



THE SUZY LAMPLUGH TRUST

ANNUAL REPORT AND ACCOUNTS
FOR YEAR ENDED 30 NOVEMBER 2022

NATIONAL
STALKING
HELPLINE

0808 802 0300

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Our Mission: To reduce the risk and prevalence of abuse, aggression, and violence – with a specific focus on stalking and harassment

ABOUT

Over the last 36 years the Trust has remained authentic and true to the vision of Diana and Paul Lamplugh. Set up after the disappearance of their daughter Suzy, a young estate agent, in 1986, the Trust has continued to be a pioneer in reducing the risk, prevalence and impact of violence, aggression and abuse and ensuring personal safety remains a public policy priority.

VALUES

We are:

- **Leading** – We act independently and assertively to be at the forefront of change, inspiring others to join us on the journey to change whole systems and challenge cultural norms.
- **Relentless** – We work tirelessly, overcoming barriers with agile determination, persevering in our mission to create systemic change.
- **Enabling** – We amplify, through non-discriminatory and accessible services, the voices of those who are often silenced, empowering them to have their voices heard, striving to ensure that they have access to justice that meets their needs.
- **Innovating** – As thought leaders we see problems as things that require ground-breaking, creative solutions not as barriers to progression. We are pioneers of change (for good).
- **Quality** – As global experts in our field, we provide rigour to everything we produce and deliver, ensuring it is grounded in evidence. We provide credible, impactful, specialist advice and services.
- **Authentic** – We maintain a connection to our roots and the mission that began when Suzy Lamplugh disappeared.

**Our vision:
To eliminate
abuse,
aggression,
and
violence,
creating a
society in
which
people are
safer and
feel safer.**

CHAIR'S REPORT



2022 marked significant progress in all aspects of our work.

Our stalking helpline and advocacy services both in London and nationally continue to grow and importantly we now have committed funding for these critical services until March 2025. We have received more calls to the helpline and had more referrals into our service than ever before, meaning more victims are getting the help they need to deal with this appalling crime.

Our commercial activities saw remarkable recovery as we came out of the pandemic with our development of online training courses positioning us to take advantage of growing demand. We have worked with several local authorities and Police and Crime Commissioners on more substantial pieces of work carrying out bespoke consultancy alongside the provision of training. Early last year we were delighted to form a new partnership with L'Oréal Paris delivering their 'Stand Up Against Harassment' initiative providing bystander training to members of the public. To date we have delivered this training to over 6,000 individuals, a remarkable achievement in less than a year with a brand new project.

Our campaigns have continued to achieve success; the Taxis and Private Hire Vehicles Bill came into law in March 2022, part of our longest running campaign to improve passenger safety in taxis and private hire vehicles. We have continued to deliver hard hitting campaigns, including releasing research on harassment in night time economy as a part of National Personal Safety Day. To coincide with the 10 year anniversary of the stalking laws coming into force we submitted a super complaint on behalf of the National Stalking Consortium against the police handling of stalking cases; we were pleased to be informed this will now be fully investigated.

Significantly in October the Board approved a new bold and exciting three year strategy to November 2025. Following an extensive programme of workshops and a great deal of analysis we have refreshed our values and objectives and have a clear vision for next three years of both consolidation and growth; ensuring we embed the progress that has already taken place, delivering quality services across the organisation and growth to allow us to do even more of what we do now – working alongside our beneficiaries, partners, stakeholders and supporters to support more victims, educate more individuals and ensure our campaigns are far reaching, delivering systemic change.

The work of the Trust has never been more needed as we continue to see reports of stalking and harassment increase. I am confident that our hard work during 2022 has laid a firm foundation for us to achieve the aims of our strategy and work to fulfil our vision, to eliminate abuse, aggression, and violence, creating a society in which people are safer and feel safer. We firmly believe that everyone has the right to be safe.

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 2022, 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 43 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**

suzy lamplugh
trust LIVE
LIFE
SAFE

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 through our mission to reduce the risk and prevalence of abuse, aggression, and violence – with a specific focus on stalking and harassment – through education, campaigning, and support.

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 educate,
campaign
and support.**

HIGHLIGHTS

**36
years**

**Supporting over 65,000
victims of stalking**

**Training over 1,000,000
individuals.**

"My advocate has been brilliant. I've said it before if it wasn't for her I just don't think I would've been able to carry on"

**17,000 people trained in
personal safety, bystander
intervention and stalking
during the year.**

**7,389 Helpline calls & emails
answered last year.
Advocacy support provided for
375 victims of stalking.**

**Over 200,000 social
media impressions
during National
Stalking Awareness
Week 2022**

**99% callers to helpline
reported they were
satisfied with the service
overall.
97% reported they were
clear on the next steps
to take.**

