

EMPLOYERS' INITIATIVE ON DOMESTIC ABUSE

England & Wales · Charity number 1201752

Details

Status Registered

Legal form Charitable company

Company number [11703865](#)

Registered 2023-01-27

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: (A) TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT ON THE SUBJECT OF DOMESTIC ABUSE BY PROVIDING TRAINING RESOURCES AND INFORMATION TO EMPLOYERS FOR EDUCATING THEIR STAFF; (B) TO RELIEVE THE NEEDS OF AND PROMOTE AND PRESERVE GOOD HEALTH FOR THE PUBLIC BENEFIT IN PEOPLE WHO ARE AFFECTED BY DOMESTIC ABUSE, THROUGH THE PROVISION OF RESOURCES TO EMPLOYERS TO ASSIST THEM IN PROVIDING SUPPORT, ADVICE AND ASSISTANCE TO AFFECTED STAFF; AND (C) THE PREVENTION OF CRIME FOR THE PUBLIC BENEFIT THROUGH PROMOTING PREVENTATIVE ACTION AND INITIATIVES TO REDUCE DOMESTIC ABUSE.

Activities: The Employers' Initiative on Domestic Abuse (EIDA) is a membership organisation bringing together the experience, expertise, and best practice of employers and partners through events and resources, so that all employers across the UK can support any of their employees affected by domestic abuse.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£321,827	£295,544	-	-
2024-03-31	£218,988	£241,994	-	-
2023-03-31	£157,375	£193,552	-	-

Trustees

Name	Role	Appointed
Sarah Louise Newton	Chair	2022-07-14
Andrew Peter Chadd		2022-07-14
Fay Wilberforce		2024-08-20
Gemma Jane Piggott		2025-09-30
Helen Louise Lamprell		2018-11-29
Oliver William Tilleard Housden		2022-03-10
Pamela Maria Zaballa		2018-11-29
Patrick Gerard Ryan		2021-08-15
Rebecca Grace Foran-Coutts		2025-09-30
Samina Ali		2024-08-20
Stephen Maule		2018-10-29
Tahani Jehan Dominique Saridar		2021-06-15

EMPLOYERS' INITIATIVE ON DOMESTIC ABUSE

England & Wales - Charity number 1201752

Accounts



**employers'
initiative**
on domestic abuse

TRUSTEES' ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

REGISTERED COMPANY NUMBER: 11703865 (England and Wales)
REGISTERED CHARITY NUMBER: 1201752

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REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Samina Ali (from 20 August 2024)
Andrew Chadd
Oliver Housden
Helen Lamprell
Steve Maule
Sarah Newton (Chair)
Patrick Ryan
Tahani Saridar
Fay Wilberforce (from 20 August 2024)
Pamela Zaballa

Registered Office

First Floor
85 Great Portland Street
London
W1W 7LT

Charity Registration Number

1201753

Company Number

11703865 (England and Wales)

Independent Examiner

Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street
London EC3A 2AD

Bank

Lloyds Bank
25 Gresham Street
London EC2V 7HN

CHAIR'S REPORT

EIDA is well supported by a small team of professionals, led by our CEO, Susan Bright. Susan and the team have achieved a great deal this year, increasing the reach and impact of our work, supporting more employers to take effective action to support employees who are victims and survivors of domestic abuse, as well as considering responses to employees who are perpetrators.

We have significantly increased the number of employers who are members of EIDA. We now have over 2,000 members who together employ more than 25% of the UK workforce across all sectors.

We have increased the number of Beacon members to 15 and include Amazon, BP, City of London Corporation, Goldman Sachs, Google, Handpicked Hotels, Hogan Lovells, Home Office, Lloyds Banking Group, Ministry of Justice, Mitie, National Grid, NHS England, UK Power Networks, and Vodafone. Beacon members provide much of the core funding for EIDA that enables us to work with a growing number of employers of all sizes, in more sectors and regions. The Strategic Partner programme, a new level of EIDA membership introduced last year for employers who may not be ready to become a Beacon but who want to engage more deeply in our work and support EIDA financially, enabling us to extend our reach to smaller employers across the UK has grown considerably and now includes Allied World, Aviva, AXA XL, Bristows, Fleet Street Quarter, Markel, Nationwide, Royal Mail, Serco and Virgin Media O2. Membership remains free to all other employers: as most people work in small and medium-sized businesses, it's essential that we are able to raise awareness and provide high quality and relevant free guidance and support to more employers across the UK.

As with many small organisations that aim for a big impact we need to be focussed on our sustainability. We have made significant progress in improving our financial sustainability and I am very grateful to The Stone Family Foundation and the Vodafone Foundation's support for our work. Also, to our Advisory Council members, led by our Founder Elizabeth Filkin CBE, who provide a wide range of advocacy and support. We continue to receive terrific support from our partners across the domestic abuse sector.

I am very appreciative of our wonderful EIDA Ambassadors who give so generously of their time, sharing their personal experience to such great effect. They are: Sally Benatar QPM, Kathryn Benwell, Samantha Billingham, Sarah Brown, Charlotte Budd, David Challen, Natalie Curtis, Dawn Grant, Gareth Jones, Andrew Lane, Sharon Livermore MBE, Rajinder Pryor MBE, Tunu Sokiri, Shital V, and our volunteer Maha Khan Phillips.

EIDA have put on a number of well-attended online and in-person events that have brought together employers, Ambassadors, our Beacon members and Strategic Partners with key stakeholders to share issues, information, ideas, activities and best practice on enabling employers to take action to support and retain their employees who are victims and survivors of domestic abuse. This work has been amplified by our growing social media reach.

Finally, I want to acknowledge the work of my fellow trustees who give so freely of their time and expertise. It is much appreciated. This year we were delighted to welcome two new trustees Fay Wilberforce and Sam Ali.



Sarah Newton
Chair



TRUSTEES' REPORT

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 March 2025.

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).

OBJECTIVES AND ACTIVITIES

CORE PURPOSE

The Employers' Initiative on Domestic Abuse (EIDA) is a free-to-join membership organisation bringing together the experience, expertise, and best practice of employers and specialists in domestic abuse through the creation of resources and events, to enable all employers across the UK to support any of their employees affected by domestic abuse.

EIDA seeks to be an effective catalyst for greater engagement by employers with domestic abuse, working with government, academics, non-profit, charitable, and public sector organisations. The experience of victim-survivors of domestic abuse informs all our work.

VISION

Every employer taking effective action on domestic abuse.

MISSION

Our mission is to equip employers to support their employees affected by domestic abuse and to share best practice with other employers.

We endeavour to bring about constructive change, leading to a society where survivors thrive, and where domestic abuse is not tolerated.

WHAT WE DO

EIDA focuses on four key areas of work. We:

- raise awareness, inspire and support employers to tackle domestic abuse
- provide the tools an employer needs to take effective action
- share ideas so employers can learn from each other, through resources and events
- work with government, partners and academics to provide the latest guidance and to champion change.

SIGNIFICANT ACTIVITIES

EIDA delivers a core programme of activities:



Communications and engagement across our membership and more widely, raising awareness of domestic abuse among employers, highlighting developments in the sector, spreading news and good practice. This includes social media updates, our "Tuesday Trio" news updates, and highlighting the work of EIDA and our partners through external speaking opportunities.



Developing and sharing up to date **resources** to support employers to tackle domestic abuse. Our core resource is our EIDA Handbook, which includes case studies of good practice and a model Domestic Abuse Policy.



Convening **events** to support and spread our work. These include our Network events, our Insight Hour webinars, Beacon and Strategic Partner meetings and other awareness-raising events for our members, including sector roundtables, and Lunch & Learn sessions.

EIDA MEMBERSHIP

We welcome all UK employers to join EIDA. Membership is free and provides access to a wide range of resources and shared best practice. Employers can find more information and join EIDA via our website: www.eida.org.uk.

All our members sign up to our Membership Charter to take effective action on domestic abuse. Our Charter sets out mutual commitments that will enable better support for employees affected by domestic abuse.

The different levels of EIDA membership are shown here.

	Free Membership	Strategic Partner	Beacon Member
Access to the EIDA Member Handbook	✓	✓	✓
Access to a free domestic abuse policy template	✓	✓	✓
Access to a range of EIDA member resources	✓	✓	✓
A specially designed logo for your membership	✓	✓	✓
Receive our regular newsletter, the Tuesday Trio	✓	✓	✓
An invitation to our online Insight Hours	✓	✓	✓
An invitation to our Network Events	✓	✓	✓
Connection with our domestic abuse sector partners	✓	✓	✓
Access to a 1,900 strong community of organisations	✓	✓	✓
Your logo on our website		✓	✓
Peer learning opportunities through monthly drop-in sessions		✓	✓
An invitation to a joint meeting with Beacons and Strategic Partners		✓	✓
Lead and participate in roundtable discussions		✓	✓
One engagement event delivered by EIDA per year	Available for an additional fee*	✓	✓
A place for two employees on EIDA's Foundation Programme	Available for an additional fee*	✓	✓
Opportunities to showcase your work to EIDA's network		✓	✓
Support with policy development or policy reviews			✓
An invitation to regular, exclusive Beacon meetings			✓
One-to-one support for internal and external communications			✓
Dedicated and personalised support from the EIDA team			✓
	Unlimited membership	1-year or 3-year commitment	1-year or 3-year commitment

VOLUNTEERS

We value the input and support of volunteers. EIDA works with a group of dedicated Ambassadors who are survivors of domestic abuse and who volunteer their time for EIDA, providing input into our events and resources and helping to promote our work with employers, through their own channels, and ours.

Survivors of domestic abuse drive and shape all our work and it is important that we include, amplify and share the voices and stories of people who have survived domestic abuse to engage authentically and effectively.

We are also grateful to be supported by volunteer Maha Khan-Phillips, who brings her skills as a journalist to contribute to our written resources and materials.

PUBLIC BENEFIT

The Trustees have consulted the guidance made available by the Charity Commission for England and Wales on the Public Benefit requirement of the Charities Act 2011. The Trustees are confident that they have complied with their duty under section 4 of the Charities Act 2011 in that they have had due regard to public benefit guidance published by the Commission.

ACHIEVEMENTS & PERFORMANCE

REVIEW OF 2024-25

During the year to March 2025, EIDA membership grew 20% to 1,895 members, continuing the steady growth of previous years.

We maintained our number of Beacon members at 15 in our now-established Beacon programme, and we ended the first full year following the successful launch of our Strategic Partner programme with 10 Strategic Partners.

We continued to produce resources for our members, notably launching our updated EIDA Handbook in May, convening different types of events for members, and spreading awareness and good practice from all our activities, across our membership. We held a successful Conference in October.

The sections below provide some more information on our main achievements.

MEMBERSHIP

Our members work individually and collectively to take effective action on domestic abuse. Our engagement is widespread and spans the private, public and third sectors, comprising both UK and global organisations, and representing over 40 industries, including public services, voluntary, parliamentary, policy, research, religion, retail, hospitality, technology, sports, financial services, construction, engineering and industrial relations.

EIDA BEACONS & STRATEGIC PARTNERS

EIDA **Beacons** are employers who have committed to going above and beyond in their mission to tackle domestic abuse. As well as taking effective action within their own organisations, they collectively shine a light on domestic abuse, raising awareness with other businesses about the significance of the employer in tackling the issue.

We regularly bring together people from all our Beacon members to share their insights, practices, ideas and learnings related to their responses to domestic abuse within their organisations. The group includes large multinational companies and some smaller UK employers; all committed to tackling domestic abuse and often at different stages in their journeys.

The EIDA **Strategic Partner** programme includes employers committed to tackling domestic abuse in their own organisation, supporting the work of EIDA and helping us to extend our reach to SMEs (small and medium-sized enterprises) and other smaller employers across the UK.

