

# St Giles

Turning a past into a future

## **ST GILES TRUST**

**(A company limited by guarantee)**

**REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2024**

**Company Number: 2175146**  
**Registered Charity Number: 801355**

<b>TABLE OF CONTENTS</b>	<b>PAGE</b>
➤ Duncan Gibson – Chair	2
➤ Tracey Burley - Chief Executive	4
➤ Report of the Board of Trustees (incorporating the Strategic Report)	
1. Who We Are	7
2. Our Year in Numbers	8
3. Impact of our Work	11
4. Looking Back	26
5. Looking Forward	29
6. Thank you to Our Supporters	30
7. Structure, Governance & Key Management Personnel	31
8. Public Benefit Statement	31
9. Finance Review	32
10. Risk Management	35
11. Approach to Fundraising	36
12. Reference and Administrative Details	37
13. Trustees Responsibilities	38
➤ Independent Report of the Auditors	39
➤ Statement of Financial Activities	42
➤ Balance Sheet	43
➤ Statement of Cash Flows	44
➤ Notes to the Accounts	45

St Giles is at the heart of local communities, working to uplift people held back by some of the pressing issues facing our society today. These include poverty, unemployment, homelessness, exploitation, and abuse. Our approach is grounded in the wisdom of lived experience, empowering individuals who have overcome adversity to guide and support others on their journey.

Last year, we developed our high-quality services to ensure that some of the most disadvantaged people in our communities could meet their basic needs for food and shelter, while also giving them the tools and confidence to pursue positive opportunities.

We supported 5967 individuals with just over 19,000 intensive, one-to-one support sessions through our services to help them overcome barriers and move forward with their lives.

We expanded our Pantry network to nine locations and, in partnership with statutory organisations, launched new prison-based projects. These initiatives help individuals rebuild their lives and support others through our proven, lived experience model. We actively contributed to public discussions on issues related to our work by appearing before select committees and welcoming politicians to witness our efforts across all regions.

Internally, we strengthened our systems and processes and supported our staff's professional development. With significant challenges facing our local communities in the coming year, we have ensured our staff are equipped to help our clients overcome them. Our core training completion rates for equity, diversity, inclusion, and safeguarding have been extremely encouraging at 98% and 100%, respectively.

We remain focused on strategically developing services in areas where we have the greatest expertise and where people most need our support. Our commitment to trauma-informed practice prioritises the well-being and mental health of people we support and who work for us. By supporting people with lived experience, we harness their potential to make the greatest impact. Their understanding of our clients' lives, the non-linear nature of progress, and the frequent setbacks they face, as illustrated by the stories in this report, make them powerful role models who keep our clients motivated during the toughest times. A highlight this year has been the expansion of our Peer Empowerment Programme (PEP) in prisons, which the Board decided to fund due to its strategic importance for St Giles, alongside further funding for our prison peer advice programme from The Goldsmiths' Company Charity. Through PEP, we have expanded our peer advice work into eight prisons, offering training and peer support to improve rehabilitation outcomes and help people find employment upon release. Impressively, 45% of learners who completed our Learning to Advise or Level 3 courses secured employment after release. The success of PEP has also led to new partnership opportunities for St Giles in prisons.

We know the coming year will be tough. Continued funding cuts will create significant gaps in support services for the most vulnerable people in our communities. The ongoing cycle of short-term funding poses challenges for long-term planning. However, these challenges also bring opportunities, and we are encouraged by the new Government's commitment to approaches aligned with our projects, such as hospital-based violence reduction services.

I would like to thank everyone who has contributed to making this past year so successful. We cannot solve problems in isolation, and our funders, partners, and supporters play a direct role in changing

**Duncan Gibson – Chair of Trustees**

---

the lives of our clients. I also want to pay tribute to the team and Board of Trustees at St Giles. Their dedication, tenacity, and talent ensure St Giles is there for people who have often been let down badly. I would like to give sincere thanks to our staff whose commitment and hard work means we remain committed to giving people the best chance to move their lives forward.

Duncan Gibson



Chair, St Giles

I have now been Chief Executive for over a year. When I first joined, people told me St Giles was different. I took this with a pinch of salt - a lot of organisations make this claim. However, I can wholeheartedly say that this is genuinely the case at St Giles.

At St Giles we use a blend of lived and learnt experience as a uniquely powerful tool. It has a ripple effect, spreading awareness and understanding in a way which is influential and impactful. For instance, individuals leveraging their lived experiences at St Giles not only transform their own lives but also positively influence those they support. This often inspires others to undertake similar journeys, using their personal experiences to make meaningful changes when they are ready. This process represents positive social change in local communities, creating a knock-on effect that reaches wider society.

I spent my first few months listening and learning. A key priority was to ensure the drive and passion of the team at St Giles is transformed into a vision for a sustainable future. Alongside this, we have undertaken a lot of work over the past year to strengthen our systems and processes, ensuring our teams are fully supported to do the very best for the clients and partners we work with.

We have made great progress in embedding Equity, Diversity and Inclusion at our core, ensuring that all our team know that they must speak up if they feel something is not right. We have ensured that reporting channels are strengthened, staff are fully trained, able to give feedback and that their voices are heard. Our enhanced learning and understanding ultimately benefits our clients but are also critical in making St Giles a great place to work. There will always be more to do in creating an inclusive and incredibly diverse organisation and we will maintain our solid commitment to our clients.

In April 2024, St Giles appointed a Head of Strategic Safeguarding to enhance safeguarding practices for children and adults, focusing on updated policies and consistent training for staff across all regions. A new Safeguarding Case Recording system has improved oversight of safeguarding concerns, while the organisation seeks to define 'excellence' in interventions by collaborating with key partnership networks and sharing best practices. Priorities for 2025 include influencing governmental policies with safeguarding data, ensuring informed decision-making for clients, implementing continuous improvement tools, and prioritising staff safety and wellbeing through tailored training in diverse settings. St Giles is committed to advancing its safeguarding initiatives to protect vulnerable individuals from harm.

Our services had expanded rapidly over recent years, in part due to increased demand brought about by the pandemic and the cost-of-living crisis. This growth has continued over the last year at a steady pace.

I am delighted that we have been able to expand our prison-based peer advice work thanks to funding from The Goldsmiths' Company Charity who added to the funds previously set aside by the Trustees in our Designated Funds. This is transformative work which offers a genuine, life-changing opportunity for people who face barriers when moving their life forward.

Rising costs have continued to blight the lives of our clients. In response, our Pantry Network has grown further to provide a safety net of affordable, healthy food alongside companionship and

support. Thanks to strong local partnerships, we have opened two new Pantries in London and one in Colwyn Bay to address rising levels of need.

In the face of these achievements, it is vital that we increase our ability to measure the impact of our work. Our 2023-2027 Strategic Plan *Leaving No-one Behind* increasingly looks at ways we can measure not only how many people we have reached, but what our work has achieved with them. We will do this not only through our peer evaluators who have lived experience themselves, but also through external independent evaluations because we know our unique approach works.

Exciting partnerships with organisations outside our sector have created opportunities for people facing exclusion and disadvantage. We partnered with National Trust Cymru in the re-opening of the iconic Aberdulais site in the Neath Valley where we are now creating an innovative Green Community Training, Heritage and Wellbeing Hub, providing a unique volunteering support network and training programme for young people and adults who have had adverse experiences like poverty, exploitation and abuse.

Our work has garnered high profile attention over the past year. This included a visit from Keir Starmer and senior ministers from the Labour Party in April 2023, alongside visits by local politicians to our teams in Wales, Coventry and Leeds.

Our Pantry teams in the East of England and West London welcomed cooking legend Delia Smith and BBC Radio 4's Kimberly Wilson respectively through their doors, to explain how wholesome food can be a catalyst for positive change.

Supporting our clients doesn't just include the direct help we give them. We also work to influence policy so some of our most successful projects can expand to reach more clients. Over the last year we have worked with partners to successfully persuade Labour to commit to expanding funding for the life-saving work of Accident & Emergency Navigators who support young people in hospital accident and emergency departments who are victims of violence and exploitation.

We remain acutely aware that many individuals we work with continue to face significant struggles. Figures released from the Joseph Rowntree Foundation shine a stark light on the scale of the problem.

More than 1 in 5 people in the UK are in poverty – this includes nearly 3 in every 10 children and 1 in every 6 pensioners. More worryingly, 3.8 million people and 1 million children in the UK are experiencing destitution\*. These are people who are in the most desperate circumstances, unable to meet their basic needs to stay warm, dry, clean and fed.

We want to expand our Pantry Network further as this model gives people dignity, access to food and so much more. In each region where St Giles has a Pantry, it has become an essential part of the local community and a crucial way of ensuring people feel included, connected and cared for. Importantly, our Pantries are based in the heart of communities creating hubs where St Giles and partners come together to provide holistic support.

We are not complacent; we will do more to ensure St Giles is equipped with the right tools and service delivery models which will make a real difference to people's lives. We will also capture the impact of our work to help share any good practice, influence policy and harness new funding and partners.

**Tracey Burley – Chief Executive**

---

I would like to thank each and every one of our partners, supporters and funders who share our vision of helping people – often people who are at the very end of their tether and had every other door slammed in their face – overcome barriers and move forward. Without you, we could not provide our life-changing work and your generosity is never taken for granted.

Tracey Burley,

Chief Executive, St Giles

## **REPORT OF THE BOARD OF TRUSTEES**

---

The Trustees present their annual report and strategic report, together with the audited accounts of the charity for the year ended 31 March 2024. Our objectives and activities along with our achievements and performance are covered in the “Who We Are” and “Impact of our Work” sections.

### **1. WHO WE ARE**

St Giles is a charity using expertise and real-life past experiences to empower people who are not getting the help they need, who are held back by poverty, exploited, abused, dealing with addiction or mental health problems, caught up in crime or a combination of these issues and others.

People trust us to help them when others won't.

We believe people have the power to turn their lives around. Many of our staff have been in similar situations to the people we help and use their lived experiences to inspire and support others living through it right now.

We are a national charity using real-life past experiences to provide advice, training and support to people facing challenges today.

### **OUR STRATEGIC GOALS**

Three building blocks enable and empower our clients towards positive progress. They are at the cornerstone of our work:

- **Safety and stability** - we address essentials for survival and basic needs – stable housing, finances and budgeting, nutritious food and support around health and wellbeing.
- **Empowerment** – we build the skills and confidence of our clients which empowers them to overcome barriers and achieve their goals.
- **Connections** – we tackle barriers to social inclusion and strengthen local communities.