*"Probably the best
training session
I've been to."*

**Over 40 media events
including BBC Breakfast,
ITV, radio and press
coverage**

**8,939 people accessed our
online "Am I being stalked?"
tool in 11 languages**

ACTIVITIES AND WHERE WE WORK



Educating

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



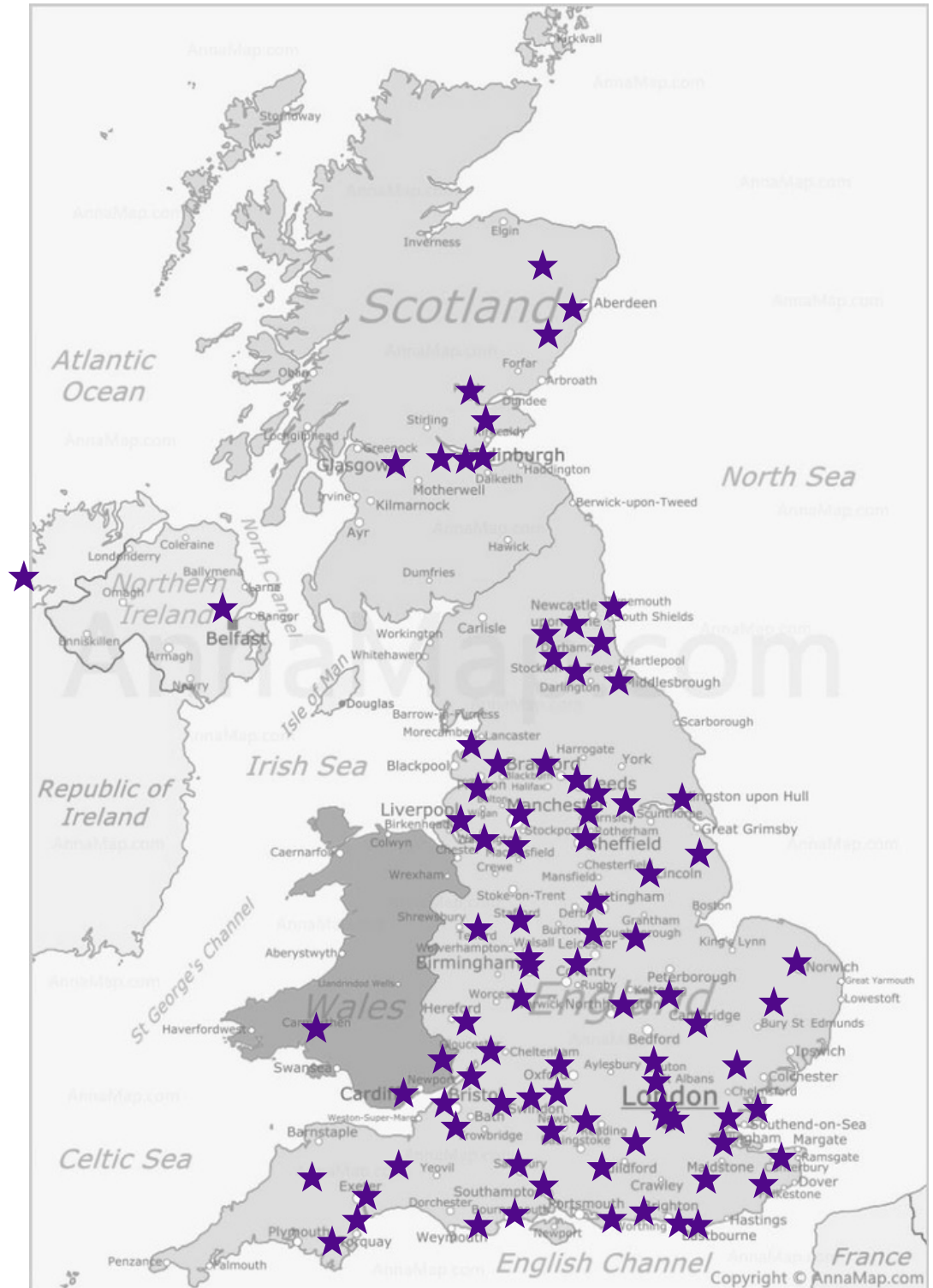
Campaigning

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



During 2022, just over 17,000 delegates from across the public, private, and voluntary sectors undertook Suzy Lamplugh Trust training in personal safety, stalking awareness, and anti-harassment bystander intervention. We continued to deliver these in a combination of virtual and in person sessions, as always tailoring sessions to the requirements of clients.

Of those who were trained in personal safety and stalking awareness, 88% rated our courses as excellent, and 90% of those who were upskilled in personal safety said they would do something different as a result of undertaking the course, indicative of behavioural change in learners. The impact of this is not just seen at the individual level, but also across organisations, leading to a positive cultural shift, reducing the cost of personal safety incidents to employees and employers.

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

Personal Safety Training

“I wanted to let you know that the training yesterday was on-point and the trainer was amazing.”

“I wanted to thank you for the training my team received yesterday. Feedback has been very positive and they all really engaged.”

“The trainer made everyone feel so comfortable to share experiences/concerns and it was great to get a better understanding of where we can improve what we do to keep our colleagues feeling safe.”

OUR WORK

EDUCATE

Stalking Training

“Just really fantastic training. The trainer was brilliant and kept us all engaged. Really informative and valuable. Thank you for delivering it.”

“Excellent course and trainer very informative and relevant to my job role and I have gained confidence and feel more informed on stalking, criminal proceedings, intervention, protection of victims and will use this in my daily work practices and personally.”

“Extremely clear throughout presenting information and presentation materials and great breakout group activities. Really benefitted from this training day and look forward to being able to signpost anyone in future correctly around Stalking concerns.”

“Brilliant training. Hopefully can put this into practice and education others in relation to identifying stalking and harassment and helping victims.”

OUR WORK

EDUCATE

New and Redesigned Products

As part of our ongoing product diversification and quality assurance procedures, we updated our “Personal Safety for Lone Workers” e-learning course, adjusting content where necessary and reducing the length of the course to two and half hours, ensuring delegates can undertake and complete this course in less than half a day.

2022 also saw the release of “Lifeline Stalking Training”, created by Detective Sergeant Dave Thomason at the Cheshire Constabulary, and the Suzy Lamplugh Trust. This course was developed for training police forces, with two options for first responders and investigators, upskilling and empowering them to recognise stalking behaviours, and use their knowledge to better understand and support victims. This course was piloted across three police forces and can be delivered online or in person, creating greater opportunities for blended learning approaches.

We refreshed our introductory and stalking protection order (SPO) training courses and created consultancy products such as “Victim Focused Reviews” and “Multi-Agency Stalking Perpetrator Intervention” programmes to help police forces improve existing protocols, or embed excellence frameworks needed to adequately support victims and survivors of the devastating crime of stalking.

OUR WORK

EDUCATE

Bystander Training

In April 2022, we teamed up with L'Oréal Paris to bring the expert approved international "Stand Up Against Street Harassment" bystander intervention training programme to UK audiences. This global programme is a partnership between "Right To Be", a USA based NGO, and L'Oréal Paris, with over 1.4M people trained globally by December 2022.

We experienced demand for bystander training from both the business world and the general public following the tragic case of Sarah Everard. People and organisations wanted to take steps to address the prevalence of unwanted and aggressive behaviours such as harassment that underlie the broader cycle of violence against women and girls. This partnership allowed us to fulfil our objective of educating the wider public in standing against harassment. Working in collaboration with partners such as Neighbourhood Watch and the White Ribbon Alliance to promote this training between April and December 2022 we trained over 6,000 delegates, with 97% rating the course as good or excellent, and 90% saying they felt more confident and empowered to act if they were to witness harassment in public spaces.

L'Oréal Paris also selected us to be their 2022 charity, and we will receive all profits generated from the sales of one of their products, as a general donation: the 'Lipstick is Not a Yes' campaign was launched in August 2022 and all promotional material in shops and online directed customers to the bystander training offer.

OUR WORK

EDUCATE

Safer Streets

We were delighted to support both Cambridgeshire and North Yorkshire PCC to deliver a range of stalking training and consultancy services.

In Cambridgeshire we provided support to the existing Stalking Intervention Programme team, reviewing existing roles, processes, data sharing arrangements, and risk management, aligning these with our Multi-Agency Stalking Intervention Program (MASIP).

We worked closely with North Yorkshire to strengthen their response to victims of stalking within their DA programme, carrying out reviews of their current approach and procedures when dealing with reports of stalking, via a victim focused review. We also trained for their advocates which had a fantastic response leading to a good standardisation of practice.

OUR WORK

EDUCATE

Bespoke Training and Consultancy

Our work with the Protective Security Centre (PSC), formerly known as Government Security Advice Centre (GSAC) continued in 2022, with bespoke personal safety training content designed for senior civil servants, and those senior stakeholders in central government who suddenly find themselves in the limelight and may therefore experience abusive or aggressive behaviours both online and offline.

