

suzy lamplugh
trust

LIVE
LIFE
SAFE



THE SUZY LAMPLUGH TRUST

ANNUAL REPORT AND ACCOUNTS
FOR YEAR ENDED 30 NOVEMBER 2021

Charity number 802567
Company number 02417823

NATIONAL
STALKING
HELPLINE

0808 802 0300

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Our mission is to reduce the risk of violence and aggression through campaigning, education and support

ABOUT

Suzy Lamplugh Trust was founded by Diana and Paul Lamplugh following the tragic disappearance of their daughter Suzy, a 25 year old estate agent, in 1986. Since then, the Trust has pioneered personal safety as a life skill and a public policy priority.

VALUES

We are:

- **Committed:** we have been dedicated to improving the personal safety of individuals, across all aspects of their lives, since 1986. We continue to respond to changes in society by growing and developing
- **Independent:** we challenge and influence social and policy change through campaigning and advocacy
- **Expert and informed:** our knowledge and guidance are firmly rooted in the experience of the people we support, educate and train
- **Respectful:** we believe in giving people as much information as possible to make their own choices about their personal safety
- **Not for profit:** we invest our income in our charitable work, to help people live their lives free from the fear of violence and aggression

**Creating a
society in
which
people are
safer – and
feel safer**

CHAIR'S REPORT



2021 was another year of unexpected challenges as the pandemic continued. Through adapted delivery methods we continued to work in line with our objectives and also grow our support services despite the challenges of training new staff remotely and working largely from home.

July this year marked the 35th year of the Trust, a significant milestone in the charity's history and an opportunity to reflect on the significant work done since we began in 1986; campaigning for stalking legislation, our longest running campaign for safety checks on taxi and minicab drivers, training over 100,000 individuals, supporting over 45,000 victims of stalking and developing a world first perpetrator intervention programme. A lot to be proud of!

Sadly events of the year highlighted how important our mission still remains. We experienced an unprecedented demand for our services in response to the tragic deaths of Sabina Nessa, Sarah Everard and Sir David Amess amongst others.

Our commercial income has begun to see a gradual recovery through an increase in policy and consultancy work, developing new products and being flexible in our delivery methods.

The National Stalking Helpline recorded its highest ever level of contacts in a year which, although means that more victims are getting the support they need, is also tinged with a degree of sadness that the support for this heinous crime still remains essential .

I would like to express my thanks to the many individuals and organisations who supported the Trust through grants, donations, sponsorship, commissioning training or policy work, fundraising or volunteering. I would especially like to say thank you to those members of the public who donated – we saw a significant increase in public donations throughout the year. Your support enabled the Trust to achieve significant successes during the year, including, alongside continuing helpline and training activities:

- Campaigning for the introduction of the Domestic Abuse Act 2021, a pivotal piece of legislation that provides much needed recognition for those victims of stalking who are stalked by their ex-partner.
- Running one of our most successful campaigns to date during National Stalking Awareness Week which focused on the impact of the pandemic on stalking behaviours. Our campaign on National Personal Safety Day focused on the prevalence of harassment behaviours on public transport, offering robust advice and support to those effected by this crime.

Owing to the ongoing uncertainties created as a result of the pandemic we agreed an interim one- year strategy and look forward to commencing work on our longer term strategy in the coming year. The events of the past year have cemented the need for the work we do even further and we are looking forward to developing the services that continue to drive change and provide invaluable support and education.

CHRIS SHELLEY
Chair of Trustees

TRUSTEES' REPORT

The trustees, who are also directors for the purposes of company law, present this report and the audited financial statements of the company for the year ended 30 November 2021, which have been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities, FRS 102 and the Companies Act 2006. The legal and administrative details set out in page 38 form part of this report.

We review the aims, objectives and activities of the charity each year to ensure they remain focused on the charity's stated purposes. In this report, we describe what the charity has achieved and how it has performed in the reporting period and how each key activity has benefited those groups of people that the charity was set up to help.

**Everyone has the right to return home safe from work
every day**

TRUSTEES' REPORT

Objectives

The purpose of the Suzy Lamplugh Trust, as set out in the governing document, is to:

educate and train members of the public in all aspects of violence and aggression in society with particular reference to their place of work, in methods of security, their personal safety and in managing and avoiding violence, aggression and tension within themselves and others.

We raise awareness of the importance of personal safety and provide solutions that effect change in order to help people to avoid violence and aggression and live safer, more confident lives.

Public Benefit

The activities described in this report provide benefit to the public by using our **mission**, to reduce the risk of violence and aggression, to work towards our **vision**: a society in which people are safer - and feel safer - from violence, aggression, stalking or harassment.

Ultimately, we make a difference to the safety of the people we train, those we educate, those we support and the general public through our campaigning and policy work.

The trustees have referred to the Charity Commission's guidance on public benefit, when reviewing the objectives and activities, and in planning future activities.

We want people to live life to the full

**To achieve
these
objectives,
we
campaign,
educate and
support.**

HIGHLIGHTS

**35
years**

Supporting over 45,000 victims of stalking and developing a world first perpetrator intervention programme.

Training over
100,000
individuals.

5,636 Helpline calls & emails
answered last year.
Advocacy support provided
for 277 victims of stalking.

I really want to say an
ENORMOUS thank you for your
utterly incredible help and
support each week. Thank you
for listening and for all your
enormous patience with me."

"Really thought provoking and
practical - will definitely improve
the way I work and protect myself
and families."

92% callers to helpline
and 88% who emailed
reported they were
satisfied with the
service overall.
95% reported they
were clear on the next
steps to take.

Reaching up to 3
million retail workers
through on line tools
and training.

10,000
people trained in
personal safety
and stalking
during year.

ACTIVITIES AND WHERE WE WORK



Educating

We have trained delegates in Personal Safety and Stalking Awareness throughout the UK



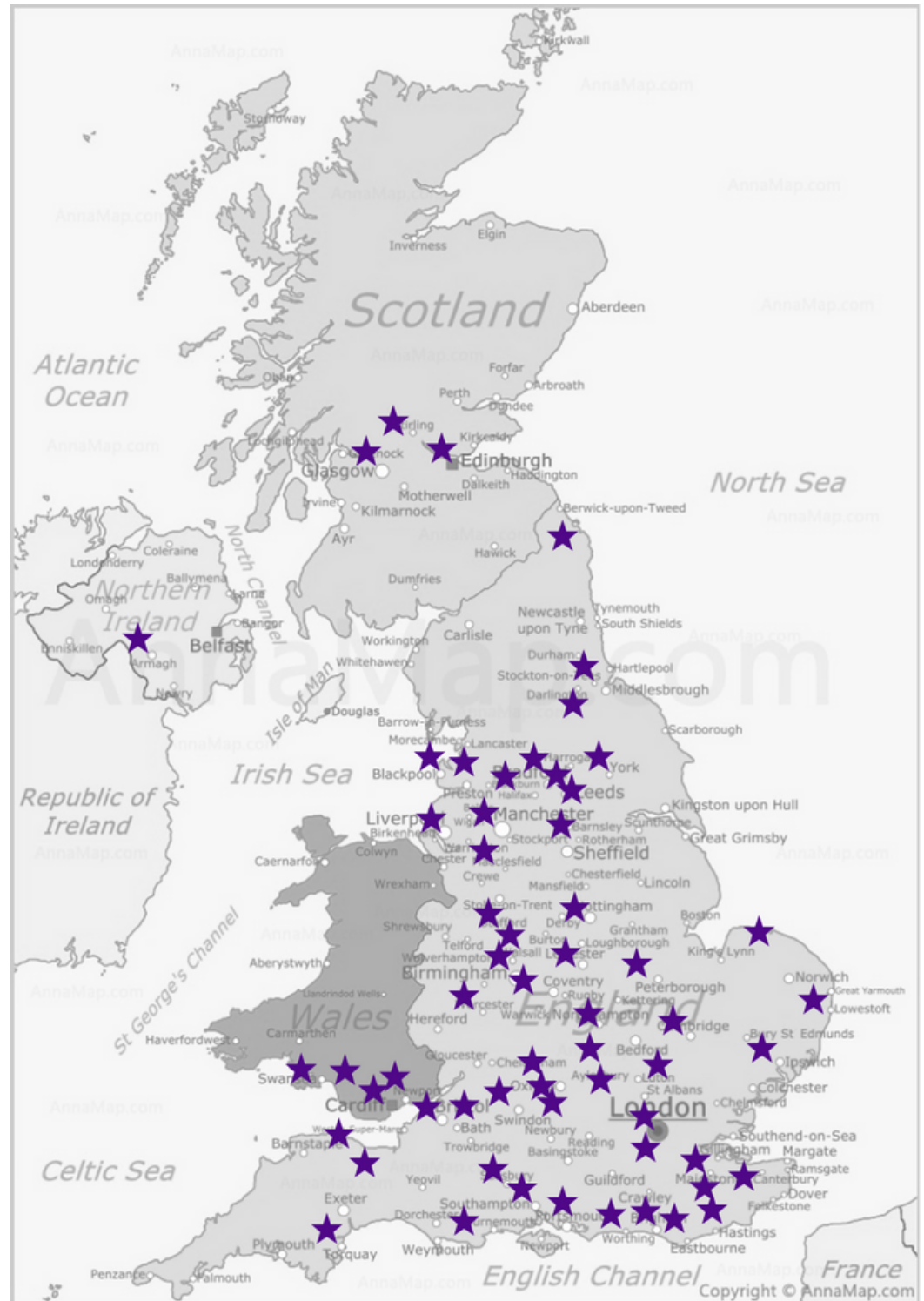
Campaigning

We have lobbied the Government to strengthen laws to better protect everyone in the UK



Supporting

We have worked with individuals and organisations across the UK, providing advice and support when they have needed it most



★ Training courses and talks delivered across the UK during the year (either face to face or remote delivery)

OUR WORK

EDUCATE

Covid-19 Impact

The ongoing Coronavirus pandemic continued to create challenges for the Trust and our ability to generate general funds income from the provision of personal safety/stalking training and talks as a result of change in commissioning patterns from organisations. However, more positive patterns began to emerge in early to mid-2021, though cautiously and notably still behind pre-Covid-19 commissioning levels.