## 2. OUR YEAR IN NUMBERS



## Our year in numbers



**382**  
supported  
out of child  
criminal  
exploitation



**386**  
Peer Advisors completing  
the Learning to Advise  
course



**346**  
people  
reduced or  
cleared  
debts across  
community  
projects

**5.3k**

Pantry visits



St GILES IMPACT REPORT 2023/24

OUR YEAR IN NUMBERS (cont'd)



### **3. IMPACT OF OUR WORK**

#### **SAFETY AND STABILITY**

##### **Spotlight on The Pantry Network**

Our strategic plan commits to providing our clients with a sense of safety and stability during these tough economic times. Our Pantry Network provides a crucial safety net through providing affordable, nutritious food alongside advice and guidance in order to address the underlying issues trapping people in poverty and to help people move forward towards independence and self-sufficiency.

We have opened three new Pantries over the past year, extending the total number in our national network to nine. They provide life-changing support to individuals and families experiencing poverty and the ongoing effects of rising costs of essentials. Research from organisations such as Joseph Rowntree Foundation and the Food Foundation has demonstrated that families have cut back on fruit and vegetables as a way of making ends meet.\* Being able to access these food items at an affordable price through one of our Pantries has helped families stay nourished and tackled health inequalities.

As our Pantry network has grown, it has attracted attention from thought leaders and high-profile individuals. Delia Smith visited our Norwich Pantry in January 2024, thanks to their partnership with Nourishing Norfolk, and heard first hand from staff, volunteers and clients at the Pantry. Earlier in the year, the team at the West London Pantry welcomed Bake Off star, author and chartered psychologist Kimberly Wilson who swapped recipes and tips with the clients using it.

We are extremely grateful to all our partners and funders who have supported this vital area of our work. It has enabled us to accommodate over 5,300 Pantry visits - from 1,704 households, comprising 2,408 individuals in need - and extend the range of work some of the Pantries provide. This includes partnerships with local farms enabling us to take families on farm visits; donations of sports equipment, toiletries, Christmas presents, easter eggs; and help with logistics around refrigeration and vehicles.

The Pantry network provided a vital service to the individuals who were helped by it last year. We know many more people need our support, so we are redoubling our efforts in expanding the network further. Alongside helping individuals with life-changing support to address poverty and hunger, the Pantries also contribute towards waste reduction and sustainable food practices as the food sourced would otherwise have gone to landfill, enabling the Pantries to make an important contribution to Environment, Social and Governance-based practices.

The Pantries are in the heart of the local communities they serve and have evolved beyond helping people make ends meet.

They provide companionship, connections and hope for people who have often been silently struggling to navigate their way out of poverty and loneliness.

Over 330,000 meals were provided by the Pantries last year, food which would otherwise have gone to waste.

---

\* [UK Poverty 2024: The essential guide to understanding poverty in the UK | Joseph Rowntree Foundation \(jrf.org.uk\)](https://www.jrf.org.uk/uk-poverty-2024)

\* Food Foundation Food Prices Tracker April 2024 <https://foodfoundation.org.uk/news/food-prices-tracker-april-2024>



## The Pantries in numbers

STGILESTRUST.ORG.UK



**5.3k**  
visits to  
The Pantry



**1,582** adults  
**827** children  
**2,409**  
clients benefitting  
from the service

### Improved finances

Q: Have your finances improved since accessing The Pantry?



### Improved wellbeing

Q: Has your wellbeing improved since accessing The Pantry?



### Fruit & vegetables

Q: Are you eating more fruit and veg since joining The Pantry?



### New foods

Q: Have you tried new produce since accessing The Pantry?



### Feeling connected

Q: Do you feel more connected to the community since joining?



We asked our clients about how their habits and circumstances have changed...

### London (5 locations)

Number of meals

**222,241**

### Leeds

**17,000**

### Coventry

**34,940**

### Norwich

**24,771**

### Colwyn Bay

**34,940**



**- impact of  
food delivered**

## GARETH'S STORY

42-year-old Gareth Pritchard volunteers at the Coventry Pantry. Keen to support himself, he has held down a range of jobs over the years, but depression and anxiety – initially undiagnosed - have caused him immense trauma and stress.

However, thankfully things started to turn a corner when he got support from mental health services, was put in touch with St Giles by Voluntary Action Coventry and started to train as a Peer Advisor. He has now qualified as a Level 3 Peer Advisor and is finding his vocation in life. He is volunteering at the Coventry Pantry, helping people in the local community access affordable, nutritious food in a dignified, empowering environment.

*"The support I get from the St Giles team here is amazing and I feel that I am valued which I don't think I've ever felt in previous places. I often feel like I'm a bit of a spare part, like I don't belong anywhere. That's something I'm working on."*

*"If I was going somewhere I would not be familiar with, the pressure of that would make me not continue. There are places where if I feel I'm not doing well, or the pressures get to me I usually leave. I've never stayed at one place for as long as this."*

*"If I feel like if I'm having a bad day I can talk to people and if I just want to keep quiet and get on with my work I'm allowed to do that. I'm not pressured, and I feel like I can take it at my own pace. I don't get judged if I have a bad day, which is good. I feel valued and appreciated and if anything came up as a paid job I would definitely apply."*

*"In the past, I did struggle financially and used The Pantry. I had things on buy now, pay later and I got into a bit of a pickle with that. There were a few times when I had to use The Pantry. I'm better with my finances now as I got a bit of support with that through The Pantry's one-to-one support."*

*"The big difference with The Pantry is the support. Other places don't offer that – you just go there and get given a bag. The Pantry is different because you get to choose your own stuff, prepare it yourself and see what's on offer. And for £3.50 you do get quite a bit – it's worth a lot more than that. We get fresh meats and stuff."*

*"People get the support to help them get out of poverty which is the main goal. It's about empowering."*

*"I was initially nervous about working with clients at The Pantry as I'd never done anything like that before. But as my confidence has grown along with my qualification, I've been able to support people."*

*"I am starting to feel the cost of living more, especially with gas and electricity. I'm on a pay-as-you-go and I still think I pay more than I should. I must decide whether to have my heating or my fire on as they are both quite expensive. And food costs are going up – bread and milk especially. But I'm quite lucky in that I've got parents and a brother who live quite close to me. I do struggle, but I don't have a mortgage or children, so I probably don't struggle as much as someone with family. It's just me fending for myself. But there are times when you feel it is so bloody expensive for everything."*

REPORT OF THE BOARD OF TRUSTEES

---

*"I want to do peer support and help people. If I hadn't met St Giles I'd probably still be drifting around, doing the same stuff I was doing and ending up in and out of hospital. As I don't feel like I had a purpose."*

*"I think what we do at St Giles is so important, especially nowadays with things how they are. Having services like The Pantry is really good and charities like St Giles are there to support people. They really care."*

## **CONNECTIONS**

### **Spotlight on our hospitals work**

In April 2024, we welcomed Sir Keir Starmer, then Leader of the Opposition, to meet our hospital teams. His visit resulted in a strong commitment in their manifesto to support hospital-based violence reduction services.

Effectively implemented services can transform lives and significantly cut long-term financial and human costs by easing the burden on healthcare, criminal justice, and other public services. The prevention of future trauma and bereavement is invaluable, far surpassing any financial measure.

We engage and support young people admitted as victims of violence to address the underlying issues which led them to hospital in the first place.

Much of this work involves helping young people build positive connections and move away from associations which might be putting them at risk of further violence.

Alongside this, we work with their families to help them stay safe and supported. Since we began our first project at the Royal London in 2015, this work has steadily gained recognition, primarily due to its demonstrated success in reducing re-admission rates to 8%, compared to the national average of 30-40%, due to St Giles's interventions.

Some patients we support are as young as 11. The injuries they have sustained are shocking – many children have been stabbed, shot or wounded in violent and degrading attacks.

Our service harnesses the benefits of lived experience, meaning our clients can be supported by someone who really understands what they are going through, and they feel they can trust. Our staff are there for their clients round the clock, 365 days a year.

The team in Royal London have established a voluntary phone-based out-of-hours service to support their clients over weekends and they worked on Christmas Day, mindful of the fact that many people in the local community do not celebrate Christmas.

Alongside harm reduction, the teams invest a great deal of time in ensuring that young people are connected with services and enabled to move their lives forward positively.



## Hospitals in numbers

### Interventions in London



**174**

children and young  
people supported



**99**

family  
support



**2,751**

support  
and advocacy



**85**

welfare and  
budgeting



**76**

education,  
training and  
employment



**82**

housing,  
health and  
wellbeing

## Interventions in the Midlands



**1,036**

**children and young  
people supported**



**1,147**

**support  
and advocacy**



**86**

**family  
support**



**64**

**education,  
training and  
employment**



**131**

**housing,  
health and  
wellbeing**

**REPORT OF THE BOARD OF TRUSTEES**

---

Behind these headline figures lie stories of great distances travelled by the young people as many had been in desperate and dangerous situations previously.

Some were excluded from school; others had been heavily involved in gangs and county line exploitation, and many were experiencing trauma and mental health issues which were then further exacerbated by the incident which led to their hospitalisation.

Had they not been able to get help to tackle the root causes, many would have been drawn back into violence after their discharge, leading to future victims, less safe communities and expenses on public services such as police and NHS. Our intervention in hospital and after discharge has prevented problems which might have occurred in future.

Our projects also support a significant number of girls who have specific needs around exploitation and other risks. Mental health issues are prevalent amongst the young women we support. Other St Giles' services providing specialist support for girls and young women at risk have been able to work with these young women on a long-term basis, helping them stay positively engaged and safe from harm. These projects benefit the young people through increasing the effective use of other support on offer, but also have a positive impact on wider community safety.

An important effect of our hospital work has been the way it helps other organisations reach young people. Feedback has included:

***"They are a very positive presence, and they do something that we can't do. The service fits very well with the public health model."*** Emergency Department Consultant, London.

***"They are more likely to make statements about stabbings when they've been speaking to the caseworker. That's so important in keeping them all safer."*** Police Officer, Midlands.

## JOHN'S STORY

44-year-old John Todd works in Coventry as a Caseworker supporting young people at risk of violence and exploitation. His journey from a troubled past to a dedicated Caseworker helping others demonstrates the power of lived experience.

Originally from a mining town in South Yorkshire, John had a challenging childhood and learned to hide his emotions. Suppressed anger led to behaviour that resulted in him being in and out of the criminal justice system for drugs offences.

Today, John's life is dedicated to being the kind of person who would have helped him in his youth. His caseload ranges from entrenched 21-year-olds seeking a way out of violence and exploitation to 11-year-olds idealising harmful social media role models. He emphasises the importance of realistic role models, challenging the glamorous facade often portrayed online.

