



**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**

CONTENTS

	Pages
Reference and Administrative Details	1
Trustees' Report	2-10
Independent Auditors' Report	11-13
Statement of Financial Activities	14
Balance Sheet	15-16
Notes to the Financial Statements	17-22
Detailed Statement of Financial Activities	23

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

	Notes	2023 Unrestricted fund £	2022 Total funds £
FIXED ASSETS			
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>
		<u> </u>	<u> </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	<u>147,199</u>
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	<u>109,746</u>	<u>49,611</u>
	<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.