In line with our assumptions of expected gradual recovery, overall commercial income generation over the year was 40% lower than pre pandemic levels

As well as continuing to provide employers, employees and the wider public with relevant and research informed reports and recommendations, the Trust endeavoured to offer greater choice to clients by continuing to adapt our delivery models, offering virtual and in person training, and providing a more bespoke approach to product development, so that we can continue to fully meet client needs. As a result, in addition to repeat bookings from existing clients we began to see new commissions enabling us to rebuild the training income pipeline. We expect our training income to continue to recover in the next financial year. The Trust budget for the financial year ended November 2022 reflects the expected gradual recovery of commercial income, with budgeted training income approximately 20% lower than we would have expected prior to the pandemic.

OUR WORK

EDUCATE

Training Delivery



During the year over 10,000 delegates, from across the public, private and voluntary sectors in locations across the UK, were trained in personal safety and stalking awareness. We continued to deliver these in a combination of virtual and in person sessions, tailoring sessions to the clients' needs. Key outcomes included 85% of delegates rating our courses as excellent and 86% said they would do something different as a result of undertaking the course, indicative of behavioural change in learners.

Additionally, we also continued to deliver free talks on Stalking Awareness, funded by the London Mayor's Office for Policing and Crime (MOPAC) and introduced the London Stalking Service to specialist services, statutory services and other victim support organisations. These included organisations such as Victim Support, The Citizen's Advice Bureau, local authorities, West London NHS, charities, and The Department for Work and Pensions, with a total of twenty one sessions delivered.

During the first quarter of 2021 we were delighted to receive funding from City Bridge Trust under their London Community Response Fund programme (LCRF). Through this programme we were able to offer personal safety training to keyworkers across London, who had experienced increased violence and aggression over the course of the pandemic. The training was delivered in one-hour webinar format, reaching thousands of keyworkers, in particular across the retail and transport sectors in the six-month lifespan of the project.

Our bespoke course design provision allowed us to work with many organisations for which conventional training models were no longer practical. Through inventiveness in course design, we started to offer video-recorded presentations and animation-based training solutions to complement the need for easily accessible bitesize learning, available throughout the year. This further diversified our product set and helped to reduce logistical challenges and costs to employers, such as our video-recorded our "Stalking Protection Order Training" course designed to train police forces nationwide.

OUR WORK

EDUCATE

Key projects included:

- British Retail Consortium (BRC): The Trust was commissioned by the BRC to develop a five-minute animation on conflict de-escalation management for their 170 members, as well as the wider retail sector, empowering employees to deal with aggressive behaviours. This animation was designed and produced by the Suzy Lamplugh Trust, in collaboration with the BRC and some of its key members, namely Sainsbury's, Marks & Spencer, Morrisons, The Co-op, and Boots, creating a bespoke product that was applicable to the wider retail sector and estimated to have reached hundreds of thousands of employees in 2021.

"We worked closely with the Suzy Lamplugh Trust to develop and deliver a ground-breaking animation providing assistance to retail staff looking to de-escalate aggression and abuse. The Trust's expertise and creativity were invaluable and ensured that the final product was accessible and valuable to retail employees across the industry. I would strongly recommend the Trust's work to others facing similar challenges."

Director - Business and Regulation British Retail Consortium

- Animal Friends: We were approached by several animal welfare groups with concerns over the noticeable rise in dog theft across the nation post lockdown, leading to serious physical injuries and mental trauma to dog owners when their animals were often violently snatched. We joined forces with Animal Friends Insurance who sponsored an animation, and Keele University who supported the campaign with data, to raise awareness of this issue and provided the public with guidance on how to mitigate the risks. This animation was delivered nationwide and is estimated to have reached over a million people.
- Government Security Centre People and Physical (GSCPP): We were delighted to continue our work with GSCPP to provide government departments with awareness raising webinars, personal-safety-themed guidance packages, and personal safety training to help upskill and empower government employees and civil servants to effectively deal with unique risks they face when carrying out their duties. We look forward to building on this in 2022.

OUR WORK

EDUCATE

- **Safer Streets:** We were delighted to work with West Northamptonshire Council to tackle safety on streets. Through this project we provided personal safety training to students, staff, and local citizens. We also created an animation to educate students and staff on unwanted behaviours such as harassment and stalking, outlining the support available and importance of reporting incidents to help stop such unacceptable behaviours. This project is scheduled to be completed in March 2022.
- **Safety of Women at Night:** We were also pleased to work with Northamptonshire's Police Crime Commissioner (PCC) under the "Safety of Women at Night" initiative. Through this project we created a short animation for bystanders and staff working within night-time economies, highlighting safety on a night out, recognising harmful behaviours, how to report and get support. This product will also be used in training of street watch police staff, including signposting to support services. This project is also scheduled to be completed in March 2022

This is what some of our clients and delegates had to say:

"The trainer was really welcoming and engaging, and the course raised a lot of good points to carry forward."

"I thoroughly enjoyed the course, it was very useful & provided a lot of things to think about."

"As an ambassador there are a few things I am taking away from today which I would like to see implanted within my team."

"I wanted to say a HUGE thank you for running the sessions at SCS over the past month - it has been really great watching the engagement from our staff and receiving lots of positive feedback."

"The training was very in-depth with positive feedback coming from all SAVS staff. Thank you for the brilliant training session!"

OUR WORK

EDUCATE

Youth Work

We pursued our ambitions to create greater impact for young people and were delighted to form a partnership with York University to educate their students in effective mitigation and management of harassment, stalking, aggression, and violence. We designed courses in recorded video format, targeting undergraduate students as they enter the university environment, and postgraduate students as they prepare to leave university and enter the professional workplace. This project was part funded by York University and The Suzy Lamplugh Trust, financing from our “Right to Be Safe” appeal, giving the university a three-year licence to upskill their students.

Stalking Training

The Trust has historically played a key role in training police officers in recognising stalking and supporting victims. However, demand for training poses logistical and financial challenges. To complement our virtual and face to face training provisions, in 2021 we began to also offer bite-size video-recorded “Stalking Protection Order” training to police forces, making the content available and accessible throughout the year, using a licencing approach, reducing the aforesaid challenges whilst also paving the way for blended learning options not available in the past.

We have also started the process of having our Independent Stalking Advocate caseworker training accredited by ONCR and are hoping to be able to offer this to more professionals this coming year.

OUR WORK

SUPPORT - STALKING

National Stalking Helpline



In 2021 we responded to 5,636 contacts, the highest number of contacts ever on this service. This was despite the increasing complexity of calls that we saw as a result of the pandemic. We have worked hard this year to optimise the number of calls we can answer. We analysed the hours where we received the highest call volume and ensured we had the highest staff cover at these times. We also introduced a queueing system on the helpline which meant that more victims were able to get through to the helpline on the first attempt, rather than needing to call repeatedly or email instead. Following the challenges presented by the pandemic we were able to improve our response time to emails and re-establish and keep to our 48 hr response time. We are also in the process of trialling the helpline being open one extra evening a week in order to further meet demand of those are not able to call during “office hours”.

Our annual evaluation for 2020-2021 continues to demonstrate the life changing impact this service has for victims of stalking. Feedback showed that 92% of callers to the helpline and 88% who emailed reported they were satisfied with the service overall and 95% reported they were clear on the next steps to take. Clients shared their feelings of being supported, heard, feeling safer and being more hopeful in managing their situation.

“I think the support I have received has been just excellent. I really did not know what else to do and was even contemplating raising some money to get (another) civil injunction. The support has always been clear and objective. I have felt listened to and I have never felt patronised. Importantly they did however help me manage my expectation in terms of outcome and timescale.”

“I am so thankful for the help I received. I didn't know what to do. The helpline gave me the courage to speak out and not let my stalker continue on like this.”

**NATIONAL
STALKING
HELPLINE**

0808 802 0300

OUR WORK

SUPPORT - STALKING

National Advocacy Service

Supported by a Home Office Domestic Abuse Covid-19 grant, we offered in-depth advocacy support to 38 victims of stalking, many of whom were assessed as being at high risk of serious harm and unable to access the support they required.

A grant from the National Lottery Community Fund allowed us to increase our capacity for National advocacy, with an additional 27 victims supported thanks to this stream. This additional capacity came at a vital point during the Covid-19 pandemic when more victims than ever were reaching out for support nationally.

It also allowed for our entire team of helpline advisors and stalking advocates to increase their digital specialist knowledge by undertaking specialist training with the cyber stalking helpline. We also built on our partnership with the cyber stalking helpline by sharing knowledge and joint working some technologically complex cases.

"Thanks for being so supportive.. I would have given up without your support. I feel like I'm constantly chasing them and they don't give a hoot."

(Client) "R" told me that she has struggled with nightmares over the 10 years of stalking and that now she has some hope they have stopped.

"Thank you so much for all your help & support and just making sure myself and my family are safe. You are doing an amazing job. Finally all settled in our new home so can start rebuilding as it has been really hard mentally. "

"I wouldn't have found the strength and conviction to carry on fighting over the past few months without your support and believe in me! Thank you so much!"