John's biggest tool in reshaping young minds is his ability to relate. Drawing on his own experiences, he delves into the complexities of adolescence, bravado, and the desire to belong. By sharing his unfiltered life experiences, he cuts through the glamorous surface, showcasing the importance of highlighting alternatives and the long-term benefits of positive choices.

***"Young people feel that that they have a lot to live up to and it's very easy to fall into a state of not feeling good enough. My job is hopefully to add a bit of perspective" he says.***

John's role as a trauma-informed Caseworker is deeply personal. Having faced trauma at the age of three, losing his father, he spent the next eight years in a whirlwind of behavioural issues and anxiety. His journey into addiction became a coping mechanism. Yet, John's recovery and understanding of trauma became the driving force behind his mission to help young people facing similar struggles.

***"I think my biggest tool I use to connect is empathy, because I remember how I used to feel, how I used to think, what made me tick when I was their age. I can cast my mind back very quickly to when I was 13 and I knew how I was driven by ego and fear.***

***"The death of my father left me feeling extremely anxious and out of sorts for the first eight years of my life, I didn't know I was traumatised because I had no comparison. It left me with a lot of behavioural problems and an awful lot of hypervigilance, anxiety and anger".***

John's own journey through rehab, witnessing others' transformations, and the discovery of kindness, patience, and acceptance, became the foundation for his work.

***"People often ask me at what point was your worst. For me, it wasn't a trench, it was a plateau, a seabed for 15 years. I wasn't in a state of acceptance because to accept something means that you can actually do something about it, so accepting where I was, was the starting point for recovery. The most terrifying thing I've ever done was face up to myself in the mirror".***

John's experiences have not only transformed his own life but serve as a touch point for young people and he connects with them on a fundamental level. His message is clear: regardless of background, change is possible.

REPORT OF THE BOARD OF TRUSTEES

---

*“I work with young people from all different backgrounds, all different cultures, different ages with a different range of problems and the way I see it is we might be from a different background, and we might have done different things, but I guarantee we've felt the same at some point. I've felt the way they're feeling at that point, and I'll usually have an anecdote to be able to tell them to relate to it.*

*“I feel valued and appreciated, now – and the addiction now is towards supporting and helping others”* he says.

## EMPOWERMENT

### Spotlight on Peer Circles

Peer Circles was a project based in London that ended in March 2024. It provided education, training, and employment support for people over 25 experiencing severe and multiple deprivation.

Established in 2017 and jointly funded by the Big Lottery and European Social Fund, Peer Circles became a lifeline during the cost-of-living crisis, addressing the root causes of why individuals struggle to access and sustain work and offering patient, bespoke support at their own pace.

Since its start, Peer Circles supported 1,322 individuals, helping them overcome complex issues through long-term solutions. 49% of participants have progressed to education, training, and employment.

Helping people into employment required time, tenacity, and understanding. On average, participants had been unemployed for 3.3 years, with some never having had paid work.

Sustainable progress typically took about one year, and involved significant time spent on building trusted relationships and understanding individual situations.

A standout feature of Peer Circles was the Peer Advisor model, training people with lived experience to provide peer support.

Despite initial setbacks from the pandemic, the model was well-established. 114 clients completed the Level 2 Learning to Advise course, and 55 achieved the Level 3 Advice and Guidance qualification.

One-third of Peer Circles staff were former clients, and 22 trained participants now work in similar roles at other organizations. Additionally, eight individuals have progressed to higher education.

An external evaluation, "Peer Circles: Creating Positive Change for People with Complex Needs" (Jo Hudek, April 2023), highlights the project's cost-effectiveness, estimating an average annual cost saving of £60,000 per client who continues to make positive progress.

With annual project costs at around £2,500-£3,000 per client, Peer Circles represented excellent value for money.

Partner organisations have praised Peer Circles as a unique project, offering caring, stabilising support that generates hope in people who are often stuck in a rut and overwhelmed by their situation.

It empowered individuals to achieve and contribute to their families and communities, transforming lives and delivering substantial societal benefits.

***"For Peer Circles clients, the risk of re-offending or of needing medical intervention is so high if they don't get the right help and Peer Circles makes a huge difference to their lives. They also make***

REPORT OF THE BOARD OF TRUSTEES

---

*working in partnership really easy. It would be great if they could have centres around London.”* Housing Provider.

*“It’s good they have people with specific expertise so if, for example, housing is a problem there is someone who deals with that. It is so helpful to people leaving prison who are often struggling to get themselves back on track alone. It would be good if they were able to support through the gate at the prison – at the start of the journey.”* Probation Service

Although funding for Peer Circles ended in March 2024, it has had a huge impact in helping heavily disadvantaged people who were furthest from the employment market access life-changing support.

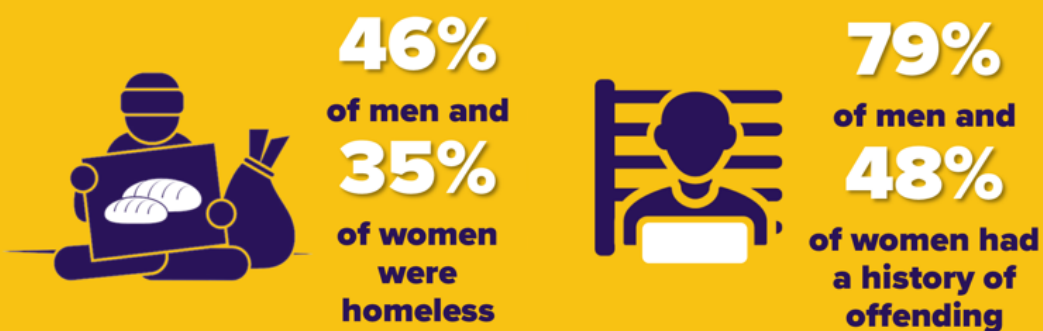
Some of the individuals we trained through Peer Circles are now working on similar employment projects at St Giles and externally. Projects such as Peer Circles, provided patient and comprehensive support, offered a timely and effective solution that helped address long-term unemployment.

*“One of my cases was in and out of prison – a persistent offender who wouldn’t normally engage. But this time he came out of prison with a different attitude. He has been out now since last September – 9 months – that’s a real achievement for him as a prolific offender. He is doing really well... he was able to remain abstinent and he engaged really well with the caseworker.”* Probation Service.

*“What makes Peer Circles different is that St Giles doesn’t have the corporate positioning and inflexibility of bigger providers of services for drug users. It allows them to be flexible. It’s about limiting severe risks, taking the right steps and finding a way in to begin with and they can do that.”* Local Authority Substance Misuse Project.

## Peer Circles in numbers

### Client group background:







**22%**

moved on to  
education or  
training, surpassing  
the target of 17%



**27%**

moved into  
employment,  
exceeding the  
target of 25%



**41%**

of these  
maintaining  
employment for  
at least 12 months



**1,090**

individuals  
reported increased  
self-esteem



**648**

improved  
housing  
situations



**488**

improved  
their  
relationships



**355**

received positive  
support from  
Peer Advisors



## REPORT OF THE BOARD OF TRUSTEES

---

### JOEL'S STORY

Our Senior Caseworker, Amber, received a referral from the Probation Service for Joel (name changed to protect his confidentiality). After serving a 14-year prison sentence in the US for drug offences, Joel was being deported back to the UK. Due to his long absence, Joel lacked the support, up-to-date knowledge, and positive social networks necessary to thrive in London.

Amber met with Joel to introduce herself, explain our services, and learn more about his situation, goals, and skills. Joel's primary aim was to find a job, so Amber explained the UK's disclosure and barring systems related to employment.

Together, they identified achievable career goals, leveraging Joel's skills, training, and experience to create a CV and outline the steps needed to gain employment. Joel was interested in working in construction, so Amber helped him apply for a Construction Skills Certificate Scheme course, which would enable him to enter this field.

They identified a potential job opportunity at a local construction hire company, and Joel successfully applied for the position. He is now in steady, full-time work. Joel also needed support with housing as he was due to leave his approved premises soon. Amber liaised with the local authority in his area, and Joel is now in stable accommodation.

Joel is very grateful for all the support he has received from Amber in rebuilding his life. From returning to the UK with nothing, he now has full-time work, stable housing, and increased confidence. He expressed his gratitude by saying, ***"Thank you, Amber, for all your help with everything."***

#### 4. LOOKING BACK

St Giles has experienced significant levels of growth over recent years. In the face of this, it has been vital to ensure our teams are fully supported to deliver our services to the highest standards, encouraging a culture of openness and transparency. We have reviewed and strengthened our internal systems to further enhance our ability to maintain our commitment to excellence and ensure the culture at St Giles is inclusive and supports everyone equally.

##### **Safeguarding**

The Head of Strategic Safeguarding came into post in April 2024 to strengthen and build upon our Safeguarding practice and processes with a focus on updating policies, procedures and practice relating to both children and adults safeguarding that meets the needs of our clients, our staff, stakeholders and governance.

With all service delivery staff having received face to face updated training in all our geographical regions, there is now a consistent and strengthened organisational response to the safeguarding of children and adults that aligns specifically to the needs of our vulnerable clients.

Embedding a new Safeguarding Case Recording system has improved the immediacy and reassurance to delivery staff that their safeguarding concerns have swift oversight from their managers and the safeguarding team.

##### **Equity, diversity and inclusion (EDI)**

Last year, we committed to continue to strive for excellence in fostering an inclusive work environment and embedding the values of EDI. A great deal of progress has been made over this last year:

- **Zero Tolerance Campaign** – we launched a campaign amongst all our staff which was displayed in offices, on our intranet and through face-to-face meetings with our teams. It set out our commitment to ensuring everyone at St Giles is treated with dignity and respect.

This was followed up with Challenge to Create Change, a campaign which empowered and educated staff on how to challenge and report inappropriate behaviour. This has led to a greater awareness amongst our staff and an increased level of confidence in reporting.

- **Preventing sexual harassment** – ahead of new responsibilities on employers under The Worker Protection Act which came into force in October 2024, we completed mandatory training for all our staff on understanding, identifying and reporting sexual harassment. We have further developed this with additional e-learning modules and support for managers to ensure they understand their responsibilities in this area.

Additionally, we have increased the number of staff-led groups promoting support and good practice, and provide regular mandatory training for all staff.

## **REPORT OF THE BOARD OF TRUSTEES**

---

The impact of our EDI work has extended to our clients as it has had a positive effect on service delivery and strengthened relations with clients as we have been able to raise awareness of EDI with them and support them when they have experienced discrimination.

### **Strengthening our internal communications**

Our internal communications have transformed over the past year. The development of a new intranet site, which was co-produced with staff, has facilitated and boosted our ability to keep staff informed, engaged and connected to our purpose. It has reduced the time staff spend on administrative tasks and strengthened our communication channels.