We are very grateful to all our Beacons and Strategic Partners for their commitment to tackling domestic abuse. In addition to addressing domestic abuse within their organisations, EIDA Beacons and Strategic Partners work in partnership with EIDA to share their learnings, insights and challenges across the EIDA network, highlight EIDA and domestic abuse across supplies, partners and networks and support EIDA with financial and in-kind support, contributing to EIDA's long term sustainability.

We have maintained a group of 15 engaged Beacon members, of which three were new joiners to the programme during the year. Our Beacons during the year to March 2025 were: Amazon, BP,

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City of London Corporation, Goldman Sachs, Google, Handpicked Hotels, Hogan Lovells, Home Office, Lloyds Banking Group, Ministry of Justice, Mitie, National Grid, NHS England, UK Power Networks, and Vodafone.

We were pleased to build our Strategic Partner group to 10 members by the end of the year: Aviva, Fleet Street Quarter, Virgin Media O2, Nationwide, AXA XL, Royal Mail, Markel, Bristows, Allied World and Serco.

RESOURCES

EIDA's bank of resources form a key part of our support to our members. In addition to our flagship resource, The EIDA Handbook: A Workplace Domestic Abuse Response (downloaded in full over 750 times and accessed nearly 3,000 times), we have specific guidance for line managers and champions and a language guide, equipping different people within employers with the tools to best support and signpost victim-survivors of domestic abuse to the help they need, as well as to address perpetrators.

We published 32 new collaborative resources in the year, including insights from Beacons, publications and events. By way of example, following each Insight Hour (we held six during the year) we released a short summary of key points, available to all members. Our resources are co-created with input from members, Ambassadors and partners, sharing positive practices and insights, and are available on the member area of our website.

Our model domestic abuse policy was accessed more than 1,000 times and there were over 2,300 downloads of our other resources.

COMMUNICATIONS & ENGAGEMENT

We have a regular programme of communications and engagement to reach our membership and beyond, raising awareness of domestic abuse and empowering employers to take action.

Our regular Tuesday Trio newsletter, which we send out once or twice a month to all members, features news, updates and resources and is opened by an increasing number of members (open rate 35%, previous year 23%).

EIDA's presence on social media is focussed on LinkedIn, and our following continues to grow, surpassing 4,000 followers by the end of the year. Re-share and engagement rates were consistently good, and we consciously worked on diverse content which spotlights the role of the employer in tackling domestic abuse. Engagement with our social media also increases around our events. We gained nearly 500 new Twitter/X followers, although our net growth in followers was slower than previously, likely reflecting the trend of people leaving the platform.

EVENTS

EIDA Conference

We held our third EIDA Conference on 16 October 2024, in partnership with Google, Hestia and the Vodafone Foundation. Our aim was for employers to leave the conference inspired to join forces to tackle domestic abuse, with a better understanding of how to play an effective role in a joined-up whole system response. We wanted each employer to commit to one or more concrete next steps.

We were delighted to reach capacity, with over 250 attendees, including 225 guests, 30 speakers and 16 exhibitors.

Over 150 employers were represented at the Conference, of whom 110 were already members of EIDA. We attracted a further 46 EIDA members in the month of the Conference.

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We used the Conference to create rich new content, which we have subsequently shared with EIDA members, and more widely. Films of each of the Conference sessions, as well as interviews with speakers and others are available on our YouTube channel alongside written summaries and continue to be used on our social media channels to raise awareness of domestic abuse and promote effective action.

We received a Net Promoter Score of 80 for the event (a measure of how likely attendees are to recommend the event to others) and have used the insights from feedback during and after the day to inform the direction and content of further work and resources. Our Impact Report can be viewed [here](#).

Network Meetings

Our Network Meetings are in-person events, open to all members. They explore particular topics, related to domestic abuse and employment, of interest to our members. They reflect our focus on diversifying our events programme while maintaining the opportunity for our network to get together in person to share learnings, experience and best practice, and to hear from experts.

We held one Network Meeting during the year in March 2025, hosted by the House of Commons at Portcullis House, focussed on the impact of tech-enabled abuse on employees and their employers. 65 people attended, representing employers, domestic abuse sector organisations and House of Commons colleagues.

The event featured findings from a study into both the ways technology can be harnessed by victim-survivors as well as weaponised by perpetrators. Refuge presented tools for victim-survivors and employers in the room to consider and discuss potential responses to a case study.

Insight Hours

Building on positive feedback and engagement from our Insight Hour programme in the previous year, we continued to run our regular one-hour lunchtime webinars.

We held six Insight Hours during the year, addressing topics or areas where members have asked us for more information. Engagement has been consistently positive with an average of 152 online attendees and a total attendance of 912 across the six events.

- *Inspiring domestic abuse activism in businesses and beyond*, Women's Aid 50th Anniversary. April 2024
- *Domestic abuse through an intersectional lens* with Meena Kumari, Bridie Anderson, Sandra Pollock and David Challen. June 2024
- *Employer Innovation in practice: The role of workplace IDVAs as part of a domestic abuse response*, with Hestia. Oct 2024
- *How employers can respond to Honour-Based Abuse*, with Karma Nirvana. Nov 2024
- *Domestic abuse and employers' legal obligations*, with Hogan Lovells and Baringa Partners. Jan 2025
- *The long-term impacts of domestic abuse: Insights for employers* with Sharon Livermore (EIDA Ambassador), Craig Newman (Founder of Get Out Get Love and Chartered Clinical Psychologist) and Carrie Bower (Founder of Visible Later Lives). Mar 2025.

Lunch and Learns awareness-raising sessions

Our Lunch and Learns take the format of interactive sessions in-person or online, aimed at employees of any large or small organisation. They cover the key aspects of what domestic abuse is, spotting the signs, how employers can respond to protect their employees, and why it is a workplace issue.

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We held 17 Lunch and Learns in the year, directly reaching over 600 employees, with recordings often available for other colleagues to review.

Foundation programme

Our Foundation programme is designed to help employers put in place an effective domestic abuse response. The two-session programme provides step-by-step guidance as an employer starts to implement an effective domestic abuse response within their organisation and is based on learnings from EIDA member employers and directly informed by survivors of domestic abuse. Designed to be a space for collaborative learning, where members can share their insights with the group and learn from each other it is delivered by the EIDA team and an EIDA Ambassador. Each session is half a day, with an additional 1-1 follow-up session.

We delivered two programmes in the year, each across two half days. (Apr/May 2024 and Jan/Feb 2025). Representatives from 17 employers attended the two programmes.

One employer commented on the Foundation programme *"I got so much value from the conversations, survivor stories and suggested approaches from other organisations, as well as taking away a lot on a personal level."*

HR Charter against domestic abuse

The HR Charter is an individual commitment for HR Professionals who commit to raise awareness of domestic abuse wherever they work.

We successfully launched the HR Charter on 18 March 2025 to an audience of 70 attendees at the Working Futures HR Conference.

Partner events

We capitalise on the platforms offered by speaking at others' external events to spread awareness of domestic abuse across employers.

We spoke at various external events including the "This Can Happen" global conference, Wrigley's Annual Employment Conference, VISION Annual Conference, National Pub Watch conference and Northumbria University's Gender Based Violence & Abuse conference.

EIDA is partnering with Working Families for the newly launched "Family Friendly Workplaces", a workplace certification, which includes supporting employees experiencing domestic abuse. We joined the launch of the certification in March 2025.

AMBASSADORS

We are hugely grateful to our amazing Ambassadors for their work during the year. EIDA Ambassadors have diverse experience of domestic abuse and are engaged with all our projects, resources and events, to ensure everything we do is informed by their experience and knowledge.

We convene quarterly online Ambassador meetings and bring the group together in person at least twice a year at an EIDA event and a dedicated Ambassador event, providing an opportunity to connect and share recent projects and updates.

PARTNERS

We have continued to work closely with specialist organisations across the domestic abuse sector, who provide expertise and input. Recognising that domestic abuse can happen to anyone of any age, gender, race, sexual orientation, religion or background, we have actively sought relationships with organisations working with people affected by domestic abuse who are from minoritised groups or have protected characteristics.

ADVISORY COUNCIL

The EIDA Advisory Council, chaired by EIDA Founder Elizabeth Filkin CBE, brings together a former Prime Minister, the Domestic Abuse Commissioner, and an illustrious group of members from diverse backgrounds in politics, law, culture, health, the charity and corporate sector, and academia, all with a commitment to tackle domestic abuse.

The Advisory Council met in September 2024 and February 2025, hosted on each occasion by an EIDA member employer who opened the meeting by sharing their organisation's response to domestic abuse. Members' unique insights and experience help inform EIDA's work with employers, to ensure that all employers are equipped to support their employees facing domestic abuse and to play their part in a whole society response to domestic abuse.

Our Advisory Council members are: Dr Olumide Adisa, Dr Peter Aitken, Dame Inga Beale DBE, Samantha Beckinsale, Dame Carol Black GBE FRCP, Fiona Cannon OBE, Fraser Duncan, Andrew Dunnett, Lisa Felton, Elizabeth Filkin CBE, Lorna Gavin, Baroness Hale of Richmond DBE, Lord Hastings of Scarisbrick CBE, Dame Nicole Jacobs, Sukhvinder Kaur, Baroness Kennedy of the Shaws KC, Meena Kumari, Dr Stephen Lee, Baroness Theresa May, Jess Phillips MP, Sir Trevor Phillips OBE, Sandra Pollock OBE, Baroness Royall of Blaisdon, Jabbar Sardar, Yvonne Stone, Jo Todd CBE, April Dawn Ventour, Baroness Verma and Lord Nicholas Wilson.

INFLUENCE

EIDA brings together the voice of employers to engage with government and policymakers. We attend regular meetings convened by the Home Office, the Domestic Abuse Commissioner, DWP and others to share emerging trends, facilitate cross-sector working, and escalate issues as required.

OPERATIONS

A Membership Coordinator joined the team on in November 2024 to support the developments of EIDA's membership, building the team to five members (4.2 FTE). We are grateful to the Stone Family Foundation who have funded this post for two years.

FINANCIAL REVIEW

FINANCIAL POSITION

The financial period for the company covered the 12 months from 1 April 2024 to 31 March 2025.

Membership of EIDA remained free to all employers during the year. The organisation currently relies upon the generous support of its Beacon members, its Strategic Partner members, grant-funders and other donors to support its range of activities.

Income in the year totalled £321,827 [prior period £218,988].

Reserves held at the year-end were £12,374 [prior period (£13,909)].

PRINCIPAL FUNDING SOURCES

A group of employers supported EIDA as Beacon and Strategic Partner members during the financial year, including those providing significant in-kind support. Beacon and Strategic Partner membership income has been recognised across the period of each Beacon and Strategic Partner's membership and the balance of income deferred into 2025/26 has been recognised in Other Creditors. Where members have paid fees in advance for a period exceeding 12 months (currently three Beacon Members), these are shown as deferred income within Other Creditors, but from a management accounting perspective these cash balances are treated as being effectively held for the future periods to which they relate.

EIDA continues to develop our membership model, with the goal of EIDA being fully funded by a group of members through our Beacon, Strategic Partner and member programmes. This will enable EIDA membership to remain free to all SMEs, who may not have the resources to fund policy development or training for their employees.

We received one grant, which was recognised in the period to which it related and deferred income has been recognised in other creditors.

IN-KIND SUPPORT

EIDA benefits from support in-kind including the use of meeting rooms and spaces from many of our members. Hestia generously continued to offer office space and payroll support.