OUR WORK

SUPPORT - LSSS

London Stalking Support Service

Now in its second year, the London Stalking Support Service funded by the Mayor's Office for Policing and Crime continued to support thousands of victims of stalking across London.

Through this vital service we have been able to provide advocacy services to victims of stalking across London. We have continued to receive referrals from our Helpline, Police, Independent Domestic Violence Advocates (IDVA's) and health professionals as well as some other individual referrers.

We supported a total of 184 clients with advice and support and received referrals from every London borough although there were some boroughs with a much higher referral rate. We are looking to increase marketing and networking with other professionals in those areas where we are seeing lower referral rates.

This funding has also supported the pilot of our new trauma led approach to advocacy, our first cohort of staff completed training on the PATHS Model (Psychological Advocacy Towards Healing after Stalking) training, which has been accredited by OCN. We were delighted to begin delivery of this support package and have been able to offer 19 clients this trauma informed service alongside our standard advocacy support.

Following the launch of our new Online platform of support 'Am I being stalked' in 2020, this vital online support tool was translated into a further 4 languages, now accessible in a total of 14 languages to ensure language is not a barrier to accessing support. The tool is vital in supporting those that may not be able or ready to speak to a person on the helpline. It guides victims to specialist advice and services. Over the last year the tool was used by over 8,400 individuals.

OUR WORK

SUPPORT - STAC

The Stalking Threat Assessment Centre (STAC)

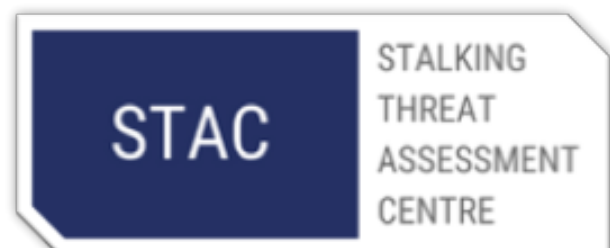
Operational since September 2018 the Stalking Threat Assessment Centre has continued thanks to funding committed from the Mayor's Office for Police and Crime and will continue to be funded until March 2023. The partnership includes the Metropolitan Police Service, Barnet, Enfield and Haringey Mental Health Trust, the National Probation Service London and the Suzy Lamplugh Trust. Our specialist stalking advocates continue to work with high-risk victims of stalking as part of STAC. Our advocates work in close liaison with health, police and probation colleagues to offer a holistic, multi-agency response to victims of stalking.

As project managers, focus this year has been on working to ensure a strong and sustainable future partnership. Our advocates were able to provide 90 victims with specialist advocacy support. We have also worked to develop seamless referral processes for those victims of stalking who may need to transfer from London Stalking Support to STAC, including keeping the same advocate wherever possible. This is to ensure that we are recognising how fluid risk levels can be and not allow this to be a barrier to consistent support and advocacy. One of the key focuses of the team has also been supporting professionals to be able to identify stalking and a new training package for professionals in London has been developed.

"Thank you so much for all the support you have given me and my family.

We have and settled in very well. Both the kids and I love it here. We feel safe as no one knows where we are except for my close family. I have been dealing with the court cases and solicitors which all seems to be going well so far.

Thank you so much for all the support you have given us at a time we most needed it."



OUR WORK

SUPPORT

Cambridgeshire Stalking Intervention project

Supported by funding from the Home Office we are delighted to be working with Cambridgeshire Police and Crime Commissioner, project managing the development of Cambridgeshire Stalking Intervention Project. This project is a partnership between the Suzy Lamplugh Trust, Cambridgeshire Constabulary, Cambridgeshire and Peterborough Foundation Trust and Cambridgeshire County Council Independent Domestic Violence Advocacy Service. This project is building on the knowledge and expertise developed as part of Multi-Agency Stalking Intervention Programme (MASIP) (detailed below) and we are funded to project manage the set-up until March 2022.

OUR WORK

CAMPAIGN

Stalking and systemic change



2021 marked the second year of the 3-year project funded by the Esmée Fairbairn Foundation entitled “Moving Towards A System-wide Change” which commenced in December 2019. The project seeks to initiate systemic change within the police and healthcare services to reduce stalking and improve the experience of victims seeking support and justice.

This year we carried out a pilot to trial in-depth specialist training tailored for police officers who work on stalking cases in response to a survey of officers carried out in 2020 which highlighted that 64% had never received stalking training and only 3% felt very confident understanding stalking legislation; 9 out of 10 officers wanted more stalking training.

The pilot was rolled out across two police forces to different levels of officers and received positive feedback. We are finalising the content and in the process of gaining accreditation with Open College Network (OCN). Following the evaluation of the pilot we will look to roll this out to as many police forces as possible.

In addition, we have outlined in detail the need for police training in several policy/legislation consultations including: government’s National Violence Against Women and Girls Strategy (Call for Evidence); Police, Crime, Courts & Sentencing Bill; Reform of the Communications Offences; Online Safety Bill; the Domestic Abuse Bill and the Domestic Abuse Statutory Guidance.

Also part of the “Moving Towards A System-wide Change” project is a roll out of the Multi Agency Stalking intervention Programme (MASIP) model which we piloted across 3 sites in London, Hampshire and Cheshire between 2018 and 2020 and which we continue to project manage at the Stalking Threat Assessment Centre in London and Cambridgeshire. This model prioritises a multiagency approach which ensures that probation, healthcare, police and specially trained stalking advocates work together to risk assess and manage stalking perpetrators in order to best protect victims.

OUR WORK

CAMPAIGN

Findings from the pilot indicated a reduction in reoffending, and an insight into early identification of repeat offenders. We have therefore lobbied extensively for the implementation of the MASIP model nationally in policy/legislation and consultations including the government's National Violence Against Women and Girls Strategy (Call for Evidence); Police, Crime, Courts & Sentencing Bill; the Domestic Abuse Bill and the Domestic Abuse Statutory Guidance. As a registered super-complainant we are collecting research to submit a super-complaint relating to our concerns about the obstacles to victims' obtaining justice through the criminal justice system. We are working with Rights of Women to ensure that our proposal for the super-complaint is accepted with a view to instigating systemic change within the police and how they deal with cases of stalking.

The Suzy Lamplugh Trust also chairs the National Stalking Consortium, a coalition of frontline services, academics and other experts across England and Wales. The Consortium provides a unanimous voice on many issues relating to stalking and the experience of victims within the criminal justice system. We also represent this Consortium on the National Police Chiefs Council Working Group on Stalking and Harassment, which includes government departments and statutory bodies that work across these crimes.

OUR WORK

CAMPAIGN

National Stalking Awareness Week 2021

This year our Annual National Stalking Awareness Week focused on 'unmasking stalking' and exposing the impact of the pandemic on stalking behaviours. Our research showed a concerning increase in stalking behaviours, both online and offline, since the Covid-19 pandemic began. For those whose experience of stalking started before the first lockdown, around half of respondents (49%) confirmed an increase in online behaviours throughout the pandemic, while 32% also saw a rise in offline behaviours. As a part of the week we released advice to help people understand and protect their cyber security, as well as policy recommendations to improve the experience of victims pursuing cases through the criminal justice system, which had wide distribution.

We held our first online conference which received widespread positive engagement and we continued our series of podcasts highlighting how victims' experiences of the criminal justice system have changed since the pandemic, from reporting to trial, and what impact this has had on victims of stalking, as well as the role of helplines in adapting and supporting victims.

Our impact across social media was the greatest for any of our campaigns to date with over 1.14 million impressions on Twitter and 17,324 video views including those submitted by celebrities, cross party MPs and academics. The campaign generated over 18,000 views to our website during the week and increased our following across Twitter, Facebook, Instagram and Linked In. The campaign also featured in 37 print articles including national outlets, 6 TV interviews including Sky, ITV and Good Morning Britain, and national radio.



OUR WORK CAMPAIGN

Anniversary of Suzy's disappearance

28th July 2021 marked the 35th anniversary of the disappearance of Suzy Lamplugh. We marked this milestone in the Suzy Lamplugh Trust's history by launching a blog detailing key milestones in the Trust's journey, an article in the Telegraph highlighting the achievements and challenges in the 35 years of the Trust's work. We are very fortunate to have received corporate support which enabled us to design and create a 30 second advert, and broadcast this on Sky TV, all at minimal cost to the Trust. The advert is intended to raise awareness of the Trust. The campaign was widely supported across social media with videos received from supporters in the Lords and longstanding partners of the Trust. A podcast interviewing Richard Lamplugh highlighted the journey of the Trust and its work over the last 35 years and the legacy Suzy's parents, Paul and Diana, have left in the work that we continue to do.

The campaign generated over 148,000 impressions on Twitter and CEO Suky Bhaker's blog in the Telegraph and interview in Woman's Hour also gained a lot of traction. Support was demonstrated on social media by cross party MPs, members of the House of Lords and the National and London Victims' Commissioners.



OUR WORK CAMPAIGN

National Personal Safety Day 2021

In the aftermath of the murder of Sarah Everard in March 2021, our long-standing work on harassment in public spaces, including public transport, taxis and minicabs, came into sharp focus with an unprecedented demand from media and government for our advice about how to tackle the issue of women's safety. Research for our annual National Personal Safety Day Campaign focused on the prevalence of all forms of harassment on public transport. It showed that a shocking 88% of respondents to our survey had experienced some form of unwanted behaviour on public transport in the past 5 years despite reduced footfall during the pandemic, with the most common behaviours being staring, intimidatingly sitting or standing right by someone and verbal abuse. Alongside Plan International UKJ and Our Streets Now we have been lobbying for a specific offence for public sexual harassment. Through this vital campaign we were pleased to see the government commit to a review of potential gaps in current legislation in their recently published Violence Against Women and Girls strategy.