Internal communications have played a vital role in advancing our Equity, Diversity, and Inclusion (EDI) initiatives, and in ensuring all staff members understand and can effectively implement our policies and procedures.

### **Developing our staff**

At the end of the previous financial year, we were in the first stages of establishing our Skills Centre. It provides a suite of tailored training for our staff around professional skills such as safeguarding, information security, EDI and a wide range of other areas relevant to individual roles.

The Skills Centre has been central to the professional development of our staff and we have recently upgraded to an online learning management system which integrates with our new intranet, making training readily accessible and helping staff easily understand their mandatory training requirements.

Accredited Level 2 and 3 training for our staff in a range of areas key to our service delivery has made a steady contribution to developing the professional skills of the people embarking on such training over the past year.

Of our total staff including support services the following has been completed:



## **5. LOOKING FORWARD**

### **Our plans and commitments**

Our attention over the next year will be focused on streamlining our strategy, continuing to ensure that we deliver impact and value for our clients. We will refresh our vision and purpose to establish strategic alignment across the organisation. This focus will support the development of a robust evidence base on the use of lived experience. Through this, we will seek to influence the new Government and decision makers to promote equality and social inclusion, placing the vital role of civil society and lived experience at the heart of our influencing.

Alongside this we will continue to improve our internal operations ensuring our team are well supported and enabled to perform at their best.

### **Safeguarding**

St Giles is excited to move to the next phase of our safeguarding journey, with a strong desire to evolve safeguarding practice across the sector, we are establishing what ‘excellence’ looks like in interventions with children, young people and adults at risk. By participating in key safeguarding partnership networks, St Giles will be conveying our understanding of ‘best practice’ relating to specific vulnerable cohorts of clients in the unique settings in which we work.

We are also grateful to our colleagues in other settings, such as healthcare and custody suites, who are continuing to allow us to help them shape what trauma informed safeguarding looks like for their beneficiaries.

The priorities for 2025 will include:

- how we use our safeguarding data to influence governmental policies related to keeping children and young people safe by opening up strategic conversations utilising our thematic organisational wide data to bring about systemic change;
- embedding the key safeguarding principles of ‘informed decision making’ with clients to ensure their wishes and safety by giving them all the information they need, at the time in they need, in a way that is accessible to them;
- implementing project safeguarding self-assessment tools to ensure we are always learning, improving and reflecting on our safeguarding practice for the benefits of our clients;
- focussing our attention on staff safety and wellbeing in our range of unique settings where our staff are based – prisons, schools, hospitals, in our Pantries -with bespoke safeguarding training that matches the needs of how they are also kept safe and feel confident in their interventions.

### **Equity, diversity and inclusion (EDI)**

For us EDI is about one simple thing, turning difference into strength. Together, with our unique lived experiences we will forge safe, inclusive workspaces and services where every voice is heard, respected and understood.

**Our future plans around EDI include:**

- Launching a further Diversity Data capture campaign, enabling us to analyse any trends arising across protected characteristics and monitoring the experiences of staff
- Continuing to train and support our staff, including EDI refreshers, e-learning modules and the extension of our CIPD mentoring programme to managers.
- A quarterly Pulse Survey to capture employee feedback on their experiences working for St Giles, enabling us to monitor trends and address areas of concern.

---

**REPORT OF THE BOARD OF TRUSTEES**

---

**Improving internal operations**

We are currently in the process of replacing and improving our finance and HR systems to support the growth that has taken place over the last few years. This will drive efficiencies, meaning our services will offer the best value for money and enable us to do more for the people who need our help.

We are improving our quality assurance framework to examine each of our services, ensuring each one is delivering against its stated objectives, is meeting the needs of our clients and is in line with best practice.

We have retained our Matrix accreditation for our advice and guidance services and will continue to work towards this important quality mark going forward.

We want to celebrate and highlight the outstanding work being done across all areas of St Giles and reinforce a culture of appreciation and mutual respect.

**Developing our staff**

During 24/25 we will roll out a new management training package to develop our managers and equip them to best support their teams.

We will continue to develop new approaches for blended learning including leaders shadowing peers in leading organisations to ensure that we stay aligned to current thinking and practice.

**6. THANK YOU TO OUR SUPPORTERS**

We would not have been able to carry out our life-changing work without the loyal and generous support of our funders, donors and partners. On behalf of the team and our clients, we would like to express our thanks and gratitude for your support.

St Giles has worked exceptionally hard to ensure that our income is developed and diversified and that our profile increases in places which can have a positive impact on the people we support.

**Key funding & marketing achievements over the past year include:**

- **Income from corporate partnerships has grown 183%** on the previous year
- **Voluntary income has grown 17%** on the previous year
- **£5.75 million in new business has been secured**
  - this has included a grant from The Goldsmiths' Company Charity new Landmark Programme which will train 150 people in prison to gain recognised Level 3 NVQ qualifications. It also included a grant from the Youth Endowment Fund to deliver our SOS+ embedded mentoring programme across 30 schools in England and Wales. This will be independently evaluated as part of a Randomised Controlled Trial.
- **9 new major funding partnerships** have been secured
- **471 media hits reaching 10.5 billion people** with an advertising value equivalent to £1.07million

## **7. STRUCTURE, GOVERNANCE AND KEY MANAGEMENT PERSONNEL**

St Giles is a charitable company, first founded in 1962 and re-incorporated in 1987, with a new Memorandum and Articles of Association which were reviewed again during 2016.

Trustees may be appointed or re-appointed at any time by the Board and hold office for a period not exceeding three years, with the option of standing for re-election for up to two further three-year terms. By exception the Trustees may extend the appointment of an individual with special expertise.

Trustees are inducted using paper-based information and service visits, along with induction meetings with the Chair, the Chief Executive, Senior Management Team and Heads of Department.

The Board meets five times a year and Trustees focus on governance and strategy, significant new business, risk and financial issues. The board is supported by a standing Finance and Audit Committee, a Risk and Safeguarding Committee, an Equity, Diversity and Inclusion (EDI) Committee, a Property Committee, and a Remuneration and Nominations Committee. The day-to-day management of the organisation is delegated to the Chief Executive, who is supported by a Senior Management Team comprising a Deputy Chief Executive with responsibility for finance and operations, Executive Director of Services responsible for service delivery and service development, Executive Director of Fundraising and Communications, Executive Director of People and Culture. The Executive Directors are supported by Directors and Heads of Service with responsibilities for finance, human resources, community services, employment and training services, and prison services.

### **Pay policy for key management**

Pay of key management is reviewed annually. The remuneration is benchmarked with similar size charities.

## **8. PUBLIC BENEFIT**

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity. Further details on the activities undertaken by St Giles during the year are given above under “Who We Are” and in the “Impact of our work”.



**REPORT OF THE BOARD OF TRUSTEES**

**9. FINANCE REVIEW**

Our income has increased from £18.9m in 2022/23 to £21m in 2023/24.

Our total reserves have decreased to £8.6m this year from £9.8m in the prior year. This is broken down as follows:

	<b>Unrestricted Funds £</b>	<b>Restricted Funds* £</b>	<b>Endowment Funds £</b>	<b>Total Funds 2024 £</b>
Funds B/fwd	7,610,927	1,328,517	868,288	9,807,732
Surplus/(Deficit for the Year)	(387,347)	(903,993)	41,248	(1,250,092)
Funds C/fwd	<b>7,223,580</b>	<b>424,524</b>	<b>909,536</b>	<b>8,557,640</b>

\*Restricted funds allocated for expenditure in 2024/2025

**1. Unrestricted Funds - £7,223,580**

We hold unrestricted funds of £7,223,580 of which our General Fund of free reserves is £5,617,770; our Fixed Assets and investment Fund is £861,451; and our Designated Fund representing future projects is £744,359.

**2. General Fund - £5,617,770**

Our current reserves policy is to hold a minimum of three months running costs in free reserves, which currently equates to £5,585,775. This safeguards our obligations to staff and creditors in the event of any shortfall in fundraising. We are currently holding £5,617,770 of free reserves against this target. This is higher than our current reserves policy sets out, however, we anticipate growth over the next year set against a more challenging economic background. As such we have made a decision to hold higher than normal reserves levels to ensure that we remain sustainable over the coming year and to ensure we continue to adhere to our reserves policy as we grow.

**Fixed Assets and Investment Funds - £861,451**

This represents the cost of fixed assets and investments held of £861,451.

**3. Designated Fund - £744,359**

As noted in last year's report, the Board of Trustees determined through regular risk assessments that a long-term infrastructure investment program was necessary. To support this initiative, the Trustees have allocated specific funds for this purpose.

The Board has reviewed the strategic plan to ensure a practical approach to investment.

As a result, the Board has resolved to allocate designated funds for 2024-25 amounting to £744,359. These funds will support our strategic plan for 2023-2027. The primary areas identified for investment are:

**Buildings and organisational infrastructure**

At the end of 2023-24, an allocated amount of £484,200 for Head Office renovations remains unspent. Whilst acknowledging the need for facility upgrades, progress has been delayed in order to

## **REPORT OF THE BOARD OF TRUSTEES**

---

continue to explore revised and cost-effective solutions which include considering potential collaborations with corporate partners and ensuring enhanced energy efficiency.

A transfer of £27,831 has been made from "sustaining the peer circles model" upon completion of the project to "buildings and organisational infrastructure". This increases the total available funds to £512,031.

### **Staff retention and recruitment**

After thoroughly assessing the key risks and challenges we face, we've acknowledged the growing difficulties in the labour market. As an innovative solution, we are continuing to invest in our Prison Employment Programme to cultivate our own future workforce.

In 2023-24 the Board set aside £465,713 from the Designated Fund for the last 2 years of a three-year prison peer training and employment service. Of this amount £283,205 has been spent in 2024-25, it is planned to support the project for a further year with the £182,508 available with the expectation that it will be self-sustaining thereafter.

### **Digital Training**

In 2023-24 we allocated £5,000 for digital skills and digital tools for staff, which has been fully spent.

### **ICT and Finance Software**

Throughout the last three years, we have made significant investments in enhancing staff skills, particularly in digital competencies, through the creation of a staff skills centre.

In 2023-24, £69,386 was allocated for ICT (Information, Communication, Technology) equipment and financial software. The project is advancing, with phase two to be completed in 2024-25. A total of £19,566 was spent in 2023-24 with a balance of £49,820 in the Designated Fund to continue supporting the technology infrastructure of the organisation.

### **Impact and Outcome Measurement**

In 2023-24, we allocated £7,500 to bolster and refine our impact and outcome measurement capabilities. This investment was to help evidence the impact of our work, to enable us to compete for further funding which would lead to greater sustainability in the future, and has now been completed.

