
Salaries	-	18,131	-	18,131	15,162
Staff Training	-	3,980	-	3,980	415
Subscriptions	59	61	-	120	-
Telephone and Internet	28	-	-	28	-
Travel - International	548	-	-	548	-
Travel - National	-	334	-	334	211
Sub total	1,340	35,359	-	36,699	24,750
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	1,340	35,359	-	36,699	24,750
Net of receipts/(payments)	8,656	36,977	-	45,633	3,804
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	15,264	24,466	-	39,730	35,926
Cash funds this year end	23,920	61,443	-	85,363	39,730

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment Funds to nearest £
B1 Cash funds	Current and Reserve Account	23,920	61,443	-
		-	-	-
		-	-	-

Total cash funds (agree balances with receipts and payments account(s))	23,920	61,443	-
	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
FB Butt	FATIMA BUTT	17/07/2026

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 2025.

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

02 September 2026