We were delighted to be commissioned by the Royal Borough of Kensington and Chelsea to begin the process of scoping for the implementation of Suzy's Charter for Workplace Safety, our personal safety excellence framework. We were also pleased to work on a bespoke project with Northamptonshire PCC, creating an animation and training for students and staff at University of Northampton, as well as other animations to be used by the police force to increase the safety of women at night, addressing issues such as harassment and misconduct.

We have also carried out a range of other personal safety consultancy projects for a number of organisations such as Cats Protection, Ronald McDonald, the Home Office and Balfour Beatty, carrying out training and policy development amongst other awareness raising activities.



SUZY'S CHARTER FOR
WORKPLACE SAFETY

OUR WORK

SUPPORT - STALKING



National Stalking Helpline

In 2022 the National Stalking Helpline received more calls than ever before. We responded to a total of 7,389 helpline contacts; this includes calls, emails and call-backs from our new voicemail system, which we introduced as an alternative to waiting in our queuing system and which also ensures that we capture those who make their first call during our out-of-hours closed period. This vital work is funded by the Home Office, the National Lottery Community Fund, the Garfield Weston Foundation and the Esmée Fairbairn Foundation.

Helpline Feedback:

Our annual helpline evaluation continues to highlight how essential these services are to victims of stalking, feedback highlighted that further to a call with the helpline, the callers confidence to manage their situation increased by 70%. 97% of all callers were clearer about their next steps following their call to the helpline and 88% went on to take further steps which may include reporting to the police or seeking further help. 90% of callers felt safer and more hopeful about their situation after having contacted the Helpline.

In terms of the service that they received 99% of all callers to the helpline were either very satisfied or satisfied.

This feedback highlights the quality of the service the Helpline provides and the vital impact we have on the lives of the callers.

"I feel the National Stalking Helpline listened when nobody else understood"

"This was an incredible service during a time I felt desperate and helpless"

**NATIONAL
STALKING
HELPLINE**

0808 802 0300

OUR WORK

SUPPORT - STALKING

National Advocacy Service

Supported by the Home Office, the National Lottery Community Fund and Henry Smith Charity, 2022 saw a huge period of growth for our National Advocacy service with new additional funders recognising the importance of our work and committing to support us reaching more victims in need. The work of the National Advocacy Service focuses on those victims who may fall through the gaps of advocacy provision around the UK, particularly for those victims with a non-familiar stalker, male victims and those with an additional support need or vulnerability.

During the year we have taken huge steps to market the service and ensure that its existence reaches much wider than our London roots. This was reflected in the 250% increase in advocacy cases handled in the year – 97 cases in the year compared to 38 in 2021.

Feedback:

We have received an overwhelming amount of positive feedback from our National Advocacy victims:

"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 from my advocate 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 wouldn't have known some basic things to ask the Police for without them"

"Everything you do is brilliant; your communication has been fantastic"

NATIONAL
STALKING
HELPLINE

LONDON
STALKING
SUPPORT

FREEPHONE
0808 802 0300

www.suzytamplugh.org/refer-someone-to-us

OUR WORK

SUPPORT - LSS

London Stalking Support Service (LSS)

Funded by Mayor's Office for Police and Crime (MOPAC) until March 2025, our dedicated stalking support service in London have seen a huge rise in referrals for advocacy in 2022, mainly thanks to our improved partnership working with Metropolitan Police which now sees all higher level offences of stalking referred into either our LSSS or the Stalking Threat Assessment Service (STAC) service. 90% of London-based service users felt safer and more hopeful about their situation after having contacted the Helpline. Our London advocacy service supported 120 cases in the year.

We have also remained committed to our local borough level presence, having maintained our involvement with Violence against Women and Girls (VAWG) boards and community groups as well as delivering at pan-London events such as the Victims' Voice Domestic Abuse conference.

The London Stalking Support Service continues to develop and evaluate its accessibility to all, particularly in relation to the 8,939 people who accessed our online platform 'Am I being Stalked' in 2022. 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. We know, for example that the tool was accessed in every one of its 11 languages, with 8% of overall victims using a language other than English in the final quarter of the year.

"Regarding the case, it's excellent news that they have decided to charge him I wanted to thank you personally for all your help with advocacy side of things, in addition to the support sessions, in getting to this outcome.

Your efforts and expertise means I'm a step closer to hopefully getting the best legal outcome that will prevent future stalking."

OUR WORK

SUPPORT - STAC

The Stalking Threat Assessment Centre (STAC)

The Stalking Threat Assessment Centre, a specialist perpetrator intervention programme in London, has continued thanks to funding committed from the MOPAC. 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.

STAC has seen an almost nine fold increase in referrals in 2022 when compared to 2021. STAC is now very much seen as the front door for stalking advocacy referrals from Metropolitan Police, London Probation and our health colleagues responsible for perpetrator interventions in London. During the year we supported 158 advocacy cases, almost double the previous year, and offered one off advice to a further 241 cases.

Having our project manager and advocates based with other STAC colleagues has really helped to build relationships with our partners but also increase understanding of the impact of stalking on victims for those perpetrator focused organisations.

STAC has developed significantly as a partnership across 2022 with plans to move towards a long term funded, consolidated model by April 2023.



OUR WORK SUPPORT

Psychological Advocacy to Heal from Stalking (PATHS)

Funding from MOPAC supported the development of our new trauma led approach to advocacy Psychological Advocacy Towards Healing after Stalking (PATHS), this training programme has been accredited by OCN. Our PATHS work began in 2021 and saw a total of 21 victims supported in 2022 in London. This model of work was independently evaluated by AVA throughout 2022 with some fantastic headlines including a 100% satisfaction level from victims who received this service. 100% of the people who took part in the PATHS evaluation strongly agreed that they felt listened too and they felt they could trust the service, 100% agreed the service provided them with a safe space, increased their confidence, had a positive impact on their life and increased their well-being.

One client said "Support through other agencies didn't give me the techniques that I worked on with their specialist Advocates". These techniques have been particularly valuable as the victim has been able to independently put these coping mechanisms into practice in their day-to-day life.

Excitingly, this work has been launched outside of London for the first time as part of our expansion to National Advocacy services, funded through the National Lottery Community Fund.

"It's essential that you have a stalking advocate, because otherwise you get lost in the wilderness. Having an advocate gives you some power, because as a victim you feel like you don't have any rights."

OUR WORK

CAMPAIGN



Stalking and systemic change

2022 marked the final 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 sought to initiate systemic change within the police and healthcare services to reduce stalking and improve the experience of victims seeking support and justice.

Following the pilot in 2021, we continue to work with police forces to roll out the Lifeline training programme specially designed for police front responders and investigators and we were delighted to implement this across Cambridgeshire police force. We have included mandatory training for officers working on stalking cases as a recommendation in multiple policy and legislative consultation responses.

We have lobbied for the national roll-out of our perpetrator intervention programme, the Multi Agency Stalking Intervention Programme (MASIP) 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 in Cambridgeshire. We have developed quality assurance framework standards for MASIP to ensure this evaluated perpetrator intervention model is understood as a model of good practice. We promote this work with PCCs across the country as well as key decision makers across government and the health sector.