### **Sustaining Peer Circles model**

In 2023-24, £150,000 was allocated to our Peer Circles project, a unique national service where staff with lived experience support individuals with complex needs in finding employment, a critical resource for underserved communities. This project has now come to an end. £122,169, was spent during the year on this project from the allocated £150,000 and the balance of £27,831 has been transferred to the buildings and organisational infrastructure project.

See the following table for a breakdown of designated funds:

**REPORT OF THE BOARD OF TRUSTEES**

Fund	2023-24	2023-24 Expenditure	Transfer	2024-25
	£	£	£	£
Buildings and organisational infrastructure	484,200	-	27,831	512,031
Staff retention and recruitment	465,713	(283,205)	-	182,508
Digital training	5,000	(5,000)	-	-
ICT and finance software	69,386	(19,566)	-	49,820
Impact and outcome measurement	7,500	(7,500)	-	-
Sustaining Peer Circles model	150,000	(122,169)	(27,831)	-
<b>Total</b>	<b>1,181,799</b>	<b>(437,440)</b>	<b>-</b>	<b>744,359</b>

#### **4. Restricted funds - £424,524**

We recognise income in accordance with the Charity Statement of Recommended Practice (SORP). This can mean that income is recognised in an earlier period to the associated expenditure.

We received several grants late in the year which fall into this category, so they have been recognised as income in these accounts and we have carried them forward as the restricted funds figure of £424,524 to be set against expenditure in 2024/25.

We had restricted funds brought forward from last year of £1,328,517 which were allocated for expenditure during this year leaving a reduction in restricted funds for the year of (£903,993).

#### **5. Endowment Fund - £909,536**

The endowment fund was gifted by the Royal London Society and is used to make small grants to those at risk of offending or re-offending, seeking employment to break the cycle of offending. These grants are for items such as IT equipment, training courses, academic books, driving courses, work related clothing, work equipment and tools, childcare expenses, travel costs and ID support.

In addition, we use the fund to provide hobby grants to those serving custodial sentences longer than 24 months. The intention is for the expenditure incurred on the above activities to be funded from the income received on the investment.

#### **6. Investment policy**

In investing St Giles's assets, the Trustees must balance competing priorities. These are to use the assets to generate a reasonable income, whilst investing them safely and in such a way that they are easily accessible to support cash flow or to make up a funding shortfall. To meet these priorities, the Trustees invest the bulk of the assets in cash and the Charities Official Investment Fund (COIF).

At the year-end St Giles held £6,180,076 (2023: £9,079,966) in various bank deposits and £43,199 (2023: £41,987) in equity-based investment funds and £909,536 in a mixed investment portfolio representing the Endowment fund.

Given the flexibility and multiple uses of these investments, it is the Trustees' opinion that the interest received of £365,201 (2023: £137,755) was a good return for the level of risk. There was an increase in the value of endowment funds of £41,248 and in our other investments of £1,212, reflecting market performance of both the equity-based investments as at the end of March 2024.

**REPORT OF THE BOARD OF TRUSTEES**

**10. RISK MANAGEMENT**

The Trustees are responsible for the management of the risks faced by the charity and are assisted by the Executive and Senior Management Team. Risks are identified, assessed and controls established throughout the year and recorded onto the Organisational Risk Register.

Risks are identified, reviewed and monitored through the following channels:

Board of Trustees Meetings	Every 2 months
Finance and Audit Committee	Every 2 months
Risk and Safeguarding Committee	Every Quarter
EDI Committee	Every Quarter
Property Committee (H&S compliance)	Every 6 months

It is recognised that systems cannot eliminate all risks but only provide assurance that the identified risks are being either mitigated or managed.

The Risk and Safeguarding Committee meet every quarter to discuss and oversee the management of risk, the approach to safeguarding and the governance of the charity. In doing so the committee has considered the guidance provided by the Charity Commission Governance Code. This committee also reviews our risk management framework and risk escalation processes, as well as the delegation of authority within the organisation to identify any areas for improvement.

Risks currently identified are focused on the need to ensure St Giles has the appropriate resources in place to support growth in demand from the beneficiaries of our services.

The key risks and their associated mitigations are:

<b>Risks</b>	<b>Mitigation</b>
<b>Finance functions needing to keep pace with an ever-growing organisation</b>	<ul style="list-style-type: none"> <li>• Increasing our resource capacity</li> <li>• Implementing a new financial system to streamline financial transactions</li> </ul>
<b>People functions needing to keep pace with an ever-growing organisation</b>	<ul style="list-style-type: none"> <li>• Strengthening our People Team resources</li> <li>• Implementing a new HR management system to streamline People management processes including payroll and recruitment.</li> </ul>
<b>Service Delivery needing to navigate through the recent political changes which may impact on the tendering processes</b>	<ul style="list-style-type: none"> <li>• Reviewing our organisational strategy to meet the ongoing needs of our client groups</li> <li>• Strengthening our delivery approach to ensure it meets the ever-changing needs of our client groups whilst meeting funder expectations</li> <li>• Renewed focus on building constructive relationships with fellow charities within our sectors with a view to fostering collaboration on future commissioning</li> </ul>
<b>Our Data collection includes the need to demonstrate our impact within an ever-competitive setting</b>	<ul style="list-style-type: none"> <li>• Implementing a new case management system to streamline safeguarding procedures</li> </ul>

## **11. ST GILES APPROACH TO FUNDRAISING**

In 2023-24 our donors have supported our mission, empowering individuals affected by poverty, unemployment, the criminal justice system, homelessness, exploitation, and abuse to forge brighter futures. We are steadfast in our commitment to transparency and accountability, ensuring our supporters have a clear understanding of how their contributions make a tangible impact.

St Giles is committed to keeping fundraising expenses low, spending less than 4p for every pound raised towards fundraising efforts. This includes the essential costs tied to our dedicated fundraising team and their associated activities.

As members of the Fundraising Regulator, we adhere to the Code of Fundraising Practice and meticulously uphold the policy for engaging with vulnerable individuals.

For the financial year ending March 2024, we have not partnered with any professional fundraising agencies, and our fundraising efforts received no complaints.

We keep up to date with evolving regulations and promptly adjust our processes to ensure full compliance. Our Supporter Promise is readily accessible to the public on our website.

## REPORT OF THE BOARD OF TRUSTEES

### 12. REFERENCE AND ADMINISTRATIVE DETAILS

<b>Patrons</b>	Jenny Agutter OBE The Rt Hon The Lord Phillips of Worth Matravers KG PC The Rt Hon The Lord Gus O'Donnell GCB FBA FAcSS	The Rt Hon The Lord Hogan-Howe QPM Kt Martin P. Griffiths CBE DL FRCS FFSTEd FRSA
<b>Ambassadors</b>	Freddie Fox Mark Tennant	Martin Rose
<b>Trustees</b>	Alfy Hayson Ameeta Rowland (Resigned June 2023) Caroline Murray (Appointed April 2024) Caroline Waddington Charles Pitts-Tucker Debra Cook (Appointed Oct 2023) Duncan Gibson (Chair) Elizabeth Lad	Erica Handling Gary Jones Janet Hills MBE Janice Nix Julie Key (née Rice) Pippa Murray Sally Eley Sonia Walsh (Appt 23 May 2023, Resigned Oct 2023)

In accordance with the charity's Articles of Association, the members of the Board of Trustees hold office for a period not exceeding three years, at which point they may be re-appointed for up to two further terms of three years and, save in exceptional circumstances, Trustees shall not serve more than a maximum of nine years.

#### Key Management Personnel

Tracey Burley	Chief Executive
Malcolm Walker	Deputy Chief Executive/Executive Finance Director
Andy Cross	Executive Director of Services
Katy Vaughan	Executive Director Fundraising & Communications (resigned March 2024)
Mathew Pilkington	Executive Director Fundraising & Communications (appointed July 2024)
Stellamaris Mohammed	Executive Director People & Culture (resigned May 2024)

#### Senior Management Team

Becki Navarro	Director of Service (Regions)
Daniel Chapman	Director of London Services
Dayo Bajomo	Director of Finance
Emilie Martin	Director of internal Operations
Evan Jones	Director of Criminal Exploitation Development
Maggie Cramb	Director Skills & Employment (resigned January 2024)
Nicky Park	Director of Criminal Justice and Women's Services

<b>Registered Office &amp; Centre of Operations</b>	Georgian House 64-68 Camberwell Church St London SE5 8JB	<b>Solicitors</b>	Russell Cooke LLP 2 Putney Hill London SW15 6AB
<b>Registered Auditors</b>	HaysMac LLP 10 Queen St Place London EC4R 1AG	<b>Investments</b>	Investec 2 Gresham St London EC2V 7QP
<b>Bankers</b>	Barclays Corporate Level 27 1 Churchill Place London E14 5HP		CCLA Investment Management Ltd Senator House 85 Victoria St London EC4V 7QP
<b>Charity Registration No.</b>	801355	<b>Company Registration No.</b>	2175146

**Website** [www.stgilestrust.org.uk](http://www.stgilestrust.org.uk)

### **13. STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The role of Trustees includes the oversight of the preparation of a three-year Strategic Plan for St Giles; the preparation of an annual budget and consequent monitoring of performance; and advising and supporting management.

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 of the charity, including the income and expenditure, 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 judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records which are sufficient to show and explain the charitable company's transactions and which disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware at the time this report is approved:

- there is no relevant audit information of which the charity's auditors are unaware; and
- all steps have been taken by the Trustees to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

In signing this report Trustees are approving the strategic report in their capacity as company directors.

Georgian House  
64-68 Camberwell Church Street  
London. SE5 8JB

On behalf of the Board



Duncan Gibson  
Chair of the Trustees

Date: 18 December 2024

**Independent auditor's report to the members of St Giles Trust**

**Opinion**

We have audited the financial statements of St Giles for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (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 2024 and of the charitable company's net movement in funds, including the 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report, Chair's Statement and the Chief Executive's Statement. 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 there is a material misstatement in the



---

**REPORT OF THE BOARD OF TRUSTEES**

---

financial statements or a material misstatement of the other information. 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.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' Report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees for the financial statements**

As explained more fully in the trustees' responsibilities statement set out on page 38 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.

**Auditor's responsibilities for the audit of the financial statements**

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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

**REPORT OF THE BOARD OF TRUSTEES**

---

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations relate to safeguarding, health and safety, GDPR, and employment regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as Companies Act 2006, the Charities Act 2011, and UK tax law.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to manipulation of results through journals testing and through income recognition. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud.
- Evaluating management's controls designed to prevent and detect irregularities.
- Identifying and testing journals, and
- Challenging any assumptions and judgements made by management in determining the charity's entitlement to income at the year-end.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's 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 members, as a body, for our audit work, for this report, or for the opinions we have formed.