The campaign generated 131,000 impressions on Twitter and gained support from a range of stakeholders including Robert Buckland MP, Transport for London, Vera Baird Victims' Commissioner for England and Wales, and The British Transport Police. It was also featured in a number of media outlets including an article by the Observer newspaper.

We also produced a guidance leaflet encouraging people to report incidents of harassment and unwanted behaviours on public transport and signposting to specialist support services which was distributed widely.



OUR WORK

CAMPAIGN

Transport

Our longest standing campaign to improve passenger safety in taxis and private hire vehicles reached an exciting milestone this year as a private members Bill tabled by Peter Gibson MP began its passage through parliament. This includes provisions to create an information sharing database on driver licence refusals and revocations to ensure that licensing authorities have access to all relevant information about driver's background in order to make an adequate risk assessment when granting the licence. As a member of the Ministerial Task and Finish Group on taxi and private hire vehicles which made safety recommendations to government, the Trust has been well placed in lobbying for change beginning with Diana Lamplugh herself campaigning for the licensing of private hire vehicles in London back in the 1990s.

We have also been a member of the Rail Delivery Group's national steering group and helped shape its campaign to reduce sexual harassment on the UK's railway network. Material included messaging targeting perpetrators and signposting victims to support services as well as developing training content for transport staff to identify and help victims. This national campaign was developed with the input from rail operators across the country and charities involved in improving support for victims of stalking, harassment and sexual violence, and launched across the country in the summer of 2021.

OUR WORK

CAMPAIGN

Policy and Legislative Change

With the introduction of the Domestic Abuse Act we have been feeding into draft guidance for its implementation, to ensure that victims of domestic abuse related stalking are adequately represented throughout. While only around half of victims contacting the National Stalking Helpline would be classed as domestic abuse or ex-intimate partner related, we have also worked hard to ensure that the government's National Violence Against Women and Girls Strategy also includes stalking and captures all non-domestic abuse related cases in its provision for victim support.

Other legislation we have been monitoring and feeding into includes the Online Safety Bill, the Victims Bill, and various pieces of guidance relating to proposed changes to the law regarding post separation abuse/coercive control and broadening the scope of multi-agency public protection arrangements to include stalking advocates in information sharing arrangements.

Our unique role in supporting and representing victims through the National Stalking Helpline and our partnerships with survivors and family members of those affected by other forms of violence and aggression enables us to understand the issues from the victim's perspective and ensure their voice is central to our campaigning and policy work. This has also established us as an authority on stalking, harassment and other forms of violence and aggression in society both online and offline. Our presence in the media has increased as a result and we have been featured across national media including the Guardian, Observer and the Telegraph, British Vogue, Radio 4 Women's Hour, LBC radio, BBC breakfast News and ITV regional and national channels among others.

OUR WORK

CAMPAIGN

Suzy's Charter for Workplace Safety

With the slow emergence from the pandemic we have had an increasing interest in organisations commissioning Suzy's Charter for Workplace Safety, a framework to guide employers through steps to better protect employees from risks to personal safety in the workplace. Our consultancy work on the Charter, and within it our personal safety policy development with clients, is growing in prominence: for example we have initiated work with the Royal Borough of Kensington and Chelsea to understand specific risks to staff and put together an action plan for mitigation within the Charter. We look forward to continuing this work in 2022.

Our work on workplace safety more broadly has also gained recognition and we now sit on the Victims Task and Finish Group appointed by The National Retail Crime Steering Group, co-chaired by the British Retail Consortium and Home Office Minister for Crime and Policing, Kit Malthouse MP. The Steering Group brings together retailers, government officials, police, and trade associations to work together to combat retail crime especially crimes of violence against shop workers. Suzy's Charter for Workplace Safety now features on the Steering Group website which lists resources for shopworkers affected by violence and aggression.



SUZY'S CHARTER FOR
WORKPLACE SAFETY

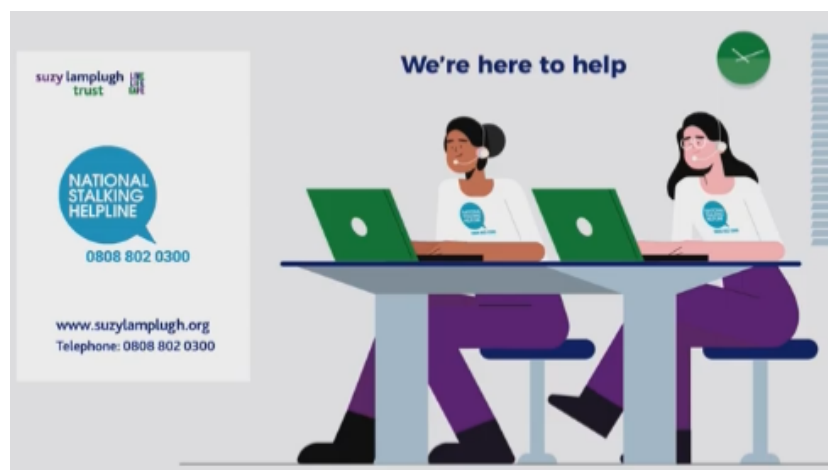
FUTURE PLANS

In October 2021, the Board approved an update of the Trust's strategy which, given the impact and uncertainties of Covid-19, focused on the priorities for 2022 and the foundation work required in preparation for 2023. Work on a refresh of the longer-term strategy is planned for the second half of 2022.

Our mission is to reduce the risk of violence and aggression through campaigning, education and support.

Our key strategic objectives for next year, based on our mission, are:

1. We will continue to deliver campaigns and projects that drive systemic change remaining responsive to new and emerging trends in the external environment through effective thought leadership. **(Campaign)**
2. We will continue to ensure people are safer and feel safer through an agile approach to our provision of high-quality learning and capacity building solutions for individuals and organisations, in relation to personal safety and stalking. **(Educate)**
3. We will ensure the delivery of holistic high-quality frontline services to victims of stalking, taking a victim centred approach responding to the changing needs of our beneficiaries and the dynamic environment. **(Support)**
4. We will start to rebuild and broaden our sources of income, in order to maintain sufficient financial stability to enable us to continue to meet our charitable objectives. **(Finance)**



FUTURE PLANS

Our priority areas for 2022 are:

Stalking

- Continue to deliver the National Stalking Helpline and Advocacy Service, including through the Stalking Threat Assessment Centre (STAC) and the new online platform. Upskill and train our Helpline and Advocacy team to ensure high quality delivery. Develop our cyber informed response to stalking through our partnership with the Cyber Helpline.
- Create and develop a sustainable model for stalking perpetrator intervention.
- Continue to roll out our trauma informed approach to advocacy in London that can inform our national advocacy model going forward and associated campaign focused on mental health and trauma experienced by victims of stalking.
- Continue to market and roll out our suite of generic and specialist stalking training products to a wider audience, including the development of a stalking training programme for police officers and continue the pilot of this approach in a number of areas.
- Continue to build capacity and sustain our position as thought leader across the sector, through National Stalking Awareness Week and by coordinating the National Stalking Consortium and Scottish Consortium, as well as the academic consortium.

Personal Safety and Transport

- Continue to provide a voice in response to increases in violence and aggression on public transport as a result of the public outcry about women's safety; our National Personal Safety Day Campaign will highlight the prevalence of these behaviours in particular all forms of harassment.
- Continue our campaign to legislate for minimum standards for taxi and mini cabs, monitoring the use of taxis as a result of the pandemic and the impact this has.



FUTURE PLANS

Personal Safety in the Workplace

- Continue to market and roll out our workplace safety training, e-learning modules animation-based and video-recorded bespoke options to wider audiences/sectors.
- Support employers to respond to the changes in workplace personal safety issues as a result of the pandemic and new legislative changes, in particular increases in lone working, working online and the potential for increased violence and aggression in some key sectors.
- Promote parliamentary and ministerial personal safety awareness including specific risks as a result of the focus on harassment and personal safety. Specifically building on the work carried out with the Government Security Centre People and Places (GSCPP).
- Continue to promote and deliver our training and consultancy offer to workplaces, including Suzy's Charter.
- We will campaign for the criminalisation of all forms of public sexual harassment, continue lobbying for this legislative change and to increase convictions for harassment and stalking, and roll out training on bystander intervention.

National Stalking Awareness Week is planned for 25th April – 29th April 2022

National Personal Safety Day is planned for 8th November 2022

FUTURE PLANS

Income Generation & Finance

Income generation remains a key strategic priority for the organisation next year. Given that the majority of the Trust's personal safety charitable objectives are funded and delivered through commercial activities, this section is relevant to strategic objectives one and four.

Improved Digital Marketing and Communications: In line with strategic objective one, we will also continue to utilise a creative and innovative approach in delivery of our training and consultancy offer, by drawing on the social trends we see developing in our key policy arenas.

Refining and Developing New Products: Over the course of 2020/2021 we have been refining a range of product sets developed the previous year, responding to identified needs and gaps in the market.

In addition to our e-Learning Personal Safety course, we will look to explore the potential for bespoke products and creative delivery models, such as animation-based or video-presented training options. This will be effective where our traditional models do not suit large organisations, and our e-Learning provision may still be logistically challenging for such clients. An example of this includes the animation on conflict de-escalation management for the British Retail Consortium (BRC), which has enabled us to train thousands of retail workers. Our video-recorded personal safety training course for University of York is also a successful example of this, allowing a model of self-paced learning, whilst delivering engaging, bitesize, thought-provoking content to audiences that could not sign up to our existing offer.