RESERVES POLICY

It is the policy of the Trustees to maintain sufficient reserves to ensure the smooth running of the charity and to finance the charity's declared objectives. The Trustees have approved a Reserves Policy, which requires sufficient cash and readily realisable assets to be held to meet six months of recurring monthly costs. The policy was designed to provide a conservative, early warning of cash reserves being depleted to a level where action would ideally be taken on either the organisation's cost base or to secure additional funding.

The Trustees review the Reserves Policy on an annual basis and the reserves position is reported at every Board meeting.

The Reserves Policy was met in the year to 31 March 2025.

GOING CONCERN

The charity has a strong and stable executive team and is delivering on plans to secure ongoing, sustainable income from a small group of members. The Board of Trustees therefore consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Expenditure has been planned on the basis of expected income and the charity remains flexible enough to adjust activities and expenditure if required.

RISK MANAGEMENT

The Trustees are responsible for ensuring that the charitable company has an appropriate system of controls in place to provide reasonable assurance that the charitable company is operating effectively and in line with the Charity Commission guidelines.

Trustees actively manage risks through a risk register, which is reviewed and updated at least once a year. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

The Trustees have identified the following six risk categories: Strategic Planning, Funding, People, Stakeholder Management, Governance, Reputation. Specific risks are identified and explained within each category. A gross risk score is applied based on potential impact and likelihood, along with a net risk score once the stated mitigating actions are applied. All risks fall within the Board's stated risk appetite.

FUTURE PLANS

We plan to continue our "business as usual" activities, across the areas of communications and engagement, resources and events, all aligned with our strategic objectives.

We also plan to expand our reach beyond the Southeast of England and will hold an in-person EIDA event or meeting outside London in the year in addition to taking up speaking opportunities across the UK.

In addition to our regular activities, we will survey our members and focus on expanding both the breadth and depth of EIDA's reach and resources through projects including industry sector roundtables, an e-learning programme for SMEs and podcast series.

All our resources, communications and events will continue to be informed by our Ambassadors and other people who have lived experience of domestic abuse.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENTS AND CONSTITUTION

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.

The company was incorporated on 29 November 2018 as a company limited by guarantee and commenced activities on that date as a not-for-profit organisation. The company registered as a charity on 27 January 2023.

RECRUITMENT AND APPOINTMENT OF TRUSTEES

The appointment of Trustees is governed by the Articles of Association of the Charitable Company. At the end of March 2025, the charity had ten Trustees.

Trustees are recruited through an open recruitment process of application and interview. Due diligence is carried out in relation to prospective Trustees who are asked to sign a declaration to confirm that they are not disqualified from acting as a charity Trustee. New Trustees are nominated and elected by existing Trustees by ordinary resolution. The recruitment, induction and training of new Trustees is carried out by the Chair and other Trustees, with support from the team.

All Trustees give their time voluntarily and receive no benefits from the charity.

EIDA ran an open Trustee recruitment process in Spring/Summer 2024 and successfully recruited two new Trustees who support the charity's representation from major employers and regions outside the southeast of England.

GOVERNANCE STRUCTURE & DECISION MAKING

EIDA is governed by a Board of Trustees which meets five times annually to consider the priorities for the organisation within the agreed strategic framework. Trustees are also Members of the company. The Board approves an annual budget for the organisation and has a formal delegated authorisation schedule appropriate to the size of the organisation. Financial results are reported quarterly against budget together with updated financial forecasts.

The Main Board of Trustees devolves certain activities to sub-committees of the Main Board and (where allowed by the Articles of Association) to the CEO of EIDA.

The Audit, Finance and Risk Committee of the Board meets at least twice annually to provide independent oversight of the financial reporting process, audit process, system of internal controls, risk framework and compliance with laws and regulations. The CEO and Head of Resources attend Audit, Finance and Risk Committee meetings but are not members.

The Nominations Committee meets as required and makes recommendations to the Main Board on the appointment of Trustees to the Board and the recruitment of Senior Executives to the Company. It then falls to the Board to consider those recommendations and act formally to approve (or not) any such appointment.

The day to day running of EIDA is led by the CEO who reports to the Chair of Trustees. The CEO has responsibility for managing the team which, at 31 March 2025, comprised five people.

RELATED PARTIES

Patrick Ryan is CEO of Hestia who provide EIDA with payroll processing services and office space free of charge.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Board of Trustees is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Board of Trustees has overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. The Trustees are also responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the governing document. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

The Board of Trustees is responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

- there is no relevant independent examination information of which the charitable company's independent examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant independent examination information and to establish that the independent examiner is aware of that information

This report was approved and authorised for issue by the Board of Trustees on 10 July 2025 and signed on its behalf by:



Mrs S L Newton - Trustee

I report to the members of the charitable company on my examination of the financial statements of Employers' Initiative on Domestic Abuse (the charitable company) for the year ended 31st March 2025.

Responsibilities and basis of report

As the Trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the charitable company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for an independent examination, I report in respect of my examination of the charitable company's financial statements carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed all 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 material 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 accordance with section 386 of the Companies Act 2006; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirements that the financial statements give a true and fair view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the Charities SORP (FRS102).

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.



Simon Goodridge FCA
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street
London EC3A 2AD

Date 16/09/25-----

Employers' Initiative on Domestic Abuse
 STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE
 ACCOUNT) for the year ended 31 March 2025

	Note	2025 Total £	2024 Total £
INCOME AND ENDOWMENTS FROM:			
Donations and Grants	2	72,775	25,837
Charitable activities	3	<u>249,052</u>	<u>193,151</u>
TOTAL		<u>321,827</u>	<u>218,988</u>
EXPENDITURE ON:			
Charitable activities		<u>295,544</u>	<u>241,994</u>
TOTAL EXPENDITURE	4	<u>295,544</u>	<u>241,994</u>
NET MOVEMENT IN FUNDS		<u>26,283</u>	<u>(23,006)</u>
RECONCILIATION OF FUNDS			
TOTAL FUNDS AT 1 APRIL 2024		(13,909)	9,097
TOTAL FUNDS AT 31 MARCH 2025		<u><u>12,374</u></u>	<u><u>(13,909)</u></u>

All income and expenditure in the current and prior year was unrestricted and has arisen from continuing activities.

Pages 17 to 20 include the Notes to these financial statements.

Employers' Initiative on Domestic Abuse
BALANCE SHEET for the year ended 31 March 2025

	Note	2025 £	2024 £
NON-CURRENT ASSETS			
Tangible Fixed Assets	8	<u>635</u>	<u>1,099</u>
		635	1,099
CURRENT ASSETS			
Debtors	9	100,260	27,000
Cash at bank and in hand		<u>139,409</u>	<u>124,280</u>
		239,669	151,280
CREDITORS: amounts falling due within one year	10	(227,930)	(166,288)
NET CURRENT ASSETS/(LIABILITIES)		<u>11,739</u>	<u>(15,008)</u>
NET ASSETS/(LIABILITIES)		<u>12,374</u>	<u>(13,909)</u>
FUNDS			
Unrestricted funds	11	<u>12,374</u>	<u>(13,909)</u>
		<u>12,374</u>	<u>(13,909)</u>

For the year ending 31 March 2025, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

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

Pages 16 to 19 include the Notes to these financial statements.

The financial statements were approved and authorised for issue by the Board of Trustees on 10 July 2025 and signed on their behalf by:



Mrs S L Newton – Trustee



Mr A P Chadd - Trustee

Company Number 11703865 (England and Wales)

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared under the historical cost convention. They have been prepared in accordance with applicable United Kingdom accounting standards, the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP FRS 102 second edition), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) and the Charities Act 2011.

Going Concern

The charity has a strong and stable executive team and is delivering on plans to secure ongoing, sustainable income from a small group of members. The Board of Trustees therefore consider that there are no material uncertainties about the charity's ability to continue as a going concern. Expenditure has been planned on the basis of expected income and the charity remains flexible enough to adjust activities and expenditure if required.

Incoming resources

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.

Resources expended

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. All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Support costs, which cannot be directly attributed to particular activities, have been allocated to activities on a basis consistent with the use of resources. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Tangible fixed assets and depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight-line basis over their expected economic life as follows:

- Computer Equipment – straight line over 5 years

Taxation

No provision for corporation tax is made in these financial statements as the charitable company is entitled to the exemptions available to charities provided all income is applied for charitable purposes.

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.

Pensions

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. INCOME FROM DONATIONS AND GRANTS

	2025	2024
	£	£
Donations	36,775	25,837
Grants	36,000	-
	<u>72,775</u>	<u>25,837</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	£	£
Beacon & Strategic Partner Membership Fees	231,334	187,292
Educational Fees	17,718	5,859
	<u>249,052</u>	<u>193,151</u>

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Costs £	Support Costs £	Total 2025 £	Total 2024 £
Charitable Activities	<u>271,896</u>	<u>23,648</u>	<u>295,544</u>	<u>241,994</u>
	<u>271,896</u>	<u>23,648</u>	<u>295,544</u>	<u>241,994</u>
Total 2024	<u>218,027</u>	<u>23,967</u>	<u>241,994</u>	

Resources expended include:

	2025	2024
	£	£
Depreciation	464	480
Independent Examiner's remuneration	<u>3,900</u>	<u>3,900</u>

Details of staff costs are given in Note 6.

Details of Support costs are given in Note 5.

5. SUPPORT COSTS

	Total 2025 £	Total 2024 £
Marketing, PR and Communications	6,660	8,978
Membership Support	-	2,000
IT and Systems	6,467	6,810
Independent Examination and Accounting	(736)	5,013
Depreciation	464	480
Legal and Professional Fees	10,651	601
Other Expenditure	142	85
	<u>23,648</u>	<u>23,967</u>

6. STAFF NUMBERS AND COSTS

	Total 2025	Total 2024
	£	£
Wages and salaries	207,367	183,395
Social security costs	17,856	13,556
Pension costs	4,958	3,350
	<u>230,181</u>	<u>200,301</u>

The average number of employees during the period was:

	Number	Number
Employees	<u>4.5</u>	<u>4</u>

One employee received remuneration of more than £60,000 in the band £80,000-£90,000 (2024: one employee in the band £60,000-£70,000).

During the year, key management, comprising the CEO, received remuneration of £80,112 (2024: £67,600).

A termination payment of £10,000 (2024: nil) was made to one employee in the year. This is included in Support Costs.

7. TRUSTEES REMUNERATION AND BENEFITS

During the year, no members of the Board of Trustees received any remuneration (2024: £nil).

Two members of the Board of Trustees received reimbursement of travel expenses: £793 (2024: £nil).

8. TANGIBLE FIXED ASSETS

	Office and Computer Equipment £	Total 2025 £
Cost		
As at 1 st April 2024	1,920	1,920
Additions	-	-
As at 31 st March 2025	<u>1,920</u>	<u>1,920</u>
Depreciation		
As at 1 st April 2024	821	821
Charge in the Year	464	464
As at 31 st March 2025	<u>1,285</u>	<u>1,285</u>
NBV as at 31 st March 2025	<u>635</u>	<u>635</u>
NBV as at 31 st March 2024	<u>1,099</u>	<u>1,099</u>

9. DEBTORS

	2025 £	2024 £
Due within one year		
Trade debtors	100,260	45,000
	<u>100,260</u>	<u>45,000</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade Creditors	413	-
Other Creditors	14,768	9,955
Accruals	-	5,000
Deferred Income	212,749	151,333
	<u>227,930</u>	<u>166,288</u>
<u>Deferred income</u>		
Balance at 1 April 2024	151,333	109,746
Amount released in year	(151,333)	(109,746)
Amount deferred in the year	212,749	151,333
Balance at 31 March 2025	<u>212,749</u>	<u>151,333</u>

11. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers & investment gains/(losses) £	Carried Forward £
Unrestricted Funds	(13,909)	321,827	(295,544)	-	12,374
	<u>(13,909)</u>	<u>321,827</u>	<u>(295,544)</u>	<u>-</u>	<u>12,374</u>

STATEMENT OF FUNDS – COMPARATIVE

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers & investment gains/(losses) £	Carried Forward £
Unrestricted Funds	9,097	218,988	(241,994)	-	(13,909)
	<u>9,097</u>	<u>218,988</u>	<u>(241,994)</u>	<u>-</u>	<u>(13,909)</u>

12. RELATED PARTY TRANSACTIONS

One of the Trustees of EIDA is also the CEO of Hestia, a company that provided payroll processing services and office space free of charge in the current and prior year.