Lee Stokes (Senior Statutory Auditor)  
For and on behalf of HaysMac LLP, Statutory Auditor

10 Queen Street Place  
London  
EC4R 1AG

Date: 18 December 2024

**ST GILES TRUST**  
**(A company limited by guarantee)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**AS AT MARCH 2024**

**Company Number 2175146**

	<i>Notes</i>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Endowment</u>	<u>TOTAL</u>	<u>TOTAL</u>
		<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>2024</u>	<u>2023</u>
		<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
<b><u>Income and endowment from:</u></b>						
Donations		1,348,402	4,140,086	-	5,488,488	4,987,251
Charitable activities		5,916,656	9,150,887	-	15,067,543	13,653,657
Trading Income		-	129,314	-	129,314	108,925
Investment and other income		-	339,026	-	339,026	115,522
Other Income Endowment Fund from Royal London Society		-	-	-	-	-
Investment income Royal London Society		-	26,175	-	26,175	22,233
<b>Total income</b>	<b>2</b>	<b>7,265,058</b>	<b>13,785,488</b>	<b>-</b>	<b>21,050,546</b>	<b>18,887,588</b>
<b><u>Expenditure on</u></b>						
Raising funds		282,162	535,405	-	817,567	829,322
Charitable Activities:						
Youth Violence & Families Work		1,951,234	8,165,397	-	10,116,631	9,505,927
Criminal Justice Activity		5,388,155	241,401	-	5,629,556	4,118,837
Community Empowerment		-	4,604,430	-	4,604,430	4,752,609
Other programmes (including Royal London Society)		32,066	1,142,848	-	1,174,914	578,788
<b>Total expenditure</b>	<b>3</b>	<b>7,653,617</b>	<b>14,689,481</b>	<b>-</b>	<b>22,343,098</b>	<b>19,785,483</b>
Net income before investment gains/(losses)		<b>(388,559)</b>	<b>(903,993)</b>	-	(1,292,552)	(897,895)
Net gains/(losses) on investments	<b>7</b>	1,212	-	41,248	42,460	(48,908)
<b>Net income expenditure</b>		<b>(387,347)</b>	<b>(903,993)</b>	<b>41,248</b>	<b>(1,250,092)</b>	<b>(946,803)</b>
Transfers between funds		-	-	-	-	-
<b>Net movement in funds</b>		<b>(387,347)</b>	<b>(903,993)</b>	<b>41,248</b>	<b>(1,250,092)</b>	<b>(946,803)</b>
<b><u>Reconciliation of Funds</u></b>						
Fund balances B/Fwd		7,610,927	1,328,517	868,288	9,807,732	10,754,535
<b>Fund balances C/Fwd</b>		<b>7,223,580</b>	<b>424,524</b>	<b>909,536</b>	<b>8,557,640</b>	<b>9,807,732</b>

The notes on pages 45-60 form part of these accounts.

The Statement of Financial Activities also includes the Income and Expenditure account for the year.  
There are no recognised gains and losses other than those shown above.

Full comparatives for the Statement of Financial Activities are shown in note 12.

		<b>2024</b>		<b>2023</b>	
	<b>Notes</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>FIXED ASSETS</b>					
Tangible fixed assets	6		818,252		849,607
Investments	7		952,735		910,275
			<u>1,770,987</u>		<u>1,759,882</u>
<b>CURRENT ASSETS</b>					
Debtors	8	5,162,629		3,110,911	
Cash at bank and in hand		<u>6,180,076</u>		<u>9,079,966</u>	
		<b>11,342,705</b>		<b>12,190,877</b>	
<b>CREDITORS: Amounts falling due</b>					
within one year	9	(4,556,052)		(4,143,027)	
<b>Net Current Assets</b>			<b>6,786,653</b>		<b>8,047,850</b>
<b>NET ASSETS</b>			<b>8,557,640</b>		<b>9,807,732</b>
General fund			5,617,770		5,537,534
Designated fund Projects	11		744,359		1,181,799
Designated fund – Fixed Assets & Investments including revaluation reserves £103,706			861,451		891,594
Restricted Endowment Fund			909,536		868,288
Restricted Funds			424,524		1,328,517
	11		<u>8,557,640</u>		<u>9,807,732</u>

Approved and authorised for issue by the Board of Trustees on **December 2024** and signed on its behalf by:



.....  
Duncan Gibson

Date: 18 December 2024



.....  
Julie Key (née Rice)

Date : 18 December 2024

The notes on pages 45-60 form part of these accounts.

**ST. GILES TRUST**  
**(A company limited by guarantee)**

**STATEMENT OF CASH FLOWS**  
**AS AT 31 MARCH 2024**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net cash inflow from operating activities	<u>(3,199,221)</u>	<u>(994,534)</u>
<b>Cash flows from investing activities</b>		
Interest paid		
Interest received	365,201	137,755
Payments to acquire fixed assets	(65,870)	(75,204)
Proceeds from Fixed Asset		
Net cash provided by investing activities	<u>299,331</u>	<u>62,551</u>
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Change in cash and cash equivalent in the reporting period	(2,899,890)	(931,982)
Cash and cash equivalents at the beginning of the year	<u>9,079,966</u>	<u>10,011,948</u>
Cash and cash equivalents at the end of the year	<u><u>6,180,076</u></u>	<u><u>9,079,966</u></u>
<b>Reconciliation of net income/ (expenditure) to net cash inflow from operating activities</b>		
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Net income before investment gains/(losses)for the reporting period (as per the Statement of Financial Activities)	(1,292,552)	(897,895)
Interest paid		
Interest receivable	(365,201)	(137,755)
Depreciation of tangible fixed assets	97,225	100,482
Decrease/(increase) in debtors	(2,051,718)	936,480
Increase/(decrease) in creditors	<u>413,025</u>	<u>(995,846)</u>
<b>Net cash provided by (used in) operating activities inflow (outflow) from operating activities</b>	<u><u>(3,199,221)</u></u>	<u><u>(994,534)</u></u>

## 1. ACCOUNTING POLICIES

The financial statements of St Giles are prepared under the historical cost convention as modified to include the revaluation of investments at market value, and in accordance the Statement of Recommended Practice for Charities (SORP edition 2) and applicable accounting standards (FRS 102).

The financial statements are in pounds sterling, rounded to the nearest pound.

### a. Income

Donations, income from contracts and sundry income are recognised when St Giles has entitlement to the funds, performance conditions attached to income have been met, it is probable that the economic benefits associated with the income will flow to St Giles and the amount can be measured reliably.

Grants receivable are included in the Statement of Financial Activities (SOFA) and are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met. Grants relating to subsequent years are carried forward as deferred income.

### b. Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make a payment to a third party, it is probable that a settlement will be required and the amount of the obligation can be measured reliably. St Giles is registered for VAT and accordingly, all expenditure is shown gross of irrecoverable VAT. Direct costs are charged to costs of generating funds and charitable activities as appropriate. Support costs are defined as those costs necessary to carry out activities but which do not constitute the output of the activity.

### c. Tangible Fixed Assets

Depreciation is provided to write off the cost of the fixed assets, except freehold land, over their expected useful lives.

Freehold buildings and improvements	2% per annum straight line
Furniture and fittings	25% per annum straight line
Motor	33% per annum straight line

### d. Taxation

The company is a registered charity, and accordingly is not subject to Corporation tax to the extent that its income is expended for charitable purposes.

### e. Pension Costs

Contributions made on behalf of employees' defined contribution pension policies are charged to the statement of financial activities in the year in which they become payable. New and existing employees who are not in the scheme were automatically enrolled in the scheme unless they have exercised their right to opt out of the pension scheme. St Giles matches contributions up to 6% and acts as an agent in collecting and paying over the pension contributions to third party pension providers.

**NOTES TO THE ACCOUNTS**

---

**f. Investments**

Investments are shown at market value in the financial statements. Net gains and losses are taken to the Statement of Financial Activities.

**g. Designated fund**

The designated fund represents unrestricted funds allocated to fixed assets and long-term investments, along with funds allocated to future projects (see note 11).

**h. Endowment Fund**

The endowment fund reflects an amount received from the Royal London Society to be held as an endowment. Up to 5% of the capital can be expended annually.

**i. Going Concern**

The Trustees consider that there are no material uncertainties regarding St Giles' ability to continue as a going concern, they have reviewed budgets and forecasts for the next 12 months and have determined that there is a significant percentage of income available from existing agreements. The Trustees consider that the level of unrestricted funds is within the reserves policy and additionally there are contingency plans in place to reduce expenditure if income is lower than anticipated.

**j. Critical accounting judgments and estimates**

In preparing these financial statements, management has made judgments, estimates and assumptions that affect the application of St Giles' accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The most significant area of judgment is in relation to income recognition. The policies for income recognition are set out in note 1a.

**k. Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of 100 days or less from the date of acquisition or opening of the deposit or similar account.

**l. Financial instruments**

St Giles only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments, including trade and other debtors and creditors are initially recognised at transaction value and subsequently measured at their settlement value.

**m. Creditors and provisions**

Creditors and provisions are recognised where St Giles has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

**NOTES TO THE ACCOUNTS**

---

**n. Foreign currency translation**

St Giles's functional and presentation currency is pound sterling. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction.

**o. Dormant Subsidiary**

St Giles has one subsidiary undertaking. St Giles Enterprises CIC. The subsidiary has never traded, and it is dormant. On this basis consolidated accounts have not been prepared.

**p. Legal Status**

St Giles is a company limited by guarantee registered in England & Wales. It is also a registered charity. Its registered address is 64-68 Camberwell Church Street, London SE5 8JB.



**NOTES TO THE ACCOUNTS**

**2. GRANTS RECEIVABLE:** Total income is £21,050,546, examples of grants from funders to the value of £2,489,531 are listed below.