OUR WORK

CAMPAIGN

Stalking and systemic change (cont.)

On behalf of the National Stalking Consortium, we submitted a super complaint against the police handling of stalking on 25 November 2022, the 10 year anniversary of the stalking laws coming into force. This outlined the evidence of a number of areas of key concern including the lack of identification of stalking behaviours by the police and the consequent misreporting and mischarging of stalking under numerous secondary offences. The publication of the super complaint received widespread media coverage including a piece on BBC breakfast News and the Radio 4 Today programme. The super complaint committee have confirmed that they will investigate our report in full and we will lobby for the implementation of the recommendations to instigate systemic change within the police response to stalking.

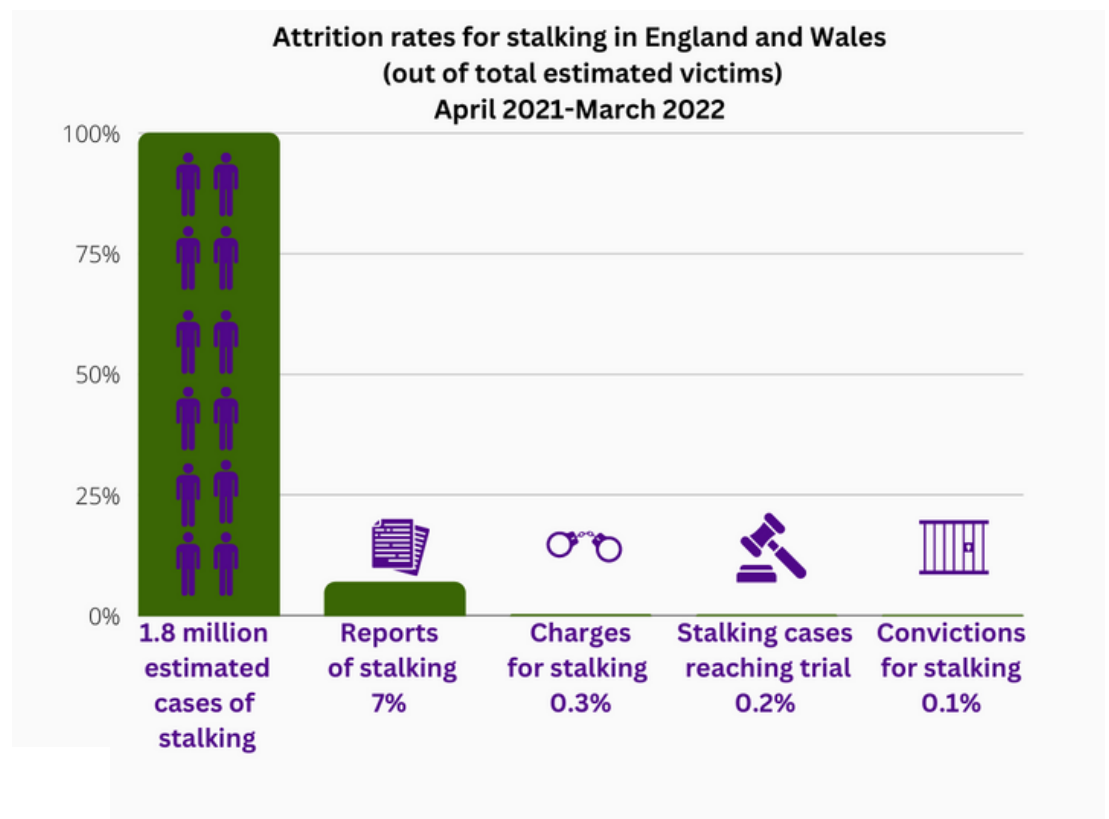
We chair the National Stalking Consortium, a coalition of frontline services, academics, victims and their families and other experts across England and Wales. The Consortium provides a unanimous voice on many issues relating to stalking and the experience of victims within the criminal justice system. 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 2022

This year our annual National Stalking Awareness Week focused on the vital role of specialist stalking advocates in supporting victims through their experience of stalking. Our report “Bridging the Gap”, showed that whilst access to stalking advocates aids victims’ safety, wellbeing and outcomes within the criminal justice system, the majority (77%) of respondents who experienced stalking in the UK were not supported by an independent stalking advocate and that only 15% of the respondents who reported to police were referred to a stalking advocate by the police.



OUR WORK

CAMPAIGN

National Stalking Awareness Week 2022 (cont.)



The results of the survey indicate that victims who were supported by a stalking advocate had higher rates of reporting to the police and were more successful when pursuing legal action against their stalkers than the national rates. One in four (25%) saw their stalkers convicted. This compared to published rates for England and Wales where only one in 1,000 stalkers are convicted.

Our impact across social media reached 200,600 impressions on Twitter over the week with coverage by ITV and BBC radio as well as 14 regional press articles and online media pieces across 9 police forces.

In addition we held a virtual conference on 27 April 2022 that had widespread engagement and was attended by over 160 individuals. Speakers including Victims Commissioner- Dame Vera Baird, Lord Simon Russel, Jess Phillips MP. We were also delighted to secure a commitment from 60% of Police and Crime Commissioners to increase reports of stalking in their area.

OUR WORK CAMPAIGN

National Personal Safety Day 2022

National Personal Safety Day 2022 focused on the high levels of violent, aggressive, sexual and unwanted behaviours perpetrated against employees working in the night-time economy. Our survey showed that women are more likely than men to have experienced harassment within or on their way to their workplace. Our campaign called for employers to take all reasonable steps to combat harassment within the workplace and for urgent legislative change to criminalise and prevent such unwanted behaviours both in the workplace and in public spaces.

In relation to the workplace we have campaigned for Government to support the Worker Protection (Amendment of the Equality Act 2010) Bill, which would require employers to take all reasonable steps to end sexual harassment in the workplace, and protect employees from harassment by third-parties. In relation to public spaces we have urged the Government to support the proposed Protection from Sex-Based Harassment legislation, to criminalise public sexual harassment in public spaces.

Media coverage of our campaign included Radio Five Live and a range of sector specific press articles. We had fantastic engagement on social media on the day, particularly through Twitter, with over 26,000 impressions.



OUR WORK

CAMPAIGN

Transport

We were delighted that our longest standing campaign to improve passenger safety in taxis and private hire vehicles resulted in the Taxis and Private Hire Vehicles (Safeguarding and Road Safety) Bill coming into force on 31st March 2022. This will improve the sharing of data on taxi drivers between local authorities. We continue to lobby for national standards for licensing taxis and private hire vehicles to be brought in through legislation to ensure wide ranging safety checks are mandated on all drivers and are working with the National Taxi and Private Hire Licensing Working Group to improve the safety of both passengers and drivers.