EMPLOYERS' INITIATIVE ON DOMESTIC ABUSE

England & Wales - Charity number 1201752

Accounts



**TRUSTEES' REPORT AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

REGISTERED COMPANY NUMBER: 11703865 (England and Wales)
REGISTERED CHARITY NUMBER: 1201752

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REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Andrew Chadd
Oliver Housden
Helen Lamprell
Steve Maule
Sarah Newton (Chair)
Patrick Ryan
Tahani Saridar
Pamela Zaballa

Registered Office

First Floor
85 Great Portland Street
London
W1W 7LT

Charity Registration Number

1201753

Company Number

11703865 (England and Wales)

Independent Examiner

Simon Goodridge FCA
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street
London EC3A 2AD

Bank

Lloyds Bank
25 Gresham Street
London
EC2V 7HN

CHAIR'S REPORT

Over the past year, EIDA has achieved a great deal. The highlight was the launch of our updated Handbook, described by our members as an invaluable tool in enabling employers to take effective action to support employees affected by domestic abuse. I am grateful for the excellent input from Ambassadors, employer members and sector partners, and for the work of the EIDA team, supported by editor, Andrea Berkoff. I am also grateful to EIDA trustee, Helen Lamprell, and Aveva for hosting the launch event, and to Jess Phillips MP, now Minister for Safeguarding and Violence against Women and Girls, who gave a keynote speech at the launch.

EIDA is well supported by a small team of professionals, led by our CEO, Susan Bright. Susan and the team have achieved a great deal this year, increasing the reach and impact of our work, supporting more employers to take effective action to support employees who are victims and survivors of domestic abuse, as well as considering responses to employees who are perpetrators.

We have significantly increased the number of employers who are members of EIDA. We now have over 1,500 members who together employ more than 25% of the UK workforce.

We have increased the number of Beacon members to 15. Beacon members provide much of the core funding for EIDA that enables us to work with a growing number of employers of all sizes, in more sectors and regions. This year, we introduced the Strategic Partner programme, a new level of EIDA membership for employers who may not be ready to become a Beacon but who want to engage more deeply in our work and support EIDA financially, enabling us to extend our reach to smaller employers across the UK. Aviva, Virgin Media O2, Fleet Street Quarter, and Slaughter and May joined as founding Strategic Partners. Membership remains free to all other employers: as most people work in small and medium-sized businesses, it's essential that we are able to raise awareness and provide free guidance and support to more employers across the UK.

As with many small organisations that aim for a big impact we need to be focussed on our sustainability. I am very grateful to the trusts and foundations that support our work. Also, to our Advisory Council members, led by our Founder Elizabeth Filkin CBE, who provide a wide range of advocacy and support.

I am very appreciative of our wonderful EIDA Ambassadors and volunteers who give so generously of their time, sharing their personal experience to such great effect. They are: Kathryn Ayton, Sally Benatar QPM, Samantha Billingham, Sarah Brown, Charlotte Budd, David Challen, Natalie Curtis, Dawn Grant, Andrew Lane, Sharon Livermore MBE, Rajinder Pryor MBE, Tunu Sokiri, Shital V, and Maha Khan Phillips.

EIDA have put on a number of well-attended online and in-person events that have brought together employers, Ambassadors, our Beacon members and Strategic Partners with key stakeholders to share issues, information, ideas, activities and best practice on enabling employers to take action to support and retain their employees who are victims and survivors of domestic abuse.

We have an exciting year ahead with plans well underway for our conference on 16 October 2024 hosted by Google in London and held in partnership with Hestia and the Vodafone Foundation. We hope that you will join us.

Finally, I want to acknowledge the work of my fellow trustees who give so freely of their time and expertise. It is much appreciated.



Sarah Newton
Chair



TRUSTEES' REPORT

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 March 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).

OBJECTIVES AND ACTIVITIES

CORE PURPOSE

EIDA enables employers across the UK to take effective action on domestic abuse by providing employers with information and resources to educate their staff; by providing information and resources to assist employers in providing support, advice and assistance to their employees affected by domestic abuse; and by promoting preventative action and initiatives to reduce domestic abuse.

EIDA seeks to be an effective catalyst for greater engagement by employers with domestic abuse, working with government, academics, non-profit, charitable, and public sector organisations. The experience of victim-survivors of domestic abuse informs all our work.

VISION

Every employer taking effective action on domestic abuse.

MISSION

Our mission is to equip employers to support their employees affected by domestic abuse and to share best practice with other employers.

We endeavour to bring about constructive change, leading to a society where survivors thrive, and where domestic abuse is not tolerated.

WHAT WE DO

- Raise awareness, inspire and support employers to tackle domestic abuse.
- Offer the tools an employer needs to take effective action.
- Share ideas so employers can learn from each other, through resources and events.
- Work with government, partners and academics to provide the latest guidance and to champion change.

OBJECTIVES AND ACTIVITIES continued

SIGNIFICANT ACTIVITIES

EIDA delivers a core programme of activities for members including member recruitment and communication; an events programme involving employers, sector partners, academics and government; awareness raising and direct advocacy.

Our activities fall within the following categories:



Developing and sharing up to date **resources** to support employers to tackle domestic abuse. This includes our Employers' Handbook which has been refreshed and relaunched, including case studies of good practice and a model Domestic Abuse Policy.



Communications and **engagement** across our membership and more widely, highlighting developments in the sector, spreading news and good practice. This includes social media updates, our "Tuesday Trio" news updates, and highlighting the work of EIDA and our partners through external speaking opportunities.



Convening **events** to support and spread our work. These include our Networking events, our Beacon meetings and other awareness-raising events for our members, including Lunch & Learn sessions.

EIDA MEMBERSHIP

We welcome all employers to join EIDA. Membership is free and provides access to a wide range of resources and shared best practice. Employers who are interested in joining can find more information and register via our website: www.eida.org.uk.

All our members sign up to our Membership Charter to take effective action on domestic abuse. Our Charter sets out mutual commitments that will enable better support for employees affected by domestic abuse.

VOLUNTEERS

We value the input and support of volunteers. EIDA works with a group of dedicated Ambassadors who are survivors of domestic abuse and who volunteer their time for EIDA, providing input into our events and resources and helping to promote our work with employers through their own channels, and ours.

Survivors of domestic abuse drive and shape all our work and it is important that we include, amplify and share the voices and stories of people who have survived domestic abuse to engage authentically and effectively.

We are also grateful to be supported by volunteer Maha Khan-Phillips, who brings her skills as a journalist to contribute to our written resources and materials.

PUBLIC BENEFIT

The Trustees have consulted the guidance made available by the Charity Commission for England and Wales on the Public Benefit requirement of the Charities Act 2011. The Trustees are confident that they have complied with their duty under section 4 of the Charities Act 2011 in that they have had due regard to public benefit guidance published by the Commission.

ACHIEVEMENTS & PERFORMANCE

REVIEW OF 2023-24

During the year to March 2024, EIDA continued to grow as a network and to lay the foundations for a stable, sustainable organisation. Membership numbers steadily increased to 1,529. We grew our Beacon members from 12 to 15 by the end of the year. We also launched a new Strategic Partner programme for members who want to support our work but are not ready or able to support as a Beacon. The Strategic Partner programme provides an opportunity for larger employers to leverage their scale and expertise, "paying it forward" to smaller employers, whilst also fulfilling some of their own environmental, social, and governance (ESG) objectives.

The sections below provide some more information on our main achievements.

MEMBERSHIP

Our members work individually and collectively to take effective action on domestic abuse. Our engagement is widespread and spans the private, public and third sectors, comprising both UK and global organisations, and representing over 40 industries, including public services, voluntary, parliamentary, policy, research, religion, retail, hospitality, technology, sports, financial services, construction, engineering and industrial relations.

EIDA BEACONS & STRATEGIC PARTNERS

EIDA Beacons are employers who have committed to going above and beyond in their mission to tackle domestic abuse. As well as taking effective action within their own organisations, they collectively shine a light on domestic abuse, raising awareness with other businesses about the significance of the employer in tackling the issue.

We have continued to build the group of Beacon members. Our Beacons during the year to March 2024 were: Amazon, BP, Collinson Group, Fujitsu, Goldman Sachs, Google, Handpicked Hotels, Hogan Lovells, Home Office, Lloyds Banking Group, National Grid, NHS England, RSA, UK Power Networks, and Vodafone.

Slaughter and May and Amey did not renew their Beacon membership. Slaughter and May became a founding Strategic Partner and Amey continue to engage with and support EIDA.

We launched the Strategic Partner programme in February 2024 to give employers the opportunity to show their commitment to our work by providing financial support towards our core costs and helping us to extend our reach to smaller employers across the UK. We welcomed four founding Strategic Partners: Aviva, Virgin Media O2, Fleet Street Quarter and Slaughter and May.

We are very grateful to all our Beacons and Strategic Partners for their contribution and their collective commitment to tackling domestic abuse. Overall, our Beacons and Strategic Partner employed around 841,000 people.

RESOURCES

During the year we put considerable time and effort into revising and re-writing our flagship resource: the EIDA Handbook. The new handbook draws on expertise and experiences from our Ambassadors, members and domestic abuse sector partners. It includes a step-by-step guide to implementing a domestic abuse response, specific guidance for large organisations and small-to-medium sized enterprises and is free for members. A business case and implementation plan are also supplied as downloadable documents.

We developed standalone resources to support the Handbook, and to be used and distributed by our members within their organisations:

- A guide for everyone
- A guide for managers

- A guide for domestic abuse champions
- A language guide for everyone

We also re-organised our resources in the member area of our website to make it easier for people to navigate and find what they need.

We regularly add to our resources, preparing and sharing insights from all our events and case studies from our members and Ambassadors.

COMMUNICATIONS & ENGAGEMENT

We renewed our communication efforts in the year through the hiring of a Communications and Engagement Coordinator. Our LinkedIn following at the end of the year was 2,636, up nearly 80% from the previous year. Our posts consistently achieve high rates of engagement. Twitter followers stood at 2541, and we will renew our activity there to boost numbers further. We have made increasingly good use of visual communications and draw on Ambassadors, employers, and partner organisations for testimonials and promotion of our events and activities. Our new Handbook, promotional materials for the Foundation Programme and upcoming conference, all use new visual design to enhance EIDA's brand. Our Tuesday Trio newsletter, with an average open rate of 23% goes out to all members once or twice a month, featuring updates and the resources the team have produced for employer members.

EVENTS

Networking Meetings

We held two networking meetings during the year, reflecting our focus on diversifying our events programme while maintaining the opportunity for our network to get together in person to share learnings, experience and best practice, and to hear from experts.

We trialled a different format for our first event in July 2023, holding a screening of Samantha Beckinsale's Love? film and an evening reception, hosted by Hogan Lovells. This provided an excellent opportunity to engage with members in a different way, and at a different time of day.

Our second networking event, focussed on addressing perpetrators was hosted by Cushman & Wakefield in the City of London in September 2023. The event included insights from employers, an expert panel including legal expertise and representatives from the Probation Service and Respect, the UK charity focussed on addressing perpetrators of domestic abuse.