We will also look to continue to refine our new products to ensure they remain competitive and respond to the changing needs of our beneficiaries, for example, providing video presented SPO training to complement the needs of police forces nationally. This upskills staff at a fraction of the cost, reducing opportunity costs for forces, whilst empowering officers to deal with stalking cases more effectively.

FUTURE PLANS

Building on our success in 2021, we will continue to explore how our other expertise can be commercialised and begin to package other products, based on our knowledge of perpetrator intervention (MASIP), stalking trauma training, personal safety training for young people, and stalking training courses for police.

We are working with a bystander training provider to develop a product for the UK market, driven by significant market demand. This is sponsored by L'Oréal, aligned with our personal safety message, and will be delivered to 10,000 delegates across the UK in 2022.

Alternative Sources of Funding: We will continue to explore alternative sources of funding where traditional funding streams may not be available and to alleviate pressure on our general funds;

- by applying for restricted funding streams to deliver our training objectives, e.g., we were successful in securing restricted funding from the City Bridge Trust to train key workers across London.
- exploring restricted funding opportunities for policy/CEO costs, we have recently applied to a number of smaller trusts and foundations for support with this.

General Donations: Following our success in general donations in 2021, we are nurturing relationships with individual donors by keeping them engaged with the Trust, aiming to convert supporters to loyal donors where possible, using a number of steps such as sharing news of our ongoing impact.

Our approach will continue to ensure the Trust can sustain its position as a leading authority in personal safety and stalking whilst responding to new and emerging trends. It is imperative to continue to deliver our key policy objectives and contribute to systemic change. As specialists this is a unique selling point that adds to our credibility and helps attract new income generation opportunities alleviating pressure on the general funds position.

FINANCIAL REVIEW

Financial position

The detailed figures for the year ended 30 November 2021 are set out in the financial statements that follow this Trustees' Report. During the year, the Trust had a surplus of £67,148 in general funds and of £10,247 in restricted funds. Total funds at the end of the year subsequently increased by £77,395 to £411,285.

Income

The Trust's principal funding sources are:

- Fees for providing training, talks and personal safety policy consultancy to businesses, organisations and individuals,
- Grants from statutory organisations that are conditional on providing certain services,
- Grants from charitable trusts and foundations that are conditional on providing certain services,
- Grants that are given without condition from charitable trusts and foundations donations from companies, groups and individuals,
- Other trading income such as website fees.

The Covid-19 pandemic has continued to have a significant adverse impact on our ability to generate income from the provision of personal safety and stalking training courses and talks, which forms the main source of the Trust's general funds income. In spite of the challenging conditions we ended the year just ahead of our forecast, although this took into account anticipated lower revenue streams.

Our ability to offer a broader range of training products and modes of delivery (e-learning modules and remote delivery in addition to face-to-face classroom delivery) positions the Trust well to meet the needs of diverse organisations across the UK. We anticipate continuing improvements in training revenue over the course of 2022 and by 2023 we expect to be back to pre-pandemic levels.

The overall Trust budget for the financial year December 2021 to November 2022 reflects the expected gradual rebuilding of commercial income, with budgeted training income approximately £130,000 higher than was achieved in 2021. Actual delivery in the first few months of this year is ahead of budget.

FINANCIAL REVIEW

Additionally we had success in securing additional restricted funding from the Home Office, City Bridge Trust, National Lottery Community Fund and Cambridgeshire PCC over the course of the year.

General fund donations were also higher than budget, triggered by the public response to Sarah Everard and owing to the publicity around the 35th anniversary of Suzy's disappearance.

Total income for the year was £1,350,726 (2020: £1,259,235), consisting £886,892 (2020: £876,045) restricted and £463,834 (2020: £383,190) general funds.

Expenditure

Total expenditure for the year was £1,273,331 (2020: £1,204,575), consisting £876,645 (2020: £872,805) restricted and £396,686 (2020: £331,770) general funds.

Reserves

At 30 November 2021, the funds held by the Trust consisted:

- £342,299 general funds
- £68,986 restricted funds
- £411,285 total funds

The Trustees review the reserves policy at least annually. The policy's overall aim is to maintain a prudent level of reserves to ensure stability and flexibility, as income generation success and funding requirements cannot be fully anticipated when planning a budget. The trustees have agreed a policy to have an unrestricted reserve fund of three months of total operating costs. For the year beginning 1 December 2021 this is £342,299 (2020: £275,151). After taking into account restricted funds and the carrying amount of functional fixed assets of £nil. This equates to 97% of the target (2020:88%). We expect 2022 to be a less challenging year for general funds income generation and we therefore expect meet the reserves target during the year ending 30 November 2022.

GOING CONCERN

Consideration has been given to the adverse impacts that Covid-19 continues to have on the Trust's ability to generate income from the provision of personal safety and stalking training courses and talks, which form the main source of the Trust's general funds income.

This impact has been partly mitigated by implementing alternative training delivery methods and introducing new training products, but we expect 2022 to continue to be challenging due to ongoing Covid-19 impacts and the adverse economic environment and do not expect training income to fully recover to pre Covid levels in the coming year.

The cash flow forecast for the next twelve months reflects what the trustees consider to be a realistic projection of training income.

The Trust staff and volunteers have been able to work remotely during the pandemic, continuing to meet our charitable objectives through education, campaigns and support.

Despite the continuing challenges during 2021, the Trust began the current year in a good financial position. The trustees have reviewed cash flow forecasts to April 2023 and consider that the Trust has sufficient cash available to continue operations during this period and meet liabilities as they fall due. We also have access to an interest-free loan but do not expect to use this facility in the next twelve months. There are no material uncertainties regarding the Trust's ability to continue to operate as a going concern. The Trust therefore continues to adopt the going concern basis in preparing its financial statements.

FUNDRAISING COMPLIANCE

Our work to campaign, educate and support in order to improve the lives of people across the UK is only possible because of the generosity of Suzy Lamplugh Trust's supporters, including the general public. We are committed to upholding high standards in all our fundraising activities.

The majority of our fundraising income currently comes from restricted grants from statutory bodies or trusts and foundations. We also work with a number of corporate supporters, individual donors and supporters, who are invaluable in growing the work of the Trust. We generate some fundraising income from event participants and community fundraisers and are increasing our social media activity as a way to fundraise.

We do not use external fundraisers to work directly with the public on our behalf. However, we occasionally engage professional fundraising consultants on a limited basis to deliver some of our activity, particularly input to restricted grant funding bids. Our consultants are carefully selected and monitored, to ensure they uphold our ethical standards. We also have guidelines around what content can be included in any bid applications to ensure consistency and high standards. Suzy Lamplugh Trust staff ensure that this is adhered to through our team checking all applications prior to submission.

At Suzy Lamplugh Trust, we aim to communicate with our supporters and members of the public in a way that they welcome, ensuring that we are compliant with data protection regulations. We received no complaints about our fundraising activity during the year.

RISKS

Risk statement

Risk management remains one of the most important responsibilities of the board. We are satisfied that we have appropriate systems and processes in place to identify key risks and to manage them. We do this by the following:

- There is an organisational risk register in place which tracks a range of strategic and operational risks to the Trust.
- Each risk is assigned a leadership team (or board) owner, impact and probability are assessed and actions to mitigate or manage the risk are agreed.
- The leadership team reviews the risk register on a monthly basis and ensures that policies and procedures are in place and are adequate. Individual risks are reviewed between the CEO and risk owner.
- On a quarterly basis, sub-committees of the board review the key risks and live issues relevant to that particular sub-committee, for example, Finance or Policy, considering the overall risks and mitigations.
- A summary of key risks and live issues is reviewed by the board on a quarterly basis. The full detail of the risk register is reviewed by the board annually.
- Mitigations are developed and implemented for all risks identified.
- We have policies and procedures for raising complaints and concerns and these are reviewed regularly.
- External subject matter expertise is sought when required to support the update or application of these policies and procedures, for example, expertise on employment law.

In addition, our most significant projects have their own project-specific risk register which is updated on a regular basis and shared with funders of these projects

RISKS

Principal Risks

To achieve our objectives, it is essential that we manage risks effectively. We have identified the following principal risks:

- **Income and cash flow uncertainty:** We rely on grants, donations and surplus income from delivery of our training and consultancy work. Renewal of grants can be uncertain and general donations unpredictable. Our objective is to rebuild our training income and to obtain funding from a wider range of income streams, reducing reliance on any one stream of income or particular funder. We keep our reserves policy under regular review to ensure it meets the evolving needs of the Trust and regularly reforecast income, expenditure and cash flow.
- **Covid-19 impacts:** Due to the pandemic and associated restrictions the Trust continues to face risks to staff health and wellbeing. In addition there are risks around the development of new staff, specifically operational staff. Risks around organisational connectivity also need to be managed. We will continue to offer flexible working arrangements where possible, have established protocols and guidance on homeworking and continue a hybrid working model of working. Regular on line meeting between team members ensure continuing connectivity and we have increased our use of technology to support training and development. In addition, wellbeing support continues to be offered.