Policy and Legislative Change

We continue to work to ensure that victims of domestic abuse related stalking are adequately represented throughout DA related policy and legislation as well as ensuring all non-domestic abuse related cases receive equal provision for victim support. Specifically we have focused on upcoming changes to coercive controlling legalisation, this change requires police officers to differentiate between post separation coercive control and stalking which we have identified is not possible and creates risks for victims. We will continue to lobby on this issue to ensure victims of stalking continue to be appropriately protected through the criminal justice system.

OUR WORK CAMPAIGN

Policy and Legislative Change

We were excited to further develop our work into online safety in the last year. We have worked with stakeholders from the VAWG sector and wider online safety charities by participating in the Online Harms Network and VAWG Code of Practice working groups. We have fed into numerous pieces of work relating to the Online Safety Bill to support victims of cyberstalking and harassment online. We have been commissioned by external partners to feed into workshops and pieces of research into online harms, such as the NPCC Strategic Risk Threat Assessment for Online Harms, raising the profile of the Trust as leading experts within the online safety sphere.

OUR WORK

CAMPAIGN

Policy Consultancy Work

Our expertise has been sought for MOPAC's Women's Safety Charter who approached us to chair the steering group. The Charter has now received a thousand signatories and we are continuing to support the campaign to roll out the Charter more widely across London and the UK as a whole.

In addition we have been invited to contribute to a number of important senior stakeholders groups within which we represent victims' voices from across our support services. As leading experts this enables us to build on opportunities to establish collaborative partnerships which enables us to further our influencing on policy and legislation. These include:

- National stakeholder groups for the British Transport Police and the Rail Delivery Group with regards to reducing violence and aggression across the transport network;
- National stakeholder groups reporting to the Domestic Abuse Commissioner and the National Police Chiefs Council leads on Domestic Abuse, Violence against Women and Girls and Stalking and Harassment;
- Metropolitan Police VAWG stakeholder group
- the Ministry of Justice victims' code reference group;
- the Home Office VAWG stakeholder meeting.
- The Expert Advisory Group on the government's Cyber Duty to Protect
- National Taxi and Private Hire Working Group
- Partnership on Workplace Violence

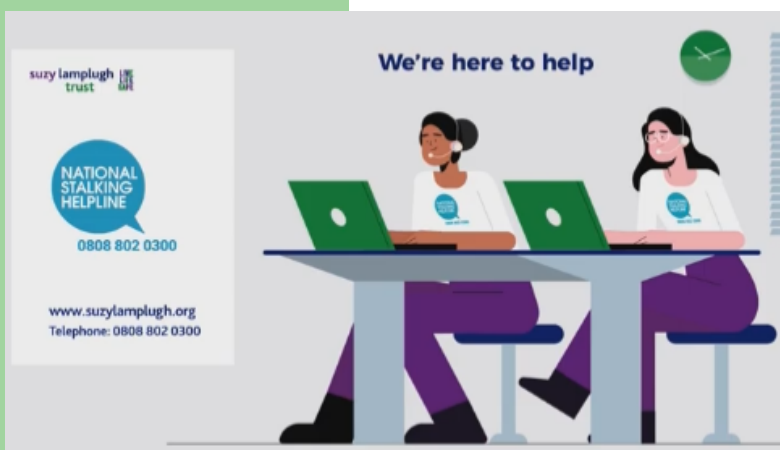
FUTURE PLANS

In October 2022, the Board approved a three year strategy for 2022-2025. Key strategic objectives based on our mission are:

1. We will empower people to be 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 abuse, aggression and violence. (Educate)
2. We will deliver campaigns and projects that drive systemic change led by those affected by abuse, aggression, and violence, strengthening our position as thought leaders and remaining responsive to new and emerging trends. (Campaigns)
3. We will enable and empower victims of stalking to access their rights across the whole system, including the criminal justice system. Delivering on our growing, holistic, high-quality frontline service and maintaining a victim-centred approach, whilst responding to their ever-changing needs. (Support)
4. We will grow our general funds income and ensure a sustainable and innovative approach to restricted funding, to further strengthen our financial position to explore innovative ways to deliver our mission (Finance)

To contribute to these strategic objectives our priority areas for the next three years are:

- Stalking
- Harassment
- Personal Safety: Workplace & Transport
- Youth Work



FUTURE PLANS

STALKING

National Stalking Services: Through a range of secured restricted funding, across the operations team, we will embed growth and continue to deliver high quality frontline services including though the National Stalking Helpline and Advocacy Service, the Stalking Threat Assessment Centre (STAC), and our online platform. We will ensure the development of the breadth and depth of our services both in terms of accessibility and reach.

Multi-Agency Stalking Intervention Programmes (MASIP): We will continue to roll out and advocate for the implementation of the MASIP model across the UK, developing standards and working with PCCs.

Trauma Focused approach: The London pilot of our specialist advocacy has yielded extraordinary outcomes for our service users. Over the next three years we will expand our trauma focused advocacy model nationally. This will also inform our campaigns work with health services on mental health and trauma experienced by victims.

Educate: We will deliver our generic and specialist stalking training products to a wide audience, including the roll out of our Stalking Lifeline Training for police officers as well as our new Stalking Advocacy training which we will have accredited.

FUTURE PLANS

STALKING

Campaigns: We will continue to campaign and build the capacity of the sector, ensuring stalking and harassment are prioritised within the VAWG agenda and across the whole system in legislation, policy and implementation, specifically by:

- Continuing to coordinate the National Stalking Consortium, National stalking Awareness Week, the MASIP consortium, and the Stalking Academics Network;
- Continuing our campaigns to address failings in the criminal justice system and improve support for victims

National Stalking Awareness Week is 24 – 28 April 2023.

FUTURE PLANS

HARASSMENT

We foresee street harassment and harassment on public transport as areas of significant growth for us, building on our work campaigning for safer transport, as well as our more traditional workstreams of personal safety and tackling harassment in the workplace. Over the next three years we plan to work in the following areas:

Public space harassment:

- Deliver campaigns focused on legislative change to increase recognition of Public Sexual Harassment as criminal behaviour and to enhance protection for victims in public spaces and work spaces.
- We will develop national standards for safety in the night-time economy, building on our work in London and implementing this as a national framework.

Training: we will continue to promote and deliver:

- Bystander Training – Aligned with our prevention agenda, delivering Bystander to challenge pervasive cultural norms.
- Bespoke training and consultancy packages which challenge the prevalence of harassment in public as well as the workspace.

Online Harassment and Abuse:

- We will further our work with the Online Dating Association continue to lobby for an independent regulatory body for dating agencies.
- Supported by our research working with the online harms network, we will continue to work to secure a VAWG code of practice within the Online Safety Bill and we will campaign to ensure tech companies develop products which are safe by design.
- We will continue to conduct research and respond to new and emerging trends developing clear recommendations on safety.

FUTURE PLANS

HARASSMENT

Perpetrator Intervention (for non- stalking perpetrators):

Subject to funding, we will work closely with police forces' Protecting Vulnerable People departments and their VAWG leads to better understand gaps and need in terms of provision for those perpetrators. We will look to work with those who come into custody for public space harassment related offences but may not be receiving any intervention.

