

**REGISTERED COMPANY NUMBER: 12012249 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1195683**

**Report of the Trustees**  
**and**

**Unaudited Financial Statements for the Year Ended 31 May 2024**

**Salute Her UK**

**Salute Her UK**

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Statements for the Year  
Ended 31 May 2024**

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## **Salute Her UK**

### **Report of the Trustees for the Year Ended 31 May 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 May 2024. The trustees have adopted the provisions of 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) (effective 1 January 2019).

#### **INCORPORATION**

The charitable company was incorporated on 22 May 2019.

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

Salute Her UK works to improve the lives of UK female serving personnel, women veterans and women who work at sea by addressing the distinct and interjectional needs of women veterans. We develop the provision of national services for victims and survivors of sexual violence, bullying, harassment, and gender discrimination.

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Charitable activities**

Trustees Report: Supporting Women Veterans Serving Personnel and Women at Sea. Over the past year, Salute Her UK has dedicated significant efforts to supporting three key groups: women veterans, serving personnel, and women at sea. Our mission has been to provide comprehensive support, ranging from mental health services to career development programs, ensuring these women receive the recognition and assistance they deserve.

Over the past year, we have received 677 new referrals. The number of women at sea and serving personnel seeking support has dramatically increased.  
Supporting Women Veterans and serving personnel.

Women veterans often face unique challenges that often impact their quality of life. Our charity has implemented several initiatives to support them:

##### **Mental Health Services**

Counselling and Therapy: We have partnered with more diverse therapists to offer free counselling sessions, focusing on issues such as CPTSD, PTSD, childhood trauma, rape and sexual assault, as well as anxiety and depression.

Support Groups: We have created extra support group meetings to provide a safe space for women to share their experiences and build a community of trust and mutual support. One of the new online groups focuses on trauma and addiction.

##### **Career Development Programs**

Skills Workshops: Our workshops cover various topics, including C.V writing, interview preparation, and professional networking, starting your own business and market research.

Mentorship Programs: We have worked with various organisations and businesses to

## **Salute Her UK**

connect women with mentors in their desired career fields, offering guidance, support, and mock interviews as they navigate the job market.

### **Health and Wellness Initiatives**

**Fitness Programs:** We developed several fitness classes tailored to the needs of women veterans.

**Holistic Wellness:** We have created workshops that include yoga and meditation, and our newest workshop explores intimacy and sex wellness after sexual assault.

### **Supporting Women at Sea**

Women working at sea, whether in the maritime industry or naval services, face distinct challenges related to isolation, long work hours, and gender-specific issues. As a charity we are both delighted and proud to receive multi-year funding from the Seafarers Charity, we will enable us to focus on the following areas:

### **Mental Health and Well-being**

**Virtual Therapy:** With the limitations of being at sea, we offer virtual therapy sessions to ensure continuous mental health support and crisis support.

**Online Groups –** We have created sexual violence at sea workshops for women to connect.

### **Professional Development**

**Leadership and confidence-building workshops:** Focused on building leadership skills, these workshops empower women to take on more significant roles within their organisations.

### **Community Building**

**Online Forums:** We have created online platforms where women at sea can connect, share experiences, and offer mutual support.

The past year has been marked by significant progress in our efforts to support women veterans and women at sea. Our initiatives have provided much-needed services, built supportive communities and empowered these women to overcome challenges and thrive in their respective fields. As we move forward, we remain committed to expanding our programs and continuing to advocate for the rights and well-being of women veterans and women at sea.

Together, we can make a lasting impact and ensure that these remarkable women receive the support and recognition they deserve.

The Staff and Trustees are extremely grateful for the ongoing support and assistance received from many people and organisations but most especially to the generosity of our funders and benefactors.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

## **REFERENCE AND ADMINISTRATIVE DETAILS**

### **Registered Company number**

12012249 (England and Wales)

**Salute Her UK**

**Registered Charity number**

1195683

**Registered office**

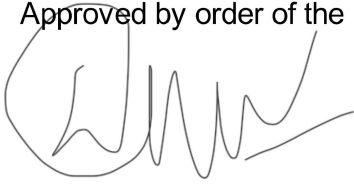
The John Willie Sams Centre Market Street  
Dudley  
Cramlington  
Northumberland  
NE23 7HS

**Trustees**

Mrs E Driver Military  
Mrs D E Gill Self Employed  
Mrs A M Lee Head of Property & Maintenance

**Company director**

Approved by order of the board of trustees on 26<sup>th</sup> March 2025 and signed on its behalf by:

A handwritten signature in black ink, appearing to be 'Elizabeth Driver', written over a horizontal dotted line.