Beacon meetings

Our Beacon meetings regularly bring together people from all our Beacon members to share their insights, practices, ideas and learnings related to their responses to domestic abuse within their organisations. The group includes large multinational companies and some smaller UK employers, all committed to tackling domestic abuse and often at different stages in their journeys.

Each meeting focuses on a topic that Beacon members have identified as either a challenge or an area of focus. We produce a resource from each of these meetings, sharing the insights with our wider membership.

We held three Beacon meetings in the year, focussed on addressing perpetrators, the use of appropriate language and sharing good practice.

Insight Hours

This year we focussed on diversifying our events programme to include different ways for our network to engage, especially those not based in southeast England, and to broaden the breadth of topics covered. We launched our "Insight Hour", regular one-hour lunchtime webinars in July 2023 with the Domestic Abuse Commissioner.

We held a further four Insight Hours during the year, addressing topics or areas where members have asked us for more information. Engagement has been consistently positive with an average of 124 online attendees.

- July 2023 – The Domestic Abuse Act 2021: What employers need to know with Nicole Jacobs, the Domestic Abuse Commissioner
- September 2023 – Understanding domestic abuse through an LGBT+ Lens with Galop, the UK's LGBT+ Anti-Abuse Charity
- October 2023 - "Seen Yet Sidelined": how employers can play a critical role in recognising and responding to economic abuse with Surviving Economic Abuse
- November 2023 - The Bright Sky app and website: A practical guide and panel discussion with representatives from Vodafone Group Foundation, Thames Valley Partnership and Hestia.
- January 2024 - Domestic Homicide Reviews: What do they have to do with employers? With Advocacy After Fatal Domestic Abuse (AAFDA)

Foundation programme

We delivered the pilot EIDA Foundation Programme towards the end of 2023. The programme is designed to help employers put in place an effective domestic abuse response.

The pilot was delivered in three parts, providing a comprehensive breakdown of each stage in implementing a workplace domestic abuse response. The programme is based on success stories from our collective of over 1,500 EIDA member employers and is directly informed by survivors of domestic abuse. Designed to be a space for collaborative learning, where members can share their insights with the group and learn from each other, it was delivered by the EIDA team and an EIDA Ambassador. Representatives from five organisations attended the pilot with overall positive feedback. Based on attendee feedback, we condensed the content into two sessions and are now rolling this out to other members.

Partner events

We spoke at various external events, including the national Health and Wellbeing @ Work conference in Birmingham, the "This Can Happen" conference, and an event for HR professionals at the Mansion House.

AMBASSADORS

During the year we expanded the group to 13 people, improving representation from different communities and minoritised groups, ensuring that our work includes a range of rich and diverse voices.

We continued with quarterly Ambassador meetings where the group meet online. We have had external speakers attend the meetings, including the Police Digital Service. Hope After Harm provided the group with training on trauma informed training. The meetings are also an opportunity for the Ambassadors to connect with each other and share projects they are working on.

We are very grateful to our dedicated and inspiring group of Ambassadors for their huge contribution to all areas of our work. The Ambassadors are a supportive group both to EIDA and to each other. They share updates and positive messages within the WhatsApp group, which is managed by the EIDA team.

PARTNERS

We have continued to work closely with specialist organisations across the domestic abuse sector, who provide expertise and input. Recognising that domestic abuse can happen to anyone of any age, gender, race, sexual orientation, religion or background, we have actively sought relationships with organisations working with people affected by domestic abuse who are from minoritised groups or have protected characteristics.

ADVISORY COUNCIL

EIDA launched its new Advisory Council on 14 November 2023 at an event in the House of Lords hosted by Baroness Helena Kennedy of the Shaws KC.

The EIDA Advisory Council, chaired by EIDA Founder Elizabeth Filkin CBE, brings together a former Prime Minister, the Domestic Abuse Commissioner, and an illustrious group of members from diverse backgrounds in politics, law, culture, health, the charity and corporate sector, and academia, all with a commitment to

tackle domestic abuse. Advisory Council members' unique insights and experience will help inform EIDA's work with employers, to ensure that all employers are equipped to support their employees facing domestic abuse and to play their part in a whole society response to domestic abuse.

Our Advisory Council members are: Dr Olumide Adisa, Dr Peter Aitken, Dame Inga Beale DBE, Samantha Beckinsale, Dame Carol Black DBE, Fiona Cannon OBE, Fraser Duncan, Andrew Dunnett, Lisa Felton, Elizabeth Filkin CBE, Baroness Hale of Richmond DBE, Lord Hastings of Scarisbrick CBE, Nicole Jacobs, Sukhvinder Kaur, Baroness Helena Kennedy KC, Meena Kumari, Dr Stephen Lee, Lady Theresa May, Jess Phillips MP, Sir Trevor Phillips OBE, Sandra Pollock OBE, Baroness Royall of Blaisdon, Jabbar Sardar, Jo Todd, April Dawn Ventour, Baroness Verma, and Lord Nicholas Wilson.

INFLUENCE

EIDA brings together the voice of employers to engage with government and policymakers. We attend regular meetings convened by the Home Office, the Domestic Abuse Commissioner and others to share emerging trends, facilitate cross-sector working, and escalate issues as required.

OPERATIONS

As part of a programme funded by the National Cyber Security Centre, EIDA achieved the nationally accredited Cyber Essentials Plus certification, providing independent assurance that IT systems and processes are robust and meet good cyber practice.

FINANCIAL REVIEW

FINANCIAL POSITION

The financial period for the company covered the 12 months from 1 April 2023 to 31 March 2024.

Membership of EIDA remained free to all employers during the year. The organisation currently relies upon the generous support of its Beacon members, its Strategic Partner members, grant-funders and other donors to support its range of activities.

Income in the year totalled £218,988 [prior period £157,375].

Reserves held at the year-end were (£13,909) [prior period £9,097].

PRINCIPAL FUNDING SOURCES

A group of major employers supported EIDA as Beacon members during the financial year, including those providing significant in-kind support. Beacon membership income has been recognised across the period of each Beacon's membership and the balance of income deferred into 2023/24 has been recognised in Other Creditors. Where members have paid fees in advance for a period exceeding 12 months (currently two Beacon Members have done this) these are shown as deferred income within Other Creditors, but from a management accounting perspective these cash balances are treated as being effectively held for the future periods to which they relate.

In February 2023, as part of a plan to secure sustainable ongoing funding, EIDA launched our Strategic Partner programme. The Strategic Partner programme gives employers the opportunity to show their commitment to EIDA's work by providing financial support towards the charity's core costs, helping us to extend our reach to smaller employers across the UK.

Our goal is to achieve long-term financial sustainability over the next two years, by moving to a membership model where EIDA is fully funded by our larger employer members through the above programmes. This will enable EIDA membership to remain free to all SMEs, who may not have the resources to fund policy development or training for their employees.

We received two grants, which were recognised in the period to which they related and deferred income has

been recognised in other creditors.

IN-KIND SUPPORT

EIDA also benefited from support in-kind including the use of meeting rooms and spaces from many of our Beacons and members. Hestia continued generously to offer office space and payroll support.

RESERVES POLICY

It is the policy of the Trustees to maintain sufficient reserves to ensure the smooth running of the charity and to finance the charity's declared objectives. The Trustees have approved a Reserves Policy, which requires sufficient cash and readily realisable assets to be held to meet six months of recurring monthly costs. The policy was designed to provide a conservative, early warning of cash reserves being depleted to a level where action would ideally be taken on either the organisation's cost base or to secure additional funding.

The Trustees review the Reserves Policy on an annual basis and the reserves position is reported at every Board meeting.

The Reserves Policy was met in the year to 31 March 2024.

GOING CONCERN

The charity continues to attract more funding from Beacon and Strategic Partner members, has a strong and stable executive team and is delivering on plans to secure ongoing, sustainable income from membership. The Board of Trustees therefore consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Expenditure has been planned on the basis of expected income and the charity remains flexible enough to adjust activities and expenditure if required.

RISK MANAGEMENT

The Trustees are responsible for ensuring that the charitable company has an appropriate system of controls in place to provide reasonable assurance that the charitable company is operating effectively and in line with the Charity Commission guidelines.

Trustees actively manage risks through a risk register, which is reviewed and updated at least once a year. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

The Trustees have identified the following six risk categories: Strategic Planning, Funding, People, Stakeholder Management, Governance, Reputation. Specific risks are identified and explained within each category. A gross risk score is applied based on potential impact and likelihood, along with a net risk score once the stated mitigating actions are applied. All risks fall within the Board's stated risk appetite.

FUTURE PLANS

We plan to continue to expand our offer of support and resources to our membership, developing events, resources and interactions which engage employers in different ways and at different levels.

Having achieved our plans to update and expand our Member Handbook, to launch our new on-line webinar series ("Insight Hours"), and to develop and launch a "Foundation programme", providing step by step guidance for employers starting their domestic abuse response, we are now focussed on hosting a conference in October 2024, our first conference since the pandemic.

All our resources, communications and events will continue to be informed by our Ambassadors, and other people who have lived experience of domestic abuse.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENTS AND CONSTITUTION

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.

The company was incorporated on 29 November 2018 as a company limited by guarantee and commenced activities on that date as a not-for-profit organisation. The company registered as a charity on 27 January 2023.

RECRUITMENT AND APPOINTMENT OF TRUSTEES

The appointment of Trustees is governed by the Articles of Association of the Charitable Company. At the end of March 2024, the charity had eight Trustees.

Trustees are recruited through an open recruitment process of application and interview. Due diligence is carried out in relation to prospective Trustees who are asked to sign a declaration to confirm that they are not disqualified from acting as a charity Trustee. New Trustees are nominated and elected by existing Trustees by ordinary resolution. The recruitment, induction and training of new Trustees is carried out by the Chair and other Trustees, with support from the team.

All Trustees give their time voluntarily and receive no benefits from the charity.

Trustees underwent a skills audit during autumn 2023 to identify any skills gaps on the EIDA Board as a whole. No significant skills or training gaps were identified from the exercise, however the potential to increase representation from major employers and regions outside the southeast of England was recognised by the Board. Trustee recruitment was then planned for Q1 and Q2 in 2024/25.

GOVERNANCE STRUCTURE & DECISION MAKING

EIDA is governed by a Board of Trustees which meets five times annually to consider the priorities for the organisation within the agreed strategic framework. Trustees are also Members of the company. The Board approves an annual budget for the organisation and has a formal delegated authorisation schedule appropriate to the size of the organisation. Financial results are reported quarterly against budget together with updated financial forecasts.

The Main Board of Trustees devolves certain activities to sub-committees of the Main Board and (where allowed by the Articles of Association) to the CEO of EIDA.

The Audit, Finance and Risk Committee of the Board meets at least twice annually to provide independent oversight of the financial reporting process, audit process, system of internal controls, risk framework and compliance with laws and regulations. The CEO and Head of Resources attend Audit, Finance and Risk Committee meetings but are not members.

The Nominations Committee makes recommendations to the Main Board on the appointment of trustees to the Board and the recruitment of Senior Executives to the Company. It then falls to the Board to consider those recommendations and act formally to approve (or not) any such appointment.

The day to day running of EIDA is led by the CEO who reports to the Chair of trustees. The CEO has responsibility for managing the team which, at 31 March 2024, comprised four people.

RELATED PARTIES

Patrick Ryan is CEO of Hestia who provide EIDA with payroll processing services and office space free of charge. Hestia made a financial contribution to support EIDA's planned conference and will be recognised as a conference partner.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Board of Trustees is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Board of Trustees has overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. The Trustees are also responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the governing document. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

The Board of Trustees is responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In so far as the Trustees are aware:

- there is no relevant independent examination information of which the charitable company's independent examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant independent examination information and to establish that the independent examiner is aware of that information

This report was approved and authorised for issue by the Board of Trustees on 15 July 2024 and signed on its behalf by:



Mrs S L Newton - Trustee

I report to the members of the charitable company on my examination of the financial statements of Employers' Initiative on Domestic Abuse (the charitable company) for the year ended 31st March 2024.