FUTURE PLANS

PERSONAL SAFETY

Workplace & Transport

Currently we train approximately 10,000 individuals each year in personal safety at work. We have also seen huge success in the last year around some of our longest running campaigns in the transport industry, and built specific expertise in a number of sectors including retail and government. Building on our experience and expertise in this priority area, over the next three years we will carry out the following:

Training: Continue to promote and deliver our suite of workplace safety training products (in relation to personal safety, stalking and harassment) including our work in Parliament. Training packages will undergo periodic quality review, to ensure guidance stays relevant and up to date, framed within a VAWG perspective

Consultancy: Through our consultancy services including Suzy's Charter for Workplace Safety, we will continue to support employers to respond to changes in workplace personal safety issues, specifically addressing the increase in lone working and online working.

Campaigns:

- We will continue our campaign to achieve minimum standards in licensing for taxis and minicabs.
- We will continue to provide a voice in response to increases in abuse, aggression, and violence on public transport, including through the Rail Delivery Group and Catapult
- We will use our annual National Personal Safety Day to draw attention to personal safety and harassment issues, shaped in line with identified key themes each year.

National Personal Safety Day is 7 November 2023

FUTURE PLANS

YOUTH WORK

A key theme running through all our policy work is prevention. Youth work will directly address this by setting the foundation for understanding unhealthy relationships and harmful behaviours at an early stage to better identify and reduce their prevalence. There are a number of reasons why the next three years present an opportune time for the Trust to develop our youth work. The Government focus on youth violence and harassment is likely to continue and we anticipate that there will be opportunities to access national funding streams as well as individual institutions' funding. We are already building strong relationships with organisations such as the Association of University Chief Security Officers (AUSCO) and the Alice Ruggles Trust which offer opportunities for partnership delivery.

We propose to undertake five strands of work:

1. **Work with universities:** We will develop and directly deliver training or consultancy products. We have started to develop the content for this strand of work over the last two years, and will continue to develop this into defined products.
2. **Direct support via the National Stalking Helpline and Advocacy Service:** Funding has been secured via MOJ to recruit a specialist young person's advocate for the Helpline and Advocacy Service until March 2025.
3. **Online social media content development:** This strand will make use of our knowledge to work with media and tech specialists who have expertise in developing innovative media content to influence cultural norms.
4. **Work with parents:** We will be looking for a delivery partner who already has established routes to communicate with parents on safety for their children.
5. **Work in schools:** We will be looking for a partner who has the capacity and capability to deliver in school. From our initial research we will focus on products that can be delivered during assemblies.

FUTURE PLANS

INCOME GENERATION

Suzy Lamplugh Trust's 2023-25 strategic objectives are built on the main three pillars of the organisation's mission, which are campaigning, education, and support. To achieve these objectives, it is imperative to sustain and increase our income streams. The key priorities for the Trust are:

Increase sales income: Growth in new income will be achieved by investing in more robust and research-informed conventional marketing, digital marketing, and brand awareness exercises for greater market positioning.

Our income generation strategy outlines a real step change initiative in our approach as we believe we will be able to grow income substantially with more focus on sales and areas where we can get the greatest return on investment.

We will utilise our fundraising capacity to relieve pressure on general funds – by continuing to raise unrestricted income, and by focussing restricted funds fundraising on covering costs currently covered by general funds.

- **Trusts & Foundations:** we will continue to seek small-medium unrestricted donations on a rolling basis, prospect research new trusts, and manage stewardship and communication to deliver strong relationships and ensure sustainability of income by highlighting the impact of the Trust.
- **Corporate Supporters:** we will cultivate corporate supporters, companies looking to support our work and/or those who value brand association with the Trust.
- **Secure Restricted Funds,** both to sustain current level of restricted funding and to aid innovation.

Market positioning and brand awareness: we will enhance this to reach a broader audience and saturate new markets. Reflecting the diversity of what we do as an organisation and the wide range of messages and audiences involved, our marketing and communications activity will continue to be varied and adapted to each specific instance.

FINANCIAL REVIEW

Financial position

The detailed figures for the year ended 30 November 2022 are set out in the financial statements that follow this Trustees' Report. During the year, the Trust had a surplus of £174,305 in general funds and of £47,962 in restricted funds. Total funds at the end of the year subsequently increased by £222,267 to £633,552.

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.

Income from training and consultancy activities grew in the year as we had positioned ourselves to be ready for increased demand following the passing of the Covid-19 pandemic. The increase in consultancy activity, the greater uptake in online and in person training and the roll out of the Bystander training programme have all contributed to the overall increase in general funds income. General fund donations were also higher than budget following a more focussed approach to our bidding activities.

Additionally we had success in securing continuation restricted funding from the Home Office and MOPAC. We also secured restricted funding from the National Lottery Community Fund (£499,000 over 3 years), as well as smaller grants from the Henry Smith Charity, the Garfield Weston Foundation and the Esmée Fairbairn Foundation.

FINANCIAL REVIEW

Income (cont.)

Total income for the year was £ 1,756,441 (2021: £1,350,726), consisting £1,038,942 (2021: £886,892) restricted and £717,499 (2021: £463,834) general funds.

The overall Trust budget for the financial year December 2022 to November 2023 reflects our strategic focus on income generation with budgeted training income at a similar level to that achieved in 2022 as we position ourselves for growth in 2024 and 2025.

Expenditure

Total expenditure for the year was £1,534,174 (2021: £1,273,331), consisting £990,980 (2021: £876,645) restricted and £543,194 (2021: £396,686) general funds.

FINANCIAL REVIEW

Reserves

At 30 November 2022, the funds held by the Trust consisted:

- £516,604 general funds,
- £116,948 restricted funds,
- £633,552 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 2022 this is £516,604 (2021: £342,299). After taking into account restricted funds and the carrying amount of functional fixed assets of £nil. The operating costs for three months are budgeted at £429,662. The reserves represent 120% of the target (2021: 97%). The reserves represent 3.6 months' operating costs (2021: 2.9 months).

We have exceeded the reserves target during the year ending 30 November 2022. However, we anticipate growth in operating costs during the year with the implementation of our strategy and forecast the level of reserves cover will have reduced to around 100% by 30 November 2023. We are therefore well positioned to achieve our planned growth.

GOING CONCERN

The Trust began the current year in a good financial position. The trustees have reviewed cash flow forecasts to April 2024 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. 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 risk:

- **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.

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 (resigned August 2022)	
Shaila Mahomed	
Jane Monckton Smith (appointed July 2022)	
Emma Short	
Lucy Thomas	

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.

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

The Trust operates under a "foundation" model of governance where our board and our membership are one and the same.

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 41 salaried staff (29.5 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 adequate 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 2022 was 10 (2021: 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 19 April 2023 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 2022 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 2022 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 contained within the annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 directors 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.