Elizabeth Driver, Director

**Salute Her UK**

**Statement of Financial  
Activities for the Year  
Ended 31 May 2024**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and Legacies	2,000	-	2,000
Grant	22,500	247,400	269,900
Events and Activities	<u>9,250</u>	-	<u>9,250</u>
<b>TOTAL</b>	<b>33,750</b>	<b>247,400</b>	<b>281,150</b>
 <b>EXPENDITURE ON Charitable Activities</b>			
Staff Costs	9,990	73,264	83,254
Activities and Delivery	17,324	45,805	63,129
Rent	579	4,249	4,828
Publicity	-	600	600
Clinical Supervision	435	3,162	3,597
Travel	984	7,217	8,201
Expenses	436	3,202	3,638
Admin costs	286	2,095	2,381
Holistic Support	8,656	21,810	30,466
Volunteer Expenses	340	2,497	2,837
Insurance	-	863	863
Professional Fees	1,465	-	1,465
Training	<u>-</u>	<u>1,163</u>	<u>1,163</u>
<b>TOTAL</b>	<b>40491</b>	<b>165,927</b>	<b>206,418</b>
 <b>NET INCOME</b>	<b>(6,741)</b>	<b>81,473</b>	<b>74,732</b>
 Funds Brought Forward	16,110	14,758	30,868
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>9369</b>	<b>96231</b>	<b>105600</b>

**Salute Her UK**

The notes form part of these financial statements

**Salute Her UK**

	Notes	Unrestricted funds £	Restricted funds £	Total funds £
<b>FIXED ASSETS</b>				
Car		10,500	-	-
<b>CURRENT ASSETS</b>				
Cash At Bank	4	9,369	99,279	108,648
<b>CREDITORS</b>				
Amounts falling due within one year		=	<u>(3,898)</u>	<u>(3,898)</u>
<b>NET CURRENT ASSETS</b>		<u>19,869</u>	<u>96,231</u>	<u>116,100</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>19,869</u>	<u>96,231</u>	<u>116,100</u>
<b>NET ASSETS</b>		<u>19,869</u>	<u>96,231</u>	<u>116,100</u>
<b>FUNDS</b> 5				
Unrestricted Funds				19,869
Restricted Funds				<u>96,231</u>
<b>TOTAL FUNDS</b>				<b><u>116,100</u></b>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 May 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 May 2024 in accordance with Section 476 of the Companies Act 2006.

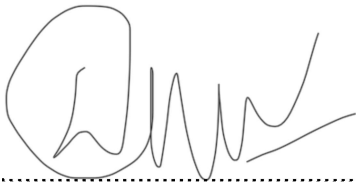
The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 26<sup>th</sup> March 2025 and were signed on its behalf by:



A handwritten signature in black ink, appearing to read 'Elizabeth Driver', positioned above a horizontal dotted line.

Elizabeth Driver  
Director



**Notes to the Financial Statements**  
**for the Year Ended 31 May 2024**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

continued...

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 May 2024**

**2. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 May 2024.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 May 2024.

**3. STAFF COSTS**

The average monthly number of employees during the year was as follows:

Executive Officer		1
Project Leader	1	
Apprentice		1
		<u>3</u>

No employees received emoluments in excess of £60,000.

**4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	£
Social security and other taxes	3,048
Accountancy fee	850
	<u>3898</u>

**5. MOVEMENT IN FUNDS**

Net movement in funds is as follows:

**Unrestricted Funds**

<b>Fund</b>	<b>Brought Forward</b>	<b>Incoming Resources</b>	<b>Resources Expended</b>	<b>Movement In Funds</b>
	£	£	£	£
General Fund	1040	11250	(2921)	9369
Bolt Burdon Kemp	4335	7500	(11835)	-
Karbon Homes	75	-	(75)	-
Northumbria Police	824	-	(824)	-
Community Union	9836	-	(9836)	-
Rose Paterson	<u>-----</u>	<u>15000</u>	<u>(15000 )</u>	<u>-----</u>
	16110	33750	(40491)	9369

**Restricted Funds**

## Salute Her UK

Armed Forces Covenant (Administered by Forward Assist)	14758	100000	(88476)	26282
Seafarers Charity	-	100000	(55361)	44639
North Tyneside Council	<u>- --</u>	<u>47400</u>	<u>(22090)</u>	<u>25310</u>
<b><u>TOTAL FUNDS</u></b>	<b><u>30868</u></b>	<b><u>281150</u></b>	<b><u>206418</u></b>	<b><u>105600</u></b>

### 6. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31<sup>st</sup> May 2024

#### Detailed Statement of Financial Activities for the year ended 31 May 2024

<b>INCOME AND ENDOWMENTS</b>	<b>£</b>
<b>Donations and Legacies</b>	
Donations	2000
<b>Charitable Activities</b>	
Grants	269900
Event and activities income	<u>9250</u>
	<u>279150</u>
<b>Total Incoming Resources</b>	<b>281150</b>
<b>EXPENDITURE</b>	
Staff Costs	83254
Activities and Delivery	63129
Rent	4828
Publicity	600
Clinical Supervision	3597
Travel	8201
Expenses	3638
Admin costs	2381
Holistic Support	30466
Volunteer Expenses	2837
Insurance	863
Training	<u>1163</u>
	204953
<b>Support costs</b>	
Professional Fees	<u>1465</u>
Total Resources Expended	206418
<b>Net Income</b>	<b>74732</b>



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This page does not form part of the statutory financial statements