



**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,

Employers' Initiative on Domestic Abuse Trustees' Annual Report for the year ended 31 March 2025

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.

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.

Employers' Initiative on Domestic Abuse Trustees' Annual Report for the year ended 31 March 2025

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	249,052	193,151
TOTAL		<u>321,827</u>	<u>218,988</u>
EXPENDITURE ON:			
Charitable activities		295,544	241,994
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>12,374</u>	<u>(13,909)</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> 635	<u>1,099</u> 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>12,374</u>	<u>(13,909)</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	271,896	23,648	295,544	241,994
	<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>

Deferred income

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.