Responsibilities and basis of report

As the Trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the charitable company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for an independent examination, I report in respect of my examination of the charitable company's financial statements carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed all 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 material 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 accordance with section 386 of the Companies Act 2006; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirements that the financial statements give a true and fair view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the Charities SORP (FRS102).

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.



Simon Goodridge FCA
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street
London EC3A 2AD

Date 18 September 2024

Employers' Initiative on Domestic Abuse

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT) for the year ended 31 March 2024

	Note	2024 Total £	2023 Total £
INCOME AND ENDOWMENTS FROM:			
Donations	2	25,837	40,684
Charitable activities	3	<u>193,151</u>	<u>116,691</u>
TOTAL		<u>218,988</u>	<u>157,375</u>
EXPENDITURE ON:			
Charitable activities		<u>241,994</u>	<u>193,552</u>
TOTAL EXPENDITURE	4	<u>241,994</u>	<u>193,552</u>
NET MOVEMENT IN FUNDS		<u>(23,006)</u>	<u>(36,177)</u>
RECONCILIATION OF FUNDS			
TOTAL FUNDS AT 1 APRIL 2023		9,097	45,274
TOTAL FUNDS AT 31 MARCH 2024		<u>(13,909)</u>	<u>9,097</u>

All income and expenditure in the current and prior year was unrestricted and has arisen from continuing activities.

Pages 15 to 18 include the Notes to these financial statements.

Employers' Initiative on Domestic Abuse
BALANCE SHEET for the year ended 31 March 2024

	Note	2024 £	2023 £
NON-CURRENT ASSETS			
Tangible Fixed Assets	8	<u>1,099</u>	<u>1,579</u>
		1,099	1,579
CURRENT ASSETS			
Debtors	9	27,000	45,000
Cash at bank and in hand		<u>124,280</u>	<u>89,365</u>
		151,280	134,365
CREDITORS: amounts falling due within one year	10	(166,288)	(126,847)
NET CURRENT ASSETS/(LIABILITIES)		<u>(15,008)</u>	<u>7,518</u>
NET ASSETS/(LIABILITIES)		<u>(13,909)</u>	<u>9,097</u>
FUNDS			
Unrestricted funds	11	<u>(13,909)</u>	<u>9,097</u>
		<u>(13,909)</u>	<u>9,097</u>

For the year ending 31 March 2024, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

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

Pages 15 to 18 include the Notes to these financial statements.

The financial statements were approved and authorised for issue by the Board of Trustees on 15 July 2024 and signed on their behalf by:



Mrs S L Newton – Trustee



Mr A P Chadd - Trustee

Company Number 11703865 (England and Wales)

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared under the historical cost convention. They have been prepared in accordance with applicable United Kingdom accounting standards, the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP FRS 102 second edition), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) and the Charities Act 2011.

Going Concern

The charity continues to attract more funding from Beacon and Strategic Partner members, has a strong and stable executive team and is delivering on plans to secure ongoing, sustainable income from membership. The board of Trustees therefore consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Expenditure has been planned on the basis of expected income and the charity remains flexible enough to adjust activities and expenditure if required.

Incoming resources

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.

Resources expended

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. All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Support costs, which cannot be directly attributed to particular activities, have been allocated to activities on a basis consistent with the use of resources.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Tangible fixed assets and depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight-line basis over their expected economic life as follows:

- Computer Equipment – straight line over 5 years

Taxation

No provision for corporation tax is made in these financial statements as the charitable company is entitled to the exemptions available to charities provided all income is applied for charitable purposes.

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.

Pensions

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. INCOME FROM DONATIONS AND MEMBERSHIP

	2024	2023
	£	£
Donations	25,837	40,684
	<u>25,837</u>	<u>40,684</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Beacon Membership Fees	187,292	112,691
Educational Fees	5,859	4,000
	<u>193,151</u>	<u>116,691</u>

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Costs	Support Costs	Total 2024	Total 2023
	£	£	£	£
Charitable Activities	218,027	23,967	241,994	193,552
	<u>218,027</u>	<u>23,967</u>	<u>241,994</u>	<u>193,552</u>
Total 2023	<u>181,697</u>	<u>11,855</u>	<u>193,552</u>	

Resources expended include:

	2024	2023
	£	£
Depreciation	480	321
Independent Examiner's remuneration	<u>3,900</u>	<u>3,253</u>

Details of staff costs are given in Note 6.

Details of Support costs are given in Note 5.

5. SUPPORT COSTS

	Total 2024	Total 2023
	£	£
Marketing, PR and Communications	8,978	190
Membership Support	2,000	-
IT and Systems	6,810	6,066
Independent Examination and Accounting	5,013	4,509
Depreciation	480	321
Legal and Professional Fees	601	664
Other Expenditure	85	105
	<u>23,967</u>	<u>11,855</u>

6. STAFF NUMBERS AND COSTS

	Total 2024	Total 2023
	£	£
Wages and salaries	183,395	119,615
Social security costs	13,556	13,565
Pension costs	3,350	2,334
	<u>200,301</u>	<u>135,514</u>

The average number of employees during the period was:

	Number	Number
Employees	<u>4</u>	<u>4</u>

One employee received remuneration of more than £60,000 in the band £60,000-£70,000 (2023: no employee).

During the year, key management, comprising the CEO, received remuneration of £67,600 (2023: £24,519).

7. TRUSTEES REMUNERATION AND BENEFITS

During the year, no members of the Board of Trustees received any remuneration (2023: £nil).

No members of the Board of Trustees received reimbursement of expenses (2023: £nil).

8. TANGIBLE FIXED ASSETS

	Office and Computer Equipment	Total 2024
	£	£
Cost		
As at 1 st April 2023	1,920	1,920
As at 31 st March 2024	<u>1,920</u>	<u>1,920</u>
Depreciation		
As at 1 st April 2023	341	341
Charge in the Year	480	480
As at 31 st March 2024	<u>821</u>	<u>821</u>
NBV as at 31 st March 2024	<u>1,099</u>	<u>1,099</u>
NBV as at 31 st March 2023	<u>1,579</u>	<u>1,579</u>

9. DEBTORS

	2024	2023
	£	£
Due within one year		
Trade debtors	27,000	45,000
	<u>27,000</u>	<u>45,000</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade Creditors	-	3,680
Other Creditors	9,955	13,421
Accruals	5,000	4,121
Deferred Income	151,333	105,625
	<u>166,288</u>	<u>126,847</u>
<u>Deferred income</u>		
Balance at 1 April 2023	109,746	49,611
Amount released in year	(109,746)	(49,611)
Amount deferred in the year	151,333	109,746
Balance at 31 March 2024	<u>151,333</u>	<u>109,746</u>

11. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers & investment gains/(losses) £	Carried Forward £
Unrestricted Funds	9,097	218,988	(241,994)	-	(13,909)
	<u>9,097</u>	<u>218,988</u>	<u>(241,994)</u>	<u>-</u>	<u>(13,909)</u>

STATEMENT OF FUNDS – COMPARATIVE

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers & investment gains/(losses) £	Carried Forward £
Unrestricted Funds	45,274	157,375	(193,552)	-	9,097
	<u>45,274</u>	<u>157,375</u>	<u>(193,552)</u>	<u>-</u>	<u>9,097</u>

12. RELATED PARTY TRANSACTIONS

One of the Trustees of EIDA is also the CEO of Hestia, a company that provided payroll processing services and office space free of charge in the current and prior year. In the current year, a Trustee made a Director's loan of £10,000 to the charity, which was fully repaid before the year end.

EMPLOYERS' INITIATIVE ON DOMESTIC ABUSE

England & Wales - Charity number 1201752

Accounts



**TRUSTEES' REPORT AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

REGISTERED COMPANY NUMBER: 11703865 (England and Wales)
REGISTERED CHARITY NUMBER: 1201752

**Employers' Initiative on Domestic Abuse
Trustees' Annual Report and Financial Statements for the year ended 31 March 2023**

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REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Andrew Chadd (appointed July 2022)
Elizabeth Filkin (resigned July 2022)
Oliver Housden
Helen Lamprell
Stephen Lee (resigned December 2022)
Steve Maule
Sarah Newton (appointed July 2022)
Patrick Ryan
Tahani Saridar
Pamela Zaballa

Registered Office

First Floor
85 Great Portland Street
London
W1W 7LT

Charity Registration Number

1201753

Company Number

11703865 (England and Wales)

Auditors

Sargeant Partnership LLP
Chartered Accountants and Statutory Auditors
5 White Oak Square
London Road
Swanley, Kent
BR8 7AG

Bank

Lloyds Bank

CHAIR'S REPORT

The past year has seen significant development of EIDA. I am very grateful to Elizabeth Filkin, the founder of EIDA, and the team of EIDA trustees for their warm welcome and support as I joined the organisation during the year. I am delighted that EIDA will continue to benefit from Elizabeth's inspiration and dedication in her new role as President of the EIDA Advisory Council.

In January 2023 EIDA became a charity and this important milestone will enable us to increase our impact by collaborating with a wider range of partners. Our charitable objectives are:

- "to advance education for the public benefit on the subject of domestic abuse by providing training resources and information to employers for educating their staff";
- "to relieve the needs of and promote and preserve good health for the public benefit in people who are affected by domestic abuse, through the provision of resources to employers to assist them in providing support, advice and assistance to affected staff"; and
- "the prevention of crime for the public benefit through promoting preventative action and initiatives to reduce domestic abuse".

EIDA is well supported by a small team of professionals, led by our CEO, Susan Bright. Susan and the team have achieved a great deal this year, not only in enabling the evolution of the organisation into a charity, but also in increasing the reach and impact of our work. We are equipping more employers to take effective action to support employees who are victims and survivors of domestic abuse, as well as taking forward work on how employers best approach employees who cause harm through domestic abuse.

EIDA is very fortunate to be supported by a dedicated team of Trustees who give freely of their time and expertise supporting the delivery of our mission.

We have significantly increased the number of employers who are members of EIDA. At the end of this year, we had over 1,200 members who we estimate together employ more than 25% of the UK workforce.

We have increased the number of Beacon members to 16 by the end of the year. Beacon members provide much of the core funding of EIDA as well as vital in-kind support that enables us to work with a growing number of employers of all sizes, in more sectors and regions. As most people work in small and medium-sized businesses, it's essential that we can raise awareness and provide free guidance and support to a growing number of employers.

I am very grateful to our wonderful EIDA ambassadors who give so generously of their time, sharing their personal experience to such great effect. They are: Sally Benatar QPM, Samantha Billingham, Fiona Bowman, Sarah Brown, Charlotte Budd, Natalie Curtis, Dawn Grant, Andrew Lane, Sharon Livermore and Shital V.

EIDA has held a number of well-attended online and in-person events that have brought together employers, ambassadors, our Beacon members and key stakeholders to share issues, information, ideas, activities and best practice to enable employers to take action to support and retain their employees who are victims and survivors of domestic abuse.

We have an exciting year ahead with plans well underway to update and extend our member Handbook which provides guidance to employers, as well as more and varied opportunities to network and learn from each other. We plan to amplify our work by more effective communications as we grow our team.

We hope that you will join us for our conference in autumn 2024.



Sarah Newton
Chair

TRUSTEES' REPORT

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 March 2023.

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).