REFERENCE INFORMATION

Charity name: The Suzy Lamplugh Trust
Charity registration number: 802567
Company registration number: 02417823

Registered office: The Foundry, 17 Oval Way, London SE11 5RR

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Christopher Shelley	Chair
Steve Moffatt FCCA	Treasurer
Jean Mclean	Deputy Chair
Ivan Balhatchet	
Joanna Conlon	
Hannah Daly	
Peter Dannheisser	
Shaila Mahomed	
Emma Short	
Lucy Thomas	

Members (resigned December 2021)

Linda Craig	Paul Infield
Sir Ian Johnston CBE, QPM	Hugh Marriage
Lawrie Philpott	Andrew Tappin
Jill Tombs	

Key Management Personnel

Suky Bhaker	Chief Executive Officer
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Bankers

Unity Trust Bank	9 Brindley Place, Birmingham B1 2HB
National Westminster Bank	PO Box 281, 156 Fleet Street, London EC4A 2DX

Auditors

Sayer Vincent LLP	Invicta House, 108-114 Golden Lane London EC1Y 0TL
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STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal structure

The Trust was established in 1986 as an unincorporated charity. It was later incorporated as a charitable company limited by guarantee on 29 August 1989 and was registered in this form with the Charity Commission on 8 January 1990.

The Trust's wholly owned subsidiary company, SLT Training and Resources Limited, was struck off in September 2020.

Governance

The Trust's governing document is its Memorandum and Articles of Association. The overall governance, finance and operations of the Trust are controlled by the board of trustees, within the regulatory framework set by the Charity Commission and the Companies Act.

The Memorandum and Articles of Association, resolutions and complementary procedures set by the board, are the rules that the Trust operates by, and by which decisions are made.

The trustees are ultimately responsible for the Trust.

Related Parties

Trustees and key management personnel are required to disclose any related party interests. Related party transactions during the year are disclosed in note 8 to the financial statements.

Members

The governing document requires there to be a small number of members. These are people who as well as having an oversight of the board through the appointment of trustees, have the legal liability (limited to £1 each) if the company was to be wound up and for making decisions about that. They are also responsible for appointing the auditors.

Members meet formally once a year at the annual general meeting (AGM). At this meeting, they formally adopt the annual report and accounts. Members also provide ad hoc advice to trustees and the chief executive (CEO) on matters on which they have expertise, ranging from human relations management and criminal justice policy to the history of the Trust.

In order to simplify the structure of the charity, in future it will operate under a "foundation" model of governance where our board and our membership are one and the same. On 30 November 2021, an Extraordinary General Meeting was held to appoint the Trustees as new Members of the charity. In December 2021, the existing Members resigned.

Patrons

The Trustees can appoint honorary positions, known as patrons. These are figure heads and representatives of the Trust to the wider public.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustees and directors

The trustees of the charity are also directors of the company (the board). The governing document states that there must be between 4 and 12 trustees in post at any time. Trustees who served during the year are set out on page 32.

The Trustees delegate much of the day-to-day management of the Trust to the CEO, but remain ultimately responsible. Their responsibilities are active, not passive, and include:

- regular evaluation of the strategic direction of the Trust and its management policies
- evaluation of outcomes and the effectiveness with which the CEO and management implement them
- monitoring legal compliance
- management of risks related to the Trust's activities

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

Members of the charity guarantee to contribute a amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All Trustees give their time voluntarily and receive no benefits from the Trust. Any expenses reclaimed are set out in note 6 to the financial statements.

The Board's operations

The Board of Trustees normally meets four times a year to conduct its business and oversee progress against strategic and operational plans. It is supported by sub-committees of the board:

- Finance Sub-committee – This Sub-committee meets at least four times a year to oversee the Trust's financial operations in more detail and reports to the board after each meeting.
- Policy Sub-committee – This Sub-committee meets twice a year to consider the Trust's stance on key issues of policy.
- Commercial Advisory Group – This group meets quarterly to review progress against development and delivery of commercial strategy.

These sub-committees are supported by the CEO and relevant members of staff.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Board recruitment and induction

The Board is responsible for ensuring that it is made up of Trustees who are collectively able to fulfil the governance function of the Board and therefore needs to have a mix of skills, both those which relate to the objectives of the Trust and more generic skills and experience such as legal and financial.

The Board regularly undertakes a self-assessed skills audit against the set of skills it has identified as being essential for the governance of the Trust; this enables the board to identify skills gaps, which informs the recruitment process and training needs. Trustees are able to access learning and development opportunities relevant to their trustee position.

Appointment and retirement of trustees

Election, retirement and re-election of trustees are carried out according to the procedures set out in the governing document. Trustees may be recruited by invitation or advertising. Anyone is able to stand for election as a trustee at any time in the year. The Board has the power to elect or co-opt a Trustee at any time as long as that election does not mean that the total number of Trustees exceeds 12. Trustees are appointed at the AGM and at each AGM a third of board members (the longest serving since election or re-election) must resign and may stand for re-election.

Management

The Trustees delegate day-to-day running of the charity to the CEO who reports directly to the board. The CEO currently leads a staff team of 34 salaried staff (25 full-time equivalents). The chair, deputy chair and treasurer hold a meeting with the CEO each month.

The Trust also benefits from volunteers, who gave over 800 hours to the charity last year, and from pro bono support.

Remuneration

The remuneration of the CEO is set by the Board and the remuneration of other staff is set by the CEO. In all cases, this is informed by formal and informal benchmarking information from comparable organisations in the voluntary sector, the responsibilities of each individual role and the requirements of the person specification.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Suzy Lamplugh Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practices).

Company law requires the directors 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 group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company or group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and accounting estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 November 2021 was 7 (2020: 7). The Trustees are Members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Approved by the Trustees on 13 April 2022 and signed on their behalf by

Chris Shelley
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT

Independent auditor's report to the members of Suzy Lamplugh Trust

Opinion

We have audited the financial statements of The Suzy Lamplugh Trust (the 'charitable company') for the year ended 30 November 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 30 November 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 Suzy Lamplugh Trust'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.

INDEPENDENT AUDITOR'S REPORT CONTINUED

Other information

The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. 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 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' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' annual report has 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' annual 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, or returns adequate for our audit have not been received from branches not visited by us; or
- The 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; or
- The Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, 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.

INDEPENDENT AUDITOR'S REPORT CONTINUED

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 are set out below.

Capability of the audit in detecting irregularities

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

We enquired of management, and the finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.

INDEPENDENT AUDITOR'S REPORT CONTINUED

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 is available on the Financial Reporting Council's website at: 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.

Joanna Pittman (Senior statutory auditor)

27 May 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

The Suzy Lamplugh Trust

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 November 2021

	Note	Unrestricted General £	Restricted £	2021 Total £	2020 Total £
Income from:					
Donations and legacies	3	82,206	10,947	93,153	138,211
Charitable activities	4a				
Education		367,657	–	367,657	292,591
Campaigning		–	110,182	110,182	97,543
Supporting People		–	765,763	765,763	720,508
Other trading activities		13,959	–	13,959	10,370
Investments		12	–	12	12
Total income		463,834	886,892	1,350,726	1,259,235
Expenditure on:	5				
Raising funds		33,736	–	33,736	43,008
Charitable activities					
Education		259,517	4,743	264,260	282,680
Campaigning		66,363	89,058	155,421	127,762
Supporting People		37,070	782,844	819,914	751,125
Total expenditure		396,686	876,645	1,273,331	1,204,575
Net income /(expenditure) for the year and net movement in funds		67,148	10,247	77,395	54,660
Reconciliation of funds:					
Total funds brought forward		275,151	58,739	333,890	279,230
Total funds carried forward		342,299	68,986	411,285	333,890

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 16a to the financial statements.

The Suzy Lamplugh Trust

Statement of cash flows

For the year ended 30 November 2021

	Note	2021 £	£	2020 £	£
Cash flows from operating activities	17				
Net cash from / (used in) operating activities			(57,391)		(22,634)
Cash flows from investing activities:					
Dividends, interest and rents from investments		12		12	
Net cash from / (used in) investing activities			12		12
Change in cash and cash equivalents in the year			(57,379)		(22,622)
Cash and cash equivalents at the beginning of the year			320,998		343,620
Cash and cash equivalents at the end of the year	18		263,619		320,998

The Suzy Lamplugh Trust

Balance sheet

Company no. 02417823

As at 30 November 2021

	Note	2021 £	2020 £
Fixed assets:			
Tangible assets	11	–	202
		–	202
Current assets:			
Debtors	12	289,027	181,650
Cash at bank and in hand	18	263,619	320,998
		552,646	502,648
Liabilities:			
Creditors: amounts falling due within one year	13a	(141,361)	(163,568)
Net current assets		411,285	339,080
Total assets less current liabilities		411,285	339,282
Creditors: amounts falling due after one year	13b	–	(5,392)
Total net assets		411,285	333,890
Funds:	16a		
Restricted income funds		68,986	58,739
Unrestricted income funds:			
General funds		342,299	275,151
Total unrestricted funds		342,299	275,151
Total funds		411,285	333,890

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies' regime.

Approved by the trustees on 13 April 2022 and signed on their behalf by

C J Shelley
Chair

A S Moffatt FCCA
Treasurer

1 Accounting policies

a) Statutory information

Suzy Lamplugh Trust is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is 17 Oval Way, London, SE11 5RR.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

When assessing the charitable company's ability to continue to adopt the going concern basis of accounting, the trustees have considered all available information about the future at the date they approve the accounts. Consideration is given to information from budgets and forecasts of income, expenditure and cash flows. Attention is given to the available unrestricted reserves, credit facilities and other financial assistance that may be available.

Key judgements that the charitable company has made which have a significant effect on the accounts include estimating cashflows, future income and expenditure. In particular, this has included giving consideration to the continuing adverse impact that Covid-19 continues to have on the charitable company's ability to generate income from the provision of training courses and talks. We expect it will take time for training income to recover to pre-Covid levels, although we have already seen improvements compared to 2020 and we believe the income forecast for the next twelve months is realistic. The trustees have reviewed cashflow forecasts to April 2023 and consider that the charitable company has sufficient cash available to continue operations during this period and meet liabilities as they fall due.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period. The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

e) Income

Income received by way of donations, gifts and sponsorship is included in the SoFA when the charitable company is legally entitled to the income, receipt is probable and the amount can be measured reliably. Intangible income is not included unless it represents goods and services which otherwise would have been purchased. Gifts in kind are valued and brought in as income and the appropriate expenditure if material.

