



TRUSTEES' REPORT AND

AUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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

CONTENTS

	Pages
Reference and Administrative Details	1
Trustees’ Report	2-11
Independent Examiner’s Report	12
Statement of Financial Activities	13
Balance Sheet	14
Notes to the Financial Statements	15-18

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



@EIDAorg

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:

A handwritten signature in dark ink, appearing to read 'Sarah Newton', with a stylized, flowing script.

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	<u>1,920</u>	<u>1,920</u>
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	<u>480</u>	<u>480</u>
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.