OBJECTIVES AND ACTIVITIES

CORE PURPOSE

EIDA enables employers to take effective action on domestic abuse; raising awareness among all employees, supporting those affected, and encouraging perpetrators to change their behaviour. EIDA seeks to be an effective catalyst for greater engagement by employers with the issues identified, working with government, academics, non-profit, charitable, and public sector organisations. The experience of victims/survivors of domestic abuse informs all our work.

VISION

Every employer taking effective action on domestic abuse.

MISSION

We bring together the experience, expertise, and best practice of employers and partners so that all employers across the UK can support any of their people affected by domestic abuse.

As the independent voice of employers tackling domestic abuse, we endeavour to bring about constructive change, working with others to stop domestic abuse and to provide support to victims/survivors.

WHAT WE DO

- Raise awareness, inspire and support employers to tackle domestic abuse.
- Offer the tools an employer needs to take effective action.
- Share ideas so employers can learn from each other, through resources and events.
- Work with government, partners and academics to provide the latest guidance and to champion change.

OBJECTIVES AND ACTIVITIES *continued*

SIGNIFICANT ACTIVITIES

EIDA delivers a core programme of activities for members including member recruitment and communication; an events programme involving employers, sector partners, academics and government; awareness raising and direct advocacy.

Our activities fall within the following categories:

-  Developing and sharing up to date **resources** to support employers to tackle domestic abuse. This includes our Employers' Handbook, case studies of good practice and a model Domestic Abuse Policy.
-  **Communications** and **engagement** across our membership and more widely, highlighting developments in the sector, spreading news and good practice. This includes social media updates, our "Tuesday Trio" news updates, and highlighting the work of EIDA and our partners through external speaking opportunities.
-  Arranging **events** to support and spread our work. These include our regular flagship Networking events, our Beacon meetings, senior leader breakfasts and other awareness-raising events, including Lunch & Learn sessions, for our members.

EIDA MEMBERSHIP

We welcome all employers to join EIDA. Membership is free and provides access to a wide range of resources and shared best practice. Employers who are interested in joining can find more information and register via our website: www.eida.org.uk.

All our members sign up to our Membership Charter to take action on domestic abuse. Our Charter sets out mutual commitments that will enable better support for employees affected by domestic abuse.

VOLUNTEERS

We value the input and support of volunteers. EIDA works with a group of dedicated Ambassadors who are survivors of domestic abuse and who volunteer their time for EIDA, providing input into our events and resources and helping to promote our work with employers via their own channels, and ours.

Survivors of domestic abuse drive and shape all our work and it is important that we include, amplify and share the voices and stories of people who have survived domestic abuse in order to engage authentically and effectively.

This year we have welcomed the skills of volunteers in other areas and are grateful for the support of Maha Khan-Phillips in contributing to our materials.

PUBLIC BENEFIT

The trustees have consulted the guidance made available by the Charity Commission for England and Wales on the Public Benefit requirement of the Charities Act 2011. The trustees are confident that they have complied with their duty under section 4 of the Charities Act 2011 in that they have had due regard to public benefit guidance published by the Commission.

ACHIEVEMENTS & PERFORMANCE

REVIEW OF 2022-23

2022-23 was another year of growth for EIDA, as well as a period of setting solid foundations for the next phase of the organisation. Membership numbers steadily increased to 1,232. We grew our Beacon members from 12 to 16, continued with our regular programme of events and built the EIDA team, rising to a permanent team of four at March 2023. We were registered as a charity in January 2023.

Sarah Newton was appointed as Chair of EIDA, taking over from our Founder, Elizabeth Filkin, who remains involved with EIDA as President of EIDA's Advisory Council. In December 2022 we also welcomed our new CEO, Susan Bright.

The sections below provide some more information on our main achievements.

MEMBERSHIP

Our members are at the heart of everything we do. Our membership works collectively to take effective action on domestic abuse. Our engagement is widespread and spans the private, public and third sectors, comprises both UK and global organisations, and represents over 40 industries, including public services, voluntary, parliamentary, policy, research, religion, retail, hospitality, technology, sports, financial services, construction, engineering and industrial relations.

EIDA BEACONS

EIDA Beacons are employers who have committed to going above and beyond in their mission to tackle domestic abuse. As well as taking effective action within their own organisations, they collectively shine a light on domestic abuse, raising awareness with other businesses about the significance of the employer in tackling the issue.

We have continued to build the group of Beacon members. Our Beacons during the year to March 2023 were: Amazon, Amey, BEIS, BP, Collinson Group, Fujitsu, Goldman Sachs, Google, Handpicked Hotels, Hogan Lovells, Home Office, Lloyds Banking Group, Marston Holdings, NHS England, Slaughter and May, UK Power Networks and Vodafone.

15 of our Beacons provided much-needed funds to support the running of EIDA and two provided significant in-kind support. We are very grateful to all our Beacons for their contribution and their collective commitment to tackling domestic abuse. Overall, our Beacons employed around 725,000 people.

RESOURCES

We have continued to add to our resources, by preparing insights on developments and case studies provided by our members and Ambassadors.

COMMUNICATIONS & ENGAGEMENT

During the year, we decided to turn our quarterly Newsletter into a shorter more frequent update, launching our "Tuesday Trio", which is sent to all our members every two to three weeks. We continued to develop our LinkedIn and Twitter social media channels, raising public awareness about domestic abuse and the role of the employer.

We spoke at external events, including hosting a panel session at the national Health and Wellbeing @ Work conference in Birmingham. We also attended the Domestic Abuse Commissioner's first "Festival of Practice" in Manchester.

ACHIEVEMENTS & PERFORMANCE continued

EVENTS

Networking Meetings

These meetings are an opportunity for members to learn from one another and from sector experts, enabling employers to gain insights on how to develop and build on their employer domestic abuse programmes or responses.

This year we were delighted to be able to return to convening people both in person and online. Following a final all-online meeting in June 2022 we moved to hybrid in-person/livestreamed meetings from December 2022. We held the following Networking events during the year:

- When work may not be a safe place, hosted online (June 2022)
- Understanding and responding to coercive and controlling behaviour, including Hestia's Everyone's Business Awards, hosted by House of Commons/livestream (December 2022)
- Focus on Economic Abuse, hosted by Cushman & Wakefield/livestream (March 2023)

We produced post-event insights after each Network meeting, summarising the topic explored and the significance and learnings for employers. These resources are available to all members in the member area of our website.

In addition to our Networking Meetings, we held an online **Fireside Chat** event with Jess Phillips MP, livestreamed from Westminster Hall. This conversational one-hour event provided an opportunity for EIDA's members to learn about the background and history of the Domestic Abuse Act 2021 and to hear from EIDA supporter Jess Phillips on what the Act means for employers.

Roundtable Meeting (April 2022)

Building on our March 2022 Network Event - Creating a Culture of Change - we convened a small group of members to expand on the theme and learn from each other. The learnings from this group were shared with our membership.

Beacon meetings

We also held three Beacon meetings, including meetings focussed on communication, raising awareness and global policies and practices.

Leader and supporter events

We held a breakfast event in October 2022, hosted by the Lord Mayor and Lady Mayoress at the Mansion House, London. Attended by a small group of employers, supporters and partners, we introduced our new Chair and CEO, discussed our future plans and opportunities for support.

Awareness-raising events

We also supported a number of members with their internal awareness-raising events.

AMBASSADORS

During the year we developed our EIDA Ambassador programme. Working with our group of 10 inspiring individuals with personal experiences of domestic abuse, we agreed and formalised a Terms of Reference and Code of Conduct, clarifying roles, responsibilities and expectations. We started quarterly Ambassador meetings in January 2023 and will be expanding the group to include representation from different community and minoritised groups, ensuring we can call on a range of rich and diverse voices to support our mission.

We are very grateful to our dedicated and inspiring group of Ambassadors for their huge contribution to all areas of our work.

ACHIEVEMENTS & PERFORMANCE continued

PARTNERS

We have continued to work closely with specialist organisations across the domestic abuse sector, who provide expertise and input to our resources, events and communications. Recognising that domestic abuse can happen to anyone of any age, gender, race, sexual orientation, religion or background, we have actively sought out relationships with organisations working with people affected by domestic abuse who are from minoritised groups or have protected characteristics.

INFLUENCE

EIDA brings together the voice of employers to engage with government and policymakers. We attend regular meetings convened by the Home Office, the Domestic Abuse Commissioner and others to share emerging trends, facilitate cross-sector working, and escalate issues as required.

BUILDING THE TEAM

EIDA now has a team of four, led by CEO, Susan Bright who joined EIDA in December 2022, following the departure of Lucy Horitz, who had made a significant contribution to the management and plans of the organisation before stepping down for personal reasons. Susan brings a wealth of leadership experience from over three decades at global law firm, Hogan Lovells, as well as expertise in tackling domestic abuse. During the year, EIDA recruited a new Head of Resources, Membership and Partnerships Manager, and an Events Coordinator.

FINANCIAL REVIEW

FINANCIAL POSITION

The financial period for the company covered the 12 months from 1 April 2022 to 31 March 2023.

Membership of EIDA remained free to all employers during the year. The organisation currently relies upon the generous support of its Beacon members, grant-funders and other donors to support its range of activities.

Income in the year totalled £157,375 [prior period £133,491].

Reserves held at the year-end were £9,097.

PRINCIPAL FUNDING SOURCES

17 major employers supported EIDA as Beacon members during the financial year, including those providing significant in-kind support. Beacon membership income has been recognised across the period of each Beacon's membership and the balance of income deferred into 2022/23 has been recognised in other creditors.

Grants were received from the Vodafone Foundation, Blue Thread and Treebeard Trust. Grants were recognised in the period to which they related and deferred income has been recognised in other creditors.

IN-KIND SUPPORT

The charity also benefited from considerable support in kind. This has included the implementation of a new CRM system by Fujitsu including associated support and training, and pro-bono legal support from members in the legal profession, including Hogan Lovells.

**Employers' Initiative on Domestic Abuse
Trustees' Annual Report for the year ended 31 March 2023**

RESERVES POLICY

It is the policy of the trustees to maintain sufficient reserves to ensure the smooth running of the charity and to finance the charity's declared objectives. The trustees have approved a Reserves Policy, which requires sufficient cash and readily realisable assets to be held to meet 6 months of recurring monthly costs. The policy was designed to provide a conservative, early warning of cash reserves being depleted to a level where action would ideally be taken on either the organisation's cost base or to secure additional funding.

The trustees review the Reserves Policy on an annual basis and the reserves position is reported at every Board meeting.

The reserves policy was met in the year to 31 March 2023. The reserves policy was not met from the end of June 2023 and the board of trustees are actively taking mitigating action to ensure that the reserves policy can be met in the 2024 financial year.

MATERIAL UNCERTAINTY RELATED TO GOING CONCERN

The board of trustees consider EIDA to be a going concern and are actively raising awareness of the charity to seek additional income and funding, as well as taking mitigating actions to support the costs of the charity and maintain a positive cashflow. The trustees are committed to the charitable cause and are working to maximise all income streams and closely monitor all costs of the charity to build a greater level of cash security. The charity continues to work actively to increase the number of Beacon members and has recently successfully launched its Strategic Partner programme, which provides a different package of membership benefits on a different fee basis. EIDA has a strong and stable executive team to support all activities.

Expenditure has been planned on the basis of expected income and the charity remains flexible enough to adjust activities and expenditure if required.

The trustees are aware that there is material uncertainty related to events or conditions that may cast doubt on the charity's ability to continue as a going concern, however the board of trustees continue to monitor all income and costs and continue to take mitigating action to secure the cashflow position of the charity.

RISK MANAGEMENT

The trustees are responsible for ensuring that the charitable company has an appropriate system of controls in place to provide reasonable assurance that the charitable company is operating effectively and in line with the Charity Commission guidelines.