INDEPENDENT AUDITOR'S REPORT CONTINUED

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.

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;

INDEPENDENT AUDITOR'S REPORT CONTINUED

- 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.
- 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.

INDEPENDENT AUDITOR'S REPORT CONTINUED

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)

10 May 2023

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 2022

	Note	Unrestricted General £	Restricted £	2022 Total £	2021 Total £
Income from:					
Donations and legacies	3	58,569	–	58,569	93,153
Charitable activities	4a				
Education		658,394	–	658,394	367,657
Campaigning		–	57,051	57,051	110,182
Supporting People		–	981,891	981,891	765,763
Other trading activities		–	–	–	13,959
Investments		536	–	536	12
Total income		717,499	1,038,942	1,756,441	1,350,726
Expenditure on:	5				
Raising funds		38,804	–	38,804	33,736
Charitable activities					
Education		383,188	–	383,188	264,260
Campaigning		88,751	86,630	175,381	155,421
Supporting People		32,451	904,350	936,801	819,914
Total expenditure		543,194	990,980	1,534,174	1,273,331
Net income for the year and net movement in funds	6	174,305	47,962	222,267	77,395
Reconciliation of funds:					
Total funds brought forward		342,299	68,986	411,285	333,890
Total funds carried forward		516,604	116,948	633,552	411,285

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 2022

	Note	2022 £	£	2021 £	£
Cash flows from operating activities	17				
Net cash from / (used in) operating activities		209,379	–	(57,391)	
Cash flows from investing activities:					
Dividends, interest and rents from investments		536		12	
Net cash from investing activities		536		12	
Change in cash and cash equivalents in the year		209,915		(57,379)	
Cash and cash equivalents at the beginning of the year		263,619		320,998	
Cash and cash equivalents at the end of the year	18	473,534		263,619	

The Suzy Lamplugh Trust

Balance sheet

Company no. 02417823

As at 30 November 2022

	Note	2022 £	2021 £
Fixed assets:			
Tangible assets	11	–	–
		–	–
Current assets:			
Debtors	12	306,462	289,027
Cash at bank and in hand	18	473,534	263,619
		779,996	552,646
Liabilities:			
Creditors: amounts falling due within one year	13	(146,444)	(141,361)
Net current assets		633,552	411,285
Total assets less current liabilities		633,552	411,285
Total net assets		633,552	411,285
Funds:	16a		
Restricted income funds		116,948	68,986
Unrestricted income funds:			
General funds		516,604	342,299
Total unrestricted funds		516,604	342,299
Total funds		633,552	411,285

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 19 April 2023 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. We believe the income forecast for the next twelve months is realistic. The trustees have reviewed cashflow forecasts to April 2024 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%	25%
● Campaigning	21%	11%
● Supporting people	40%	62%

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 £	2021 Total £
Income from:			
Donations and legacies	82,206	10,947	93,153
Charitable activities			
Education	367,657	–	367,657
Campaigning	–	110,182	110,182
Supporting People	–	765,763	765,763
Other trading activities	13,959	–	13,959
Investments	12	–	12
Total income	463,834	886,892	1,350,726
Expenditure on:			
Raising funds	33,736	–	33,736
Charitable activities:			
Education	259,517	4,743	264,260
Campaigning	66,363	89,058	155,421
Supporting People	37,070	782,844	819,914
Total expenditure	396,686	876,645	1,273,331
Net income for year and net movement in funds	67,148	10,247	77,395
Reconciliation of funds:			
Total funds brought forward	275,151	58,739	333,890
Total funds carried forward	342,299	68,986	411,285

3 Income from donations and legacies (current year)

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Donations	58,569	–	58,569	82,206	10,947	93,153
	58,569	–	58,569	82,206	10,947	93,153

Notes to the financial statements

For the year ended 30 November 2022

4a Income from charitable activities (current year)

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Grant agreements for:				
Campaigning: policy work and projects	–	57,051	57,051	110,182
Supporting people: supporting victims of stalking	–	981,891	981,891	765,763
Sub-total for grant agreements	–	1,038,942	1,038,942	875,945
Fees from providing education services:				
Providing training courses, talks and consultancy	658,394	–	658,394	367,657
Sub-total for fees for services provided	658,394	–	658,394	367,657
Total income from charitable activities	658,394	1,038,942	1,697,336	1,243,602

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

4b Income from charitable activities (prior year)

	Unrestricted £	Restricted £	2021 Total £
Grant agreements for:			
Campaigning: policy work and projects	–	110,182	110,182
Supporting people: supporting victims of stalking	–	765,763	765,763
Sub-total for grant agreements	–	875,945	875,945
Fees from providing education services:			
Providing training courses, talks and consultancy	367,657	–	367,657
Sub-total for fees for services provided	367,657	–	367,657
Total income from charitable activities	367,657	875,945	1,243,602

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 2022

5a Analysis of expenditure (current year)

	Charitable activities							
	Raising funds £	Education £	Campaigning £	Supporting people £	Governance costs £	Support costs £	2022 Total £	2021 Total £
Staff costs (Note 7)	16,928	149,903	110,653	759,901	–	73,192	1,110,577	955,125
Direct costs	14,150	181,235	37,195	76,938	–	51,374	360,892	261,719
Premises	48	1,334	107	1,755	–	42,485	45,729	43,577
Depreciation	–	–	–	–	–	–	–	202
Governance: audit and trustees	–	–	–	–	16,976	–	16,976	12,708
	31,126	332,472	147,955	838,594	16,976	167,051	1,534,174	1,273,331
Support costs: staff costs	5,123	23,422	15,281	29,366	–	(73,192)	–	–
Support costs: overheads	2,164	23,113	10,285	58,297	–	(93,859)	–	–
Governance costs	391	4,181	1,860	10,544	(16,976)	–	–	–
Total expenditure 2022	38,804	383,188	175,381	936,801	–	–	1,534,174	–
Total expenditure 2021	33,736	264,260	155,421	819,914	–	–	–	1,273,331

Of the total expenditure, £543,194 was unrestricted (2021 £396,686): £990,980 was restricted (2021: £876,645).

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 31 November 2022

5b Analysis of expenditure (prior year year)

		Charitable activities					
	Raising funds £	Education £	Campaigning £	Supporting people £	Governance costs £	Support costs £	2021 Total £
Staff costs (Note 7)	12,614	107,824	118,403	632,954	–	83,330	955,125
Direct costs	13,045	110,484	8,219	84,881	–	45,090	261,719
Premises	–	179	301	5,395	–	37,702	43,577
Depreciation	–	–	–	–	–	202	202
Governance: audit and trustees	–	–	–	–	12,708	–	12,708
	25,659	218,487	126,923	723,230	12,708	166,324	1,273,331
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

Of the total expenditure, £396,686 was unrestricted and £876,645 was restricted.