Income from fundraising events is accounted for in the period in which the event occurs.

Income received in advance of the provision of a service such as the delivery of a training course is deferred until the training has been delivered, hence meeting the criteria for income recognition.

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

1 Accounting policies (continued)

h) Allocation of support costs

All expenditure is accounted for on an accrual basis, and is classified in the SoFA according to the activity to which it relates. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate based on staff time, of the amount attributable to each activity.

	Salary	Overhead
● Raising funds	7%	2%
● Education	32%	20%
● Campaigning	21%	12%
● Supporting people	40%	66%

Direct costs are allocated on an actual basis to the key strategic area of activity.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £600. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Computer equipment	33%
● Office equipment	15%

k) Debtors

Trade and other debtors are recognised at the settlement amounts due for the provision of services delivered. Prepayments are recognised at the amount prepaid or the amount paid in advance.

l) 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 three months or less from the date of acquisition or opening of the deposit or similar account.

m) Creditors and provisions

Creditors and provisions are recognised where the charity 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. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

o) Pensions

Pension contributions paid by the charitable company in respect of employees to a scheme are charged to the SoFA as they become payable, and are allocated to the same funds as the salary costs to which they relate.

p) Critical accounting judgements and estimates

In preparing these financial statements, management has made judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements 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.

2 Detailed comparatives for the statement of financial activities

	General £	Restricted £	2020 Total £
Income from:			
Donations and legacies	88,217	49,994	138,211
Charitable activities			
Education	284,591	8,000	292,591
Campaigning	–	97,543	97,543
Supporting People	–	720,508	720,508
Other trading activities	10,370	–	10,370
Investments	12	–	12
Total income	383,190	876,045	1,259,235
Expenditure on:			
Raising funds	43,008	–	43,008
Charitable activities:			
Education	267,996	14,684	282,680
Campaigning	20,766	106,996	127,762
Supporting People	–	751,125	751,125
Total expenditure	331,770	872,805	1,204,575
Net income for year and net movement in funds	51,420	–	51,420
Reconciliation of funds:			
Total funds brought forward	223,731	55,499	279,230
Total funds carried forward	275,151	55,499	330,650

3 Income from donations and legacies (current year)

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Donations	82,206	10,947	93,153	88,217	49,994	138,211
	<u>82,206</u>	<u>10,947</u>	<u>93,153</u>	<u>88,217</u>	<u>49,994</u>	<u>138,211</u>

Notes to the financial statements

For the year ended 30 November 2021

4a Income from charitable activities (current year)

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Grant agreements for:				
Education: workshops and training	–	–	–	8,000
Campaigning: policy work and projects	–	110,182	110,182	97,543
Supporting people: supporting victims of stalking	–	765,763	765,763	720,508
Sub-total for grant agreements	–	875,945	875,945	826,051
Fees from providing education services:				
Providing training courses, talks and consultancy	367,657	–	367,657	284,591
Sub-total for fees for services provided	367,657	–	367,657	284,591
Total income from charitable activities	367,657	875,945	1,243,602	1,110,642

The nature of all grants, including government grants received is outlined in note 16a.

4b Income from charitable activities (prior year)

	Unrestricted £	Restricted £	2020 Total £
Grant agreements for:			
Education: workshops and training	–	8,000	8,000
Campaigning: policy work and projects	–	97,543	97,543
Supporting people: supporting victims of stalking	–	720,508	720,508
Sub-total for grant agreements	–	826,051	826,051
Fees from providing education services:			
Providing training courses, talks and consultancy	284,591	–	284,591
Sub-total for fees for services provided	284,591	–	284,591
Total income from charitable activities	284,591	826,051	1,110,642

The nature of all grants, including government grants received is outlined in note 16b.

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2021

5a Analysis of expenditure (current year)

	Charitable activities							
	Raising funds £	Education £	Campaigning £	Supporting people £	Governance costs £	Support costs £	2021 Total £	2020 Total £
Staff costs (Note 7)	12,614	107,824	118,403	632,954	–	83,330	955,125	855,463
Direct costs	13,045	110,484	8,219	84,881	–	45,090	261,719	298,656
Premises	–	179	301	5,395	–	37,702	43,577	38,831
Depreciation	–	–	–	–	–	202	202	760
Governance: audit and trustees	–	–	–	–	12,708	–	12,708	10,865
	25,659	218,487	126,923	723,230	12,708	166,324	1,273,331	1,204,575
Support costs: staff costs	5,833	26,665	17,398	33,434	–	(83,330)	–	–
Support costs: overheads	1,946	16,571	9,626	54,851	–	(82,994)	–	–
Governance costs	298	2,537	1,474	8,399	(12,708)	–	–	–
Total expenditure 2021	33,736	264,260	155,421	819,914	–	–	1,273,331	–
Total expenditure 2020	43,008	282,680	127,762	751,125	–	–	–	1,204,575

Of the total expenditure, £396,686 was unrestricted (2020 £331,770): £876,645 was restricted (2020: £872,805).

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2021

5b Analysis of expenditure (prior year)

		Charitable activities					
	Raising funds £	Education £	Campaigning £	Supporting people £	Governance costs £	Support costs £	2020 Total £
Staff costs (Note 7)	28,501	126,369	95,052	496,101	–	109,440	855,463
Direct costs	6,264	106,940	2,682	148,236	–	34,534	298,656
Premises	–	–	323	3,299	–	35,209	38,831
Depreciation	–	–	–	510	–	250	760
Governance: audit and trustees	–	–	–	–	10,865	–	10,865
	34,765	233,309	98,057	648,146	10,865	179,433	1,204,575
Support costs: staff costs	5,472	30,771	21,888	51,309	–	(109,440)	–
Support costs: overheads	2,399	16,100	6,767	44,727	–	(69,993)	–
Governance costs	372	2,500	1,050	6,943	(10,865)	–	–
Total expenditure 2020	43,008	282,680	127,762	751,125	–	–	1,204,575

Of the total expenditure, £331,770 was unrestricted and £872,805 was restricted.

Notes to the financial statements

For the year ended 30 November 2021

6 Net income for the year

This is stated after charging:

	2021 £	2020 £
Depreciation	202	760
Loss on disposal of fixed assets	–	106
Operating lease rentals:		
Property	27,589	26,616
Office Equipment	–	1,560
Accountant's remuneration (excluding VAT):		
Audit	9,750	9,300
VAT advice	–	950
	27,589	26,616
	9,750	9,300
	–	950

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	820,091	712,695
Social security costs	72,485	63,861
Employer's contribution to defined contribution pension schemes	34,552	29,056
Temporary staff costs	7,854	18,428
Recruitment costs	20,143	31,423
	955,125	855,463

The total number of people employed, both full and part time, in the course of the year was 66 (2020: 42).

One employee earned between £60,000 and £69,999 during the year (2020: 1).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £211,855 (2020: £256,929).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

No trustees incurred expenses relating to attendance at meetings of the trustees (2020: 0).

8 Staff numbers

The average number of employees (headcount based on average number of staff employed) during the year was 35 (2020: 28) split across the activities of the charitable company as follows:

	2021 No.	2020 No.
Raising funds	2.0	.6
Campaigning: policy work and projects	3.2	3.1
Education: providing training, talks and consultancy	1.9	2.8
Supporting people: National Stalking Helpline and advocacy	24.4	16.7
Management and administration	3.3	5.0
	34.8	28.2

The number of Full-Time Equivalents was 23.6 (2020: 20.5)

9 Related party transactions

Andrew Tappin, a Member of the Trust but not a Trustee, is a Trustee of the Ernest Ingham Charitable Trust which made donations to the charity during the year of £29,300 (2020: £27,180). Paul Infield, a Member of the Trust but not a Trustee, made a donation to the charity during the year of £1,000 (2020: £1,000). Philpott Black Ltd, controlled by Lawrie Philpott, a Member of the Trust, made a donation to the charity of during the year of £500 (2020: nil).

The governing document requires there to be a small number of members. These are were people who as well as having an oversight of the board through the appointment of trustees, have the legal liability (limited to £1 each) if the company was to be wound up and for making decisions about that. They are are also responsible for appointing the auditors.

Members meet formally once a year at the annual general meeting (AGM). At this meeting, they formally adopt the annual report and accounts. On 30 November 2021 an Extraordinary General Meeting was held to appoint the Trustees as new Members of the charity. In December 2021, the existing Members resigned.

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Computer equipment, fixtures & fittings £	Total £
Cost		
At the start of the year	11,550	11,550
Additions in year	–	–
	<hr/>	<hr/>
At the end of the year	11,550	11,550
	<hr/>	<hr/>
Depreciation		
At the start of the year	11,348	11,348
Charge for the year	202	202
	<hr/>	<hr/>
At the end of the year	11,550	11,550
	<hr/>	<hr/>
Net book value		
At the end of the year	–	–
	<hr/>	<hr/>
At the start of the year	202	202
	<hr/>	<hr/>

All of the above assets are used for charitable purposes.

12 Debtors

	2021 £	2020 £
Trade debtors	168,845	90,131
Prepayments	18,605	10,569
Accrued income	99,014	78,387
Refundable deposit	2,563	2,563
	289,027	181,650

13a Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	55,746	33,654
Taxation and social security	40,503	55,870
Other creditors	1,762	1,032
Accruals	33,076	35,303
Deferred income (note 14)	10,273	37,709
	141,361	163,568

13b Creditors: amounts falling due after one year

	2021 £	2020 £
Taxation and social security	–	5,392

14 Deferred income

Deferred income comprises of training income invoiced in advance of the training being delivered.