<b>Funder</b>	<b>2023-24</b>	<b>2022-23</b>
	<b>£</b>	<b>£</b>
Albert Hunt Trust	-	20,078
Credit Sussie EMEA Foundation	110,000	108,316
Elizabeth & Prince Zaiger Trust	-	30,000
Esmee Fairbairn Foundation	-	5,000
Expat Foundation	-	154,887
French Huguenot Foundation church of London Charity	-	5,000
Helen Davis Family Foundation	-	1,000
Inner London Magistrate Court Charity	-	20,000
Jenny Agutter	-	5,000
Jonathan Clarke	-	30,000
Jogen Charitable Trust	-	225,000
Heatside Charitable Trust	-	5,000
Shears Foundation	-	5,000
Story of Christmas	-	70,000
Moondance Foundation	-	25,686
Northern Train Customers and Community Interest Fund	-	50,000
Ro Quicke	-	5,000
Severn Trent Community Fund	-	66,924
Thomas J Horne Memorial Trust	-	6,000
Everson Trust	90,000	15,000
Worshipful Company Cutlers	-	24,500
Worshipful Company Gunmakers	-	5,000
Colyer-Fergusson Charitable Trust	14,000	-
Marshall Foundation	28,250	20,717
National Lottery - All For Awards - England	20,000	-
National Lottery - All For Awards - Wales	20,000	-
Nation Lottery Fund	-	1,033,039
National Lottery - Million Hours Fund	19,259	-
National Lottery Community Fund	205,856	-
National Lottery Community Fund (ASPIRE Peer Hub – Cardiff)	124,266	-
National Lottery Community Fund (Ending Homelessness - The Wallich)	224,125	-
Schroder Foundation	40,000	-
Taylor Family Foundation	16,000	25,000
The Goldsmiths' Company Charity	83,333	-
The Grove Trust	15,000	5,000
The Ingram Trust	15,000	15,000
The Steel Charitable Trust	25,000	19,963
The Waterloo Foundation	30,000	30,000
Youth Futures Foundation	100,140	99,438
The 29th May 1961 Charitable Trust	10,000	10,000
The 3Ts Charitable Trust	25,000	10,000
The 4814 Trust	35,000	45,000
BBC Children In Need	55,813	108,972

**NOTES TO THE ACCOUNTS**

<b>Funder</b>	<b>2023-24</b>	<b>2022-23</b>
	<b>£</b>	<b>£</b>
The Girdlers' Company Charitable Trust	25,000	25,000
Minton Charitable Trust	100,000	75,000
B and J Lloyd Family Charitable Trust	30,000	-
Berkeley Homes South East London	179,750	-
The Fidelis Foundation	60,400	50,000
Nationwide Building Society	57,839	44,042
Cadogan Estates in partnership with the Kensington + Chelsea Foundation	51,600	90,300
Moore Kingston Smith LLP	35,905	-
Lancashire Foundation	30,650	40,000
Big Yellow Foundation	30,000	25,000
Texel Foundation	25,075	10,000
IICF - London Division	12,750	-
Miles & Miles Self Drive Limited	10,000	-
Vitesse	22,113	-
Howden	10,100	-
The Covid-19 Support Fund	502,307	-
<b>Total</b>	<b>2,489,531</b>	<b>2,663,862</b>

**NOTES TO THE ACCOUNTS**

**2a. Profit from St Giles Wise Ltd**

Included in the income is a profit of £0 (2023 £54,000) from St Giles Wise Ltd. This is a joint venture between St Giles and the Wise Group; each party owns 50%, is entitled to an equal share of the profits and was established so each party could jointly bid for Ministry of Justice contracts. In 2023-24, it was decided to distribute the gift aid donations to each of the organisations in proportion to the revenue generated by each organisation.

**3a. ANALYSIS OF EXPENDITURE**

	<b>Staff Costs</b>	<b>Other</b>	<b>Depreciation</b>	<b>Total 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Cost of generating voluntary income	680,572	133,921	3,074	817,567
<b>Charitable activities:</b>				
Youth Violence & Families Work	7,804,773	2,271,776	40,082	10,116,631
Criminal Justice Activity	3,934,734	1,673,874	20,948	5,629,556
Community Empowerment	3,375,207	1,199,504	29,719	4,604,430
Other (Including RLS)	816,969	354,543	3,402	1,174,914
	<b>£16,612,255</b>	<b>£5,633,618</b>	<b>£97,225</b>	<b>£22,343,098</b>

**3a COMPARATIVE ANALYSIS OF EXPENDITURE 2023**

	<b>Staff Costs</b>	<b>Other</b>	<b>Depreciation</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Cost of raising funds	624,427	201,434	3,461	829,322
<b>Charitable activities:</b>				
Youth Violence & Families Work	7,222,272	2,229,620	54,035	9,505,927
Criminal Justice Activity	2,707,391	1,390,819	20,627	4,118,837
Community Empowerment	3,351,043	1,379,826	21,740	4,752,609
Other (including RLS)	287,671	290,498	619	578,788
	<b>14,192,804</b>	<b>5,492,197</b>	<b>100,482</b>	<b>19,785,483</b>

Included within total resources expended are the auditors' remuneration for audit of £23,280 (2023: £21,180), for non-audit services £15,800 (2023: £5,040), and depreciation of £97,225 (2023: £100,482).

**NOTES TO THE ACCOUNTS**

**3b. ANALYSIS OF TOTAL EXPENDITURE – DIRECT AND SUPPORT COSTS**

	<b>Direct Costs £</b>	<b>Support Costs £</b>	<b>Total 2024 £</b>
Expenditure on raising funds	723,173	94,394	817,567
<b>Charitable activities:</b>			
Youth Violence & Families Work	8,637,763	1,478,868	10,116,631
Criminal Justice Activity	4,734,024	895,532	5,629,556
Community Empowerment	3,980,965	623,465	4,604,430
Other (Including RLS)	1,085,166	89,748	1,174,914
	<b>£19,161,091</b>	<b>£3,182,007</b>	<b>£22,343,098</b>

**3b. COMPARATIVE ANALYSIS OF TOTAL EXPENDITURE – DIRECT AND SUPPORT COSTS 2023**

	<b>Direct Costs £</b>	<b>Support Costs £</b>	<b>Total 2023 £</b>
Cost of raising funds	748,386	80,936	829,322
<b>Charitable activities:</b>			
Youth Violence & Families Work	8,159,228	1,346,699	9,505,927
Criminal Justice Activity	3,543,938	574,899	4,118,837
Community Empowerment	4,209,160	543,449	4,752,609
Other (including RLS)	551,421	27,367	578,788
	<b>17,212,133</b>	<b>2,573,350</b>	<b>19,785,483</b>

Included in support costs are governance costs of £33,024 (2023: £26,820).

**NOTES TO THE ACCOUNTS**

**3c. BREAKDOWN OF SUPPORT COST BY ACTIVITY**

	Directorate, Finance, HR and IT	Other central Services Cost	2024
	£	£	£
Cost of generating voluntary income	62,779	31,615	94,394
Charitable activities:			
Youth Violence & Families Work	681,803	797,065	1,478,868
Criminal Justice Activity	505,528	390,004	895,532
Community Empowerment	356,333	267,132	623,465
Other (Including RLS)	57,872	31,876	89,748
	<b>£1,664,315</b>	<b>£1,517,692</b>	<b>£3,182,007</b>

**3c. COMPARATIVE BREAKDOWN OF SUPPORT COST BY ACTIVITY 2023**

	Directorate, Finance, HR and IT	Other Central Services Cost	Total 2023
	£	£	£
Cost of raising funds	44,400	36,536	80,936
<b>Charitable activities:</b>			
Youth Violence & Families	530,786	815,913	1,346,699
Criminal Justice Activity	208,694	366,205	574,899
Community Empowerment	236,006	307,443	543,449
Other (including RLS)	9,410	17,957	27,367
	<b>1,029,296</b>	<b>1,544,054</b>	<b>2,573,350</b>

Support costs have been allocated to activities based on staff numbers in each area.

**NOTES TO THE ACCOUNTS**

**4. Staff Cost**

<b>STAFF COSTS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and Salaries	14,480,764	12,334,287
Social Security Costs	1,403,195	1,228,543
Temporary Staff	163,020	159,618
Pension Costs (note 10)	543,754	449,681
Redundancy costs	21,522	20,675
	<u>£16,612,255</u>	<u>£14,192,804</u>

The average number of employees, analysed by function was:	<b>No.</b>	<b>No.</b>
Youth Violence & Families Work	153	175
Criminal Justice Activity	113	70
Community Empowerment	80	67
Fundraising and publicity	12	11
Management, others and administration of the Charity	70	57
Other	13	13
	<u>441</u>	<u>393</u>

\*The number of staff earning above £60,000 per annum are:

<b>Band</b>	<b>No.</b>	<b>No.</b>
£60,001 – £70,000	7	5
£70,001 – £80,000	2	2
£80,001 – £90,000	1	2
£90,001 – £100,000	2	1
£100,001 – £110,000	1	1
£110,001 – £120,000	1	0
£120,001 – £130,000	1	0

\* This does not include pension and National Insurance contributions.

The key management personnel are the Chief Executive Officer, Deputy Chief Executive, Executive Director of Services, Executive Director of Fundraising & Communications and the Executive Director of People and Culture. The total employment benefits paid to key management personnel were £494,884 (2023: £441,262).

**NOTES TO THE ACCOUNTS**

**5. TRANSACTIONS WITH TRUSTEES**

No Trustees receive any remuneration or benefits from their trusteeship. During 2023-24 no expenses were reimbursed to Trustees (2023: nil).

**6. TANGIBLE FIXED ASSETS**

	<b>Freehold Land and Buildings</b>	<b>Furniture and Fittings</b>	<b>Motor vehicles</b>	<b>Total</b>
<b>COST</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
At 1 April 2023	1,193,391	927,607	-	2,120,998
Additions	-	65,870	-	65,870
Disposals	-	-	-	-
Balance at 31 March 2024	<u>1,193,391</u>	<u>993,477</u>	<u>-</u>	<u>2,186,868</u>
<b>DEPRECIATION</b>				
At 1 April 2023	521,266	750,125	-	1,271,391
Charge for the year	21,287	75,938	-	97,225
Disposals	-	-	-	-
Balance at 31 March 2024	<u>542,553</u>	<u>826,063</u>	<u>-</u>	<u>1,368,616</u>
<b>NET BOOK VALUE</b>				
31-Mar-24	<u>650,838</u>	<u>167,414</u>	<u>-</u>	<u>818,252</u>
31-Mar-23	<u>672,125</u>	<u>177,482</u>	<u>-</u>	<u>849,607</u>

**Overdraft Charge**

St Giles has access to an overdraft of £400,000 with Barclays Bank, if used a charge will be held against the Head Office premises at Camberwell Church Street.

**7. INVESTMENTS**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Market value at 1 April 2023	910,275	959,183
Net unrealised gains/(losses) on revaluation	<u>42,460</u>	<u>(48,908)</u>
At 31 March 2024	<u><u>£952,735</u></u>	<u><u>£910,275</u></u>
Historical cost at 31 March 2024 (Includes Royal London Society £827,724)	<u><u>£849,029</u></u>	<u><u>£849,029</u></u>

The investments are held in the Royal London Society Endowment fund, Barclays Capital fund, M&G Charifund and Blackrock.