Trustees actively manage risks through a risk register, which is reviewed and updated at least once a year. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

FUTURE PLANS

We plan to expand our offer of support and resources to our membership, developing events, resources and interactions which engage employers in different ways and at different levels.

A key focus is to update and expand our Member Handbook, which is a comprehensive guide for employers to support them in implementing a domestic abuse response, including case studies and a template domestic abuse policy. We will also publish regular insights and guidance based on developments and on the learnings from our events. We will continue our well-received "Tuesday Trio" news updates, build our profile and reach on social media and take opportunities to speak at others' events.

We are launching a new on-line webinar series ("Insight Hours"), providing a deeper understanding of key issues requested by our members. We plan to pilot a "Foundation programme" later this year,

Employers' Initiative on Domestic Abuse Trustees' Annual Report for the year ended 31 March 2023

which will provide step by step guidance for employers starting their domestic abuse response. We also plan to host a conference in Spring 2024.

All our resources, communications and events will continue to be informed by our Ambassadors and other people who have lived experience of domestic abuse.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENTS AND CONSTITUTION

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.

The company was incorporated on 29 November 2018 as a company limited by guarantee and commenced activities on that date as a not-for-profit organisation. The company registered as a charity on 27 January 2023.

RECRUITMENT AND APPOINTMENT OF TRUSTEES

The appointment of trustees is governed by the Articles of Association of the Charitable Company. At the end of March 2023, the charity had eight trustees.

Recruitment, induction and training of new trustees is carried out by the Chair and other trustees, with support from the CEO.

All trustees give their time voluntarily and receive no benefits from the charity.

GOVERNANCE STRUCTURE & DECISION MAKING

EIDA is governed by a Board of trustees which meets five times annually to consider the priorities for the organisation within the agreed strategic framework. Trustees are also Members of the company. The Board approves an annual budget for the organisation and has a formal delegated authorisation schedule appropriate to the size of the organisation. Financial results are reported quarterly against budget together with updated financial forecasts.

The Main Board of trustees devolves certain activities to sub-committees of the Main Board and (where allowed by the Articles of Association) to the CEO of EIDA.

The Audit, Finance and Risk Committee of the Board meets at least twice annually to provide independent oversight of the financial reporting process, audit process, system of internal controls, risk framework and compliance with laws and regulations. The CEO and Treasurer attend Audit, Finance and Risk Committee meetings but are not members.

The Nominations Committee makes recommendations to the Main Board on the appointment of trustees to the Board and the recruitment of Senior Executives to the Company. It then falls to the Board to consider those recommendations and act formally to approve (or not) any such appointment.

Following the successful appointment of new CEO and team and the engagement of a Fundraising Consultant, the Board agreed in February 2023 that the Fundraising Working Group be discontinued and that Board members support the team with fundraising as required, with fundraising updates provided at all Board meetings.

The day to day running of EIDA is led by the CEO who reports to the Chair of trustees. The CEO has responsibility for managing the team which, at 31 March 2023, comprised four people.

**Employers' Initiative on Domestic Abuse
Trustees' Annual Report for the year ended 31 March 2023**

RELATED PARTIES

Elizabeth Filkin is also a trustee of the Vodafone Foundation. Elizabeth selected EIDA as the recipient of a discretionary grant offered to trustees of the Vodafone Foundation and consequently the Vodafone Foundation provided an unrestricted donation of £15,000 towards the work of EIDA in 2022/23.

Patrick Ryan is CEO of Hestia who provide EIDA with payroll processing services and office space free of charge.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Employers' Initiative on Domestic Abuse for the purposes of company law) are responsible for preparing the Report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the Board of trustees on 21 November 2023 and signed on its behalf by:



.....
Mrs S L Newton - Trustee

Employers' Initiative on Domestic Abuse

INDEPENDENT AUDITOR'S REPORT for the year ended 31 March 2023

Opinion

We have audited the financial statements of Employers' Initiative on Domestic Abuse (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material uncertainty related to going concern

We draw attention to note 1 in the financial statements concerning the charity's ability to continue as a going concern relating to the achievement of future income and cashflow performance. There is a material uncertainty related to events or conditions that may cast doubt on the charity's ability to continue as a going concern, and therefore, that it may be unable to realise its net assets and discharge its liabilities in the normal course of business.

As stated in note 1, these events or conditions, along with the other matters set out in note 1 indicate uncertainties exist that may cast doubt on the company's ability to continue as a going concern. Our opinion is not modified in respect of these matters.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements

Employers' Initiative on Domestic Abuse

INDEPENDENT AUDITOR'S REPORT for the year ended 31 March 2023

themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

During the audit we identify and assess the risk of material misstatements of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud and error; and to respond appropriately to those risks.

In identifying and assessing risks of material misstatement in respect of irregularities including, fraud and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory frameworks applicable to the company and the sector in which they operate. We determined that the following laws and regulations were most significant: the Companies Act 2006, UK GAAP, UK corporate taxation laws and the Data Protection Act.
- We obtained an understanding of how the Company is complying with those legal and regulatory

Employers' Initiative on Domestic Abuse

INDEPENDENT AUDITOR'S REPORT for the year ended 31 March 2023

frameworks by making inquiries to the management and directors of known or suspected instances of fraud and non-compliance with laws and regulations. These enquiries are corroborated through follow up audit procedures including but not limited to a review of legal and professional costs and correspondence.

- We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the audit engagement team included:
 - a) Identifying the controls management has put in place to prevent and detect fraud;
 - b) Understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
 - c) Challenging assumptions and judgements made by management in its significant accounting estimates; and
 - d) We designed our audit procedures to respond to the assessment of the risk of fraud through management override of controls. This includes the identification and testing of related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature and a review of profit margins.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Sargeant Partnership LLP
Chartered Accountants
and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
5 White Oak Square
London Road
Swanley
Kent
BR8 7AG



5 December 2023

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 Unrestricted fund £	2022 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		<u>157,375</u>	<u>133,491</u>
 EXPENDITURE ON			
Charitable activities			
Charitable Activities		<u>193,552</u>	<u>235,416</u>
 NET INCOME/(EXPENDITURE)		(36,177)	(101,925)
 RECONCILIATION OF FUNDS			
Total funds brought forward		<u>45,274</u>	<u>147,199</u>
 TOTAL FUNDS CARRIED FORWARD		9,097	45,274

The notes form part of these financial statements

Employers' Initiative on Domestic Abuse

BALANCE SHEET 31 March 2023

		2023 Unrestricted fund £	2022 Total funds £
FIXED ASSETS	Notes		
Tangible assets	5	1,579	430
CURRENT ASSETS			
Debtors	6	45,000	441
Cash at bank		<u>89,365</u>	<u>107,758</u>
		134,365	108,199
CREDITORS			
Amounts falling due within one year	7	(126,847)	(63,355)
		<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>7,518</u>	<u>44,844</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>9,097</u>	<u>45,274</u>
NET ASSETS		<u>9,097</u>	<u>45,274</u>
FUNDS	8		
Unrestricted funds		<u>9,097</u>	<u>45,274</u>
TOTAL FUNDS		<u>9,097</u>	<u>45,274</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

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 audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

Employers' Initiative on Domestic Abuse

BALANCE SHEET 31 March 2023

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 21 November 2023 and were signed on its behalf by:



.....
Mrs S L Newton - Trustee



.....
Mr A P Chadd - Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - Straight line over 5 years

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.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

1. ACCOUNTING POLICIES – continued

Material uncertainty relating to going concern

These financial statements are prepared on the going concern basis, which is dependent on the continued support of the charity's creditors.

At 31 March 2023 the charity had a balance sheet surplus of £9,097 which included a provision for deferred income of £105,625.

The board of trustees consider EIDA to be a going concern and are actively raising the awareness of the charity to seek additional income and funding, as well as taking mitigating actions to maintain a positive cashflow. The trustees are committed to the charitable cause and are working to maximise all income streams and monitor very closely all costs of the charity to build a greater level of cash security. The charity continues to work actively to increase the number of Beacon members and has recently successfully launched its Strategic Partner programme, which provides a different package of membership benefits on a different fee basis. EIDA has a strong and stable executive team to support all activities.

Expenditure continues to be planned on the basis of expected income and the charity remains flexible enough to adjust activities and expenditure if required.

The trustees are aware that there is material uncertainty related to events or conditions that may cast doubt on the charity's ability to continue as a going concern, however the board of trustees continue to monitor all income and costs and continue to take mitigating action to secure the cashflow position of the charity.

Conclusion

Having reviewed the management accounts, budgets and projections of the charity and having taken into account the current and forecast trading performance and availability of finance, the trustees believe they have reasonable grounds for stating that the charity has adequate resources to continue in operational existence for the foreseeable future and that it is appropriate to prepare the financial statements on the going concern basis.

2. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Auditors' remuneration	1,500	1,250
Depreciation - owned assets	<u>322</u>	<u>-</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no Trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	<u>133,491</u>
EXPENDITURE ON	
Charitable activities	
Charitable Activities	<u>235,416</u>
NET INCOME/(EXPENDITURE)	(101,925)
RECONCILIATION OF FUNDS	
Total funds brought forward	147,199
TOTAL FUNDS CARRIED FORWARD	<u><u>45,274</u></u>

5. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2022	449
Additions	<u>1,471</u>
At 31 March 2023	<u>1,920</u>
DEPRECIATION	
At 1 April 2022	19
Charge for year	<u>322</u>
At 31 March 2023	<u>341</u>
NET BOOK VALUE	
At 31 March 2023	<u><u>1,579</u></u>
At 31 March 2022	<u><u>430</u></u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	45,000	120
VAT	-	13
Prepayments	-	308
	<u>45,000</u>	<u>441</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	3,693	10,391
Social security and other taxes	-	2,927
VAT	12,441	-
Other creditors	967	426
Accruals and deferred income	109,746	49,611
	<u>126,847</u>	<u>63,355</u>

8. MOVEMENT IN FUNDS

	At 1/4/22	Net movement in funds	At 31/3/23
	£	£	£
Unrestricted funds			
General fund	45,274	(36,177)	9,097
	<u>45,274</u>	<u>(36,177)</u>	<u>9,097</u>
TOTAL FUNDS	<u>45,274</u>	<u>(36,177)</u>	<u>9,097</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	157,375	(193,552)	(36,177)
	<u>157,375</u>	<u>(193,552)</u>	<u>(36,177)</u>
TOTAL FUNDS	<u>157,375</u>	<u>(193,552)</u>	<u>(36,177)</u>

8. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	At 31/3/22 £
Unrestricted funds			
General fund	147,199	(101,925)	45,274
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>147,199</u>	<u>(101,925)</u>	<u>45,274</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	133,491	(235,416)	(101,925)
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>133,491</u>	<u>(235,416)</u>	<u>(101,925)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/21 £	Net movement in funds £	At 31/3/23 £
Unrestricted funds			
General fund	147,199	(138,102)	9,097
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>147,199</u>	<u>(138,102)</u>	<u>9,097</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	290,866	(428,968)	(138,102)
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>290,866</u>	<u>(428,968)</u>	<u>(138,102)</u>

9. RELATED PARTY DISCLOSURES

E Filkin is also a trustee of the Vodafone Foundation, each trustee is allowed to allocate funds annually as a discretionary grant. Elizabeth selected EIDA. Vodafone provided an unrestricted donation of £15,000 towards the work of EIDA, in 22/23.

P Ryan is a trustee of EIDA and Chief Executive of Hestia, Hestia provides payroll processing services and office space free of charge to EIDA.

10. DEFERRED INCOME

At the balance sheet date, Beacon membership income of £105,625 has also been deferred, recognising income from the date in which the Beacon member joined or renewed their membership with EIDA.