	2021 £	2020 £
Balance at the beginning of the year	37,709	25,899
Amount released to income in the year	(37,709)	(25,899)
Amount deferred in the year	10,273	37,709
	10,273	37,709

15a Analysis of net assets between funds (current year)

	General £	Restricted £	Total funds £
Tangible fixed assets	–	–	–
Net current assets	342,299	68,986	411,285
	<hr/>	<hr/>	<hr/>
Net assets at 30 November 2021	342,299	68,986	411,285
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

15b Analysis of net assets between funds (prior year)

	General £	Restricted £	Total funds £
Tangible fixed assets	202	–	202
Net current assets			
Net current assets	280,341	58,739	339,080
Liabilities greater than one year	(5,392)	–	(5,392)
	<hr/>	<hr/>	<hr/>
Net assets at 30 November 2020	275,151	58,739	333,890
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

16a Movements in funds (current year)

	At 1 December 2020	Income & gains	Expenditure & losses	Transfers	At 30 November 2021
	£	£	£	£	£
Restricted funds:					
<i>Campaigning</i>					
The Ernest Ingham Charitable Trust	–	4,918	(4,918)	–	–
The Esmée Fairbairn Foundation	10,000	90,000	(68,876)	–	31,124
	10,000	94,918	(73,794)	–	31,124
<i>Restricted funds for educating young people</i>					
Right to be Safe Appeal	6,961	–	(4,743)	–	2,218
	6,961	–	(4,743)	–	2,218
<i>Restricted funds for supporting victims of stalking</i>					
The Home Office	1,213	115,538	(110,750)	–	6,001
MOPAC for London Stalking Support	–	391,907	(391,907)	–	–
MOPAC for STAC	–	173,138	(173,138)	–	–
Garfield Weston Foundation	–	25,000	(25,000)	–	–
Police & Crime Commissioners	10,000	–	(10,000)	–	–
February Foundation	–	5,000	(5,000)	–	–
National Lottery Community Fund	24,232	5,000	(29,232)	–	–
London Community Response Fund	–	9,947	(9,947)	–	–
Network for Surviving Stalking	5,268	–	(5,268)	–	–
Cambs PCC Stalking Perp Project	–	45,000	(15,602)	–	29,398
Lawson Trust	–	5,000	(5,000)	–	–
Other	65	180	–	–	245
	40,778	775,710	(780,844)	–	35,644
<i>Core Costs</i>					
The Ernest Ingham Charitable Trust		15,264	(15,264)		–
Individual donation	1,000	1,000	(2,000)	–	–
	1,000	16,264	(17,264)	–	–
Total restricted funds	58,739	886,892	(876,645)	–	68,986
General funds	275,151	463,834	(396,686)	–	342,299
Total unrestricted funds	275,151	463,834	(396,686)	–	342,299
Total funds	333,890	1,350,726	(1,273,331)	–	411,285

The narrative to explain the purpose of each fund is given at the foot of the note below.

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2021

16b Movements in funds (prior year)

	At 1 December 2019	Income & gains	Expenditure & losses	Transfers	At 30 November 2020
	£	£	£	£	£
Restricted funds:					
<i>Campaigning</i>					
The Ernest Ingham Charitable Trust	872	7,543	(8,415)	–	–
The Esmée Fairbairn Foundation	–	90,000	(80,000)	–	10,000
	872	97,543	(88,415)	–	10,000
<i>Restricted funds for educating young people</i>					
Right to be Safe Appeal	8,874	–	(1,913)	–	6,961
The Wixamtree Trust	300	–	(300)	–	–
The Jack Petchey Foundation	1,937	8,000	(9,937)	–	–
	11,111	8,000	(12,150)	–	6,961
<i>Restricted funds for supporting victims of</i>					
The Home Office	–	71,478	(70,265)	–	1,213
The Persula Foundation	5,000	–	(5,000)	–	–
Police Transformation Fund for MASIP	5,621	152,976	(158,597)	–	–
MOPAC for London Stalking Support	–	303,570	(303,570)	–	–
MOPAC for STAC	–	110,114	(110,114)	–	–
Garfield Weston Foundation	22,917	–	(22,917)	–	–
Police & Crime Commissioners	3,000	10,000	(3,000)	–	10,000
February Foundation	4,000	–	(4,000)	–	–
National Lottery Community Fund	–	50,000	(25,768)	–	24,232
London Community Response Fund	–	32,369	(32,369)	–	–
The Clothworkers' Foundation	–	11,590	(11,590)	–	–
Network for Surviving Stalking	–	5,703	(435)	–	5,268
The Vandervell Foundation	–	2,000	(2,000)	–	–
Other	1,500	65	(1,500)	–	65
	42,038	749,865	(751,125)	–	40,778
<i>Core Costs</i>					
The Ernest Ingham Charitable Trust	1,478	19,637	(21,115)	–	–
Other	–	1,000	–	–	1,000
	1,478	20,637	(21,115)	–	1,000
Total restricted funds	55,499	876,045	(872,805)	–	58,739
General funds	223,731	383,190	(331,770)	–	275,151
Total unrestricted funds	223,731	383,190	(331,770)	–	275,151
Total funds	279,230	1,259,235	(1,204,575)	–	333,890

The narrative to explain the purpose of each fund is given below.

Restricted funds for campaigning

The Ernest Ingham Charitable Trust

A 3 year grant towards the salary of the personal safety Senior Policy Officer, ended in August 2020. A multi-year grant ('Safeguarding the Essentials') contributes to policy campaigns to ensure we continue to be an expert policy voice on personal safety.

The Esmée Fairbairn Foundation

A 3-year grant from The Esmée Fairbairn Foundation for our project 'Moving Towards A System-wide Change' which campaigns to reduce stalking and improve the experience of victims of stalking seeking healthcare support and justice.

Restricted funds for educating young people

Right to be Safe appeal

Funds from the Right to be Safe appeal continue to be used to develop and deliver youth-facing activities to raise awareness of personal safety amongst young people. Webinars were developed to support undergraduates' personal safety.

The Wixamtree Trust

This project was completed in the year ended 30 November 2020 by providing a personal safety awareness talk to young people in Bedfordshire.

The Jack Petchey Foundation

The 'Keeping Myself Safe' project to provide personal safety workshops for young people, in locations in London and Essex, was completed in the year ended 20 November 2020.

Restricted funds for supporting people victims of stalking

National Stalking Helpline

Grants and donations were received towards the operation of the National Stalking Helpline which was launched in 2010. Some grants are conditional upon certain targets being delivered (for example, from the Home Office) and other grants are given freely for the work of the Helpline. Funding from the London Mayor's Office for Policing and Crime (MOPAC) toward the London arm of the service commenced in October 2019 and continues until March 2022. The National Stalking Helpline offers high quality, specialist advice and support, including risk management and safety planning, to victims of stalking.

Stalking Advocacy Services

Our stalking advocacy casework service is delivered alongside the National Stalking Helpline. This service provides specialist advice and advocacy to victims of stalking, providing holistic risk management, safety planning and support, specifically through the criminal justice system, for those victims of stalking who are unable to access support from other services. Funding from MOPAC towards the London advocacy service began in October 2019.

Multi-Agency Stalking Intervention Programme (MASIP)

Grants were received from the Police Transformation Fund to provide advocacy support to high risk victims of stalking in London and to coordinate, manage and evaluate a project, across three sites (London, Cheshire and Hampshire), which aims to develop models of perpetrator intervention, to reduce the risk of stalking. The project was launched in March 2018, across the three sites, and completed in March 2020.

Stalking Threat Assessment Centre (STAC)

Funding was awarded by MOPAC to continue the London Stalking Threat Assessment Centre hub of MASIP, with Suzy Lamplugh Trust providing advocacy support and overall programme management. The Trust works in a multi-disciplinary setting with partners from health and criminal justice to prioritise prevention of reoffending. Funding has now been secured until March 2023.

Cambridgeshire Stalking Intervention project

Funding was received from Cambridgeshire Police and Crime Commissioner to project manage the development of Cambridgeshire Stalking Intervention project until March 2022. The project builds on the knowledge and expertise developed as part of MASIP.

Restricted funds for core costs

The Ernest Ingham Charitable Trust

A multi-year grant ('Safeguarding the Essentials') contributes to the salary of the CEO.

Other

Donations received from an individual in November and December 2020 as a contribution towards office costs in 2021.

Notes to the financial statements

For the year ended 30 November 2021

17 Reconciliation of net income to net cash flow from operating activities

	2021 £	2020 £
Net income /(expenditure) for the reporting period (as per the statement of financial activities)	77,395	54,660
<i>Adjustments for:</i>		
Depreciation charges	202	760
Loss on disposal of assets	-	106
Dividends, interest and rents from investments	(12)	(12)
(Increase) in debtors	(107,377)	(22,978)
(Decrease) in creditors	(22,207)	(55,170)
(Decrease) in long term creditors	(5,391)	-
	(57,391)	(22,634)

18 Analysis of cash and cash equivalents

	At 1 December 2020 £	Cash flows £	At 30 November 2021 £
Current account	220,640	(27,391)	193,249
Savings account	100,358	(29,988)	70,370
Total cash and cash equivalents	320,998	(57,379)	263,619

19 Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Office Equipment	
	2021 £	2020 £	2021 £	2020 £
Less than one year	7,888	7,888	1,170	1,560
One to five years	-	-	-	1,170
	7,888	7,888	1,170	2,730

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.