**NOTES TO THE ACCOUNTS**

---

**8. DEBTORS**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade Debtors	3,714,940	2,041,257
Prepayment & Accrued Income	1,385,650	1,014,976
Other Debtors	62,039	54,678
	<u>£5,162,629</u>	<u>3,110,911</u>

**9. CREDITORS**

<b>CREDITORS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Due Within 1 Year</b>		
Grants received in advance	2,570,938	2,704,602
Trade creditors	547,936	593,500
Taxes & Social Security	873,944	456,194
Other creditors	97,931	95,972
Accruals	465,303	292,759
	<u><b>£4,556,052</b></u>	<u><b>£4,143,027</b></u>

**2024**

**£**

**Reconciliation of grants received in advance**

Grants received in advance brought forward	2,704,602
Amount released during the year	(2,658,018)
Amount deferred during the year	<u>2,524,354</u>
Grants received in advance at 31 March	<u>2,570,938</u>

**10. PENSIONS**

The company makes contributions to employee defined contribution pension policies. The pension cost represents contributions payable by the company. Contributions payable during the year amounted to £546,413 (2023: £449,681). A creditor is included in the accounts in respect of the amounts due at the year end.



**NOTES TO THE ACCOUNTS**

**11a. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
<b>Fund Balances at 31 March 2024 are represented by:</b>				
Tangible fixed assets	818,252	-	-	818,252
Investments	43,199	-	909,536	952,735
Current assets	10,918,181	424,524	-	11,342,705
Current liabilities	(4,556,052)	-	-	(4,556,052)
<b>Total net assets</b>	<b>£7,223,580</b>	<b>£424,524</b>	<b>£909,536</b>	<b>£8,557,640</b>

	Fixed Assets & Investments Fund	General Fund	Designated Funds	Restricted Funds	Endowment Funds	Total Funds
Fund Balances B/fwd	891,594	5,537,534	1,181,799	1,328,517	868,288	9,807,732
Income	-	7,265,058	-	13,785,488	-	21,050,546
Expenditure	-	(7,216,177)	(437,440)	(14,689,481)	-	(22,343,098)
Losses/(Gains) on Investments	1,212	-	-	-	41,248	42,460
	892,806	5,586,415	744,359	424,524	909,536	8,557,640
<b>Transfers</b>						
Change in fixed assets	(31,355)	31,355	-	-	-	-
<b>Total net assets</b>	<b>861,451</b>	<b>5,617,770</b>	<b>744,359</b>	<b>424,524</b>	<b>909,536</b>	<b>8,557,640</b>

**NOTES TO THE ACCOUNTS**

**11a COMPARATIVE ANALYSIS OF NET ASSETS BETWEEN FUNDS 2023**

<b>Fund Balances at 31 March 2023</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Endowment Funds</b>	<b>Total Funds</b>		
<b>represented by:</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>		
Tangible fixed assets	849,607	-	-	849,607		
Investments	41,987	-	868,288	910,275		
Current assets	10,862,360	1,328,517	-	12,190,877		
Current liabilities	(4,143,027)	-	-	(4,143,027)		
<b>Total net assets</b>	<b>7,610,927</b>	<b>1,328,517</b>	<b>868,288</b>	<b>9,807,732</b>		
	<b>Fixed Assets &amp; Investments Funds</b>	<b>General funds</b>	<b>Designated Funds</b>	<b>Restricted</b>	<b>Endowment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Fund Balances B/fwd.	918,342	5,035,268	1,589,305	2,295,893	915,727	10,754,535
Income	-	4,829,234	-	14,058,354	-	18,887,588
Expenditure	-	(4,352,247)	(407,506)	(15,025,730)	-	(19,785,483)
Gains/(Losses) on Investments	(1,469)	-	-	-	(47,439)	(48,908)
	916,873	5,512,255	1,181,799	1,328,517	868,288	9,807,732
Transfers						
Change in fixed assets	(25,279)	25,279	-	-	-	-
<b>Total net assets</b>	<b>891,594</b>	<b>5,537,534</b>	<b>1,181,799</b>	<b>1,328,517</b>	<b>868,288</b>	<b>9,807,732</b>

**NOTES TO THE ACCOUNTS**

**11b. ANALYSIS OF MOVEMENTS IN RESTRICTED, DESIGNATED AND ENDOWMENT FUND 2024**

<b>Restricted Funds:</b>	<b>Total B/fwd</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfer</b>	<b>C/fwd</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Community Services	31,198	8,134,199	8,165,397	-	-
Prison Services	486,902	53,081	241,401	-	298,582
Training	710,418	4,019,954	4,604,430	-	125,942
Other Programmes	99,999	1,578,254	1,678,253	-	-
<b>Total net assets</b>	<b>£1,328,517</b>	<b>13,785,488</b>	<b>£14,689,481</b>	<b>-</b>	<b>£424,524</b>

**Designated Projects**

	<b>Total B/fwd</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfer</b>	<b>C/fwd</b>
Buildings and organisational infrastructure	484,200	-	-	27,831	512,031
Staff Retention and Recruitment	465,713	-	(283,205)	-	182,508
Digital training	5,000	-	(5,000)	-	-
ICT and Finance Software	69,386	-	(19,566)	-	49,820
Impact and outcome measurement	7,500	-	(7,500)	-	-
Sustaining Peer Circles model	150,000	-	(122,169)	(27,831)	-
	<b>1,181,799</b>	<b>-</b>	<b>(437,440)</b>	<b>-</b>	<b>744,359</b>

	<b>Total B/Fwd</b>	<b>Income</b>	<b>Expenditure/ Transfer/losses</b>	<b>C/fwd</b>
	<b>01-Apr-23</b>			<b>31-Mar-24</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Royal London Society Endowment Fund	868,288	41,248	-	909,536
	<b>£868,288</b>	<b>£41,248</b>	<b>-</b>	<b>£909,536</b>

**NOTES TO THE ACCOUNTS**

**11b. COMPARATIVE ANALYSIS OF MOVEMENTS IN RESTRICTED, DESIGNATED AND ENDOWMENT FUND 2023**

<b>Restricted Funds:</b>	<b>Total B/fwd</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfer</b>	<b>C/fwd</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Youth Violence & Families Work	476,665	7,800,753	8,246,220	-	31,198
Criminal Justice Activity	825,864	442,704	781,666	-	486,902
Community Empowerment	724,668	4,738,359	4,752,609	-	710,418
Other Programmes	268,696	1,076,538	1,245,235	-	99,999
<b>Total net assets</b>	<b>2,295,893</b>	<b>14,058,354</b>	<b>15,025,730</b>	<b>-</b>	<b>1,328,517</b>

<b>Designated Fund - Projects</b>	<b>Total B/fwd</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfer</b>	<b>C/fwd</b>
Buildings & organisational infrastructure	484,200	-	-	-	484,200
Staff retention & recruitment	500,000	-	(34,287)	-	465,713
Digital Training	45,000	-	(45,000)	5,000	5,000
ICT & Finance software	119,010	-	(49,624)	-	69,386
Client information & resource platform	50,000	-	(37,500)	(5,000)	7,500
Staff wellbeing	16,095	-	(16,095)	-	-
Match funding regional development	100,000	-	(100,000)	-	-
Expansion of preventative services	100,000	-	(100,000)	-	-
Match funding spot purchasing	150,000	-	-	-	150,000
Employer Engagement Worker	25,000	-	(25,000)	-	-
	<b>1,589,305</b>	<b>-</b>	<b>(407,506)</b>	<b>-</b>	<b>1,181,799</b>

\* The building and infrastructure amount of £984,200 brought forward from 2021/22 has been split between Staff retention & recruitment- £500,000 and Building & organisation - £484,200.

\*\* The Digital training brought forward from 2021/22 has been re-instated to £45,000 and Client information & resources to £50,000 as this was the original intention.

<b>Endowment Fund</b>	<b>Total B/fwd</b>	<b>Income/ Investment Gain</b>	<b>Expenditure/ Investment Losses</b>	<b>C/fwd</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Royal London Society Endowment Fund	915,727	(47,439)	-	868,288
<b>Total</b>	<b>915,727</b>	<b>(47,439)</b>	<b>-</b>	<b>868,288</b>

NOTES TO THE ACCOUNTS

12. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2023 £	TOTAL 2022 £
<b><u>Income and endowment from:</u></b>						
Donations		1,029,364	3,957,887	-	4,987,251	3,827,384
Legacies		-	-	-	-	200,000
Charitable activities		3,799,870	9,853,787	-	13,653,657	13,157,904
Trading Income		-	108,925	-	108,925	92,985
Investment and other income		-	115,522	-	115,522	6,308
Investment income Royal London Society		-	22,233	-	22,233	22,552
<b>Total Income</b>	<b>2</b>	<b>4,829,234</b>	<b>14,058,354</b>	<b>-</b>	<b>18,887,588</b>	<b>17,307,133</b>
<b><u>Expenditure on</u></b>						
Costs of raising funds		162,875	666,447	-	829,322	576,956
<b><u>Charitable Activities:</u></b>						
Youth Violence & Families Work		1,259,707	8,246,220	-	9,505,927	8,407,422
Criminal Justice Activity		3,337,171	781,666	-	4,118,837	3,059,914
Community Empowerment		-	4,752,609	-	4,752,609	3,403,521
Other programmes		-	578,788	-	578,788	546,850
<b>Total expenditure</b>	<b>3</b>	<b>4,759,753</b>	<b>15,025,730</b>	<b>-</b>	<b>19,785,483</b>	<b>15,994,663</b>
<b>Net income before investment gains/(losses)</b>		<b>69,481</b>	<b>(967,376)</b>	<b>-</b>	<b>(897,895)</b>	<b>1,312,470</b>
Net gains/(losses) on investments	7	(1,469)	-	(47,439)	(48,908)	40,222
<b>Net income/expenditure</b>		<b>68,012</b>	<b>(967,376)</b>	<b>(47,439)</b>	<b>(946,803)</b>	<b>1,352,692</b>
Transfers between funds		-	-	-	-	-
<b>Net movement in funds</b>		<b>68,012</b>	<b>(967,376)</b>	<b>(47,439)</b>	<b>(946,803)</b>	<b>1,352,692</b>
<b><u>Reconciliation of Funds</u></b>						
Fund balances B/Fwd	11	<b>7,542,915</b>	<b>2,295,893</b>	<b>915,727</b>	<b>10,754,535</b>	9,401,843
Fund balances C/Fwd		<b>7,610,927</b>	<b>1,328,517</b>	<b>868,288</b>	<b>9,807,732</b>	<b>10,754,535</b>

13. COMPANY STATUS

The company is a registered charitable company limited by guarantee.

The members' liability is limited. Every member of the company undertakes to contribute up to £25 to the assets of the company in the event of it being wound up during the time they are a member or within one year afterwards. Members comprise the board as constituted from time to time.