6 Net income for the year

This is stated after charging:

	2022 £	2021 £
Depreciation	–	202
Operating lease rentals:		
Property	27,058	27,589
Office Equipment	–	–
Accountant's remuneration (excluding VAT):		
Audit	10,700	9,750
	10,700	9,750

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

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	959,924	820,091
Social security costs	88,210	72,485
Employer's contribution to defined contribution pension schemes	36,355	34,552
Temporary staff costs	11,823	7,854
Recruitment costs	14,265	20,143
	1,110,577	955,125

The total number of people employed, both full and part time, in the course of the year was 56 (2021: 66).

1 employee earned between £60,000 and £69,999 during the year (2021: 1).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £272,944 (2021: £211,855).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

No trustees incurred expenses relating to attendance at meetings of the trustees (2021: 0).

8 Staff numbers

The average number of employees (headcount based on average number of staff employed) during the year was 41 (2021: 35) split across the activities of the charitable company as follows:

	2022 No.	2021 No.
Raising funds	1.0	2.0
Campaigning: policy work and projects	3.9	3.2
Education: providing training, talks and consultancy	2.5	1.9
Supporting people: National Stalking Helpline and advocacy	27.8	24.4
Management and administration	5.4	3.3
	40.6	34.8

The number of Full-Time Equivalents was 29.5 (2021: 23.6).

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 £18,000 (2021: £29,300). Paul Infield, a Member of the Trust but not a Trustee, made a donation to the charity during the year of £0 (2021: £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 £0 (2021: £500).

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 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	–	–
At the end of the year	11,550	11,550
Depreciation		
At the start of the year	11,550	11,550
Charge for the year	–	–
At the end of the year	11,550	11,550
Net book value		
At the end of the year	–	–
At the start of the year		

All of the above assets are used for charitable purposes.

12 Debtors

	2022 £	2021 £
Trade debtors	170,444	168,845
Prepayments	36,929	18,605
Accrued income	96,526	99,014
Refundable deposit	2,563	2,563
	306,462	289,027

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	43,853	55,746
Taxation and social security	58,201	40,503
Other creditors	2,335	1,762
Accruals	27,305	33,076
Deferred income (note 14)	14,750	10,273
	146,444	141,361

14 Deferred income

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

	2022 £	2021 £
Balance at the beginning of the year	10,273	37,709
Amount released to income in the year	(10,273)	(37,709)
Amount deferred in the year	14,750	10,273
	14,750	10,273

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

	General £	Restricted £	Total funds £
Tangible fixed assets	–	–	–
Net current assets	516,604	116,948	633,552
	516,604	116,948	633,552
Net assets at 30 November 2022			

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

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

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2022

16a Movements in funds (current year)

	At 1 December 2021	Income & gains	Expenditure & losses	Transfers	At 30 November 2022
	£	£	£	£	£
Restricted funds:					
<i>Campaigning</i>					
The Ernest Ingham Charitable Trust	–	3,195	(3,195)	–	–
The Esmée Fairbairn Foundation	31,124	36,150	(65,680)	–	1,594
	31,124	39,345	(68,875)	–	1,594
<i>Restricted funds for educating young people</i>					
Right to be Safe Appeal	2,218	–	–	–	2,218
	2,218	–	–	–	2,218
<i>Restricted funds for supporting victims of stalking</i>					
The Home Office	6,001	175,553	(181,554)	–	–
MOPAC for London Stalking Support	–	394,843	(394,843)	–	–
MOPAC for STAC	–	183,505	(182,385)	–	1,120
MOPAC/MOJ	–	17,031	(17,031)	–	–
Garfield Weston Foundation	–	25,000	–	–	25,000
National Lottery Community Fund	–	128,606	(52,062)	–	76,544
Cambs PCC Stalking Perp Project	29,398	(3,447)	(25,951)	–	–
Henry Smith Charitable Trust	–	55,800	(45,548)	–	10,252
Eleanor Rathbone	–	2,000	(2,000)	–	–
M&G Community Fund	–	2,500	(2,500)	–	–
Other	245	500	(525)	–	220
	35,644	981,891	(904,399)	–	113,136
<i>Core Costs</i>					
The Ernest Ingham Charitable Trust	–	17,706	(17,706)	–	–
	–	17,706	(17,706)	–	–
Total restricted funds	68,986	1,038,942	(990,980)	–	116,948
General funds	342,299	717,499	(543,194)	–	516,604
Total unrestricted funds	342,299	717,499	(543,194)	–	516,604
Total funds	411,285	1,756,441	(1,534,174)	–	633,552

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 2022

16b Movements in funds (prior 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
	<u>10,000</u>	<u>94,918</u>	<u>(73,794)</u>	<u>–</u>	<u>31,124</u>
<i>Restricted funds for educating young people</i>					
Right to be Safe Appeal	6,961	–	(4,743)	–	2,218
	<u>6,961</u>	<u>–</u>	<u>(4,743)</u>	<u>–</u>	<u>2,218</u>
<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
	<u>40,778</u>	<u>775,710</u>	<u>(780,844)</u>	<u>–</u>	<u>35,644</u>
<i>Core Costs</i>					
The Ernest Ingham Charitable Trust	–	15,264	(15,264)	–	–
Individual donation	1,000	1,000	(2,000)	–	–
	<u>1,000</u>	<u>16,264</u>	<u>(17,264)</u>	<u>–</u>	<u>–</u>
Total restricted funds	<u>58,739</u>	<u>886,892</u>	<u>(876,645)</u>	<u>–</u>	<u>68,986</u>
General funds	<u>275,151</u>	<u>463,834</u>	<u>(396,686)</u>	<u>–</u>	<u>342,299</u>
Total unrestricted funds	<u>275,151</u>	<u>463,834</u>	<u>(396,686)</u>	<u>–</u>	<u>342,299</u>
Total funds	<u>333,890</u>	<u>1,350,726</u>	<u>(1,273,331)</u>	<u>–</u>	<u>411,285</u>

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

Restricted funds for campaigning

The Ernest Ingham Charitable Trust

A multi-year grant, ending in March 2023 ('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.

Restricted funds for supporting 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 2025. The National Stalking Helpline offers high quality, specialist advice and support, including risk management and safety planning, to victims of stalking.

Garfield Weston Foundation have provided a two year grant for funding towards the National Stalking Helpline.

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.

Henry Smith Charitable Trust have provided a grant to fund advocacy support for stalking victims for two years from December 2021.

The National Lottery Community Fund have funded a three year grant to cover both the National Stalking Helpline and advocacy support for stalking victims, from 1 April 2022.

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.

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 built 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.

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

	2022 £	2021 £
Net income /(expenditure) for the reporting period (as per there statement of financial activities)	222,267	77,395
<i>Adjustments for:</i>		
Depreciation charges	–	202
Dividends, interest and rents from investments	(536)	(12)
(Increase) in debtors	(17,435)	(107,377)
Increase/(Decrease) in creditors	5,083	(22,207)
(Decrease) in long term creditors	–	(5,391)
	209,379	(57,391)

18 Analysis of cash and cash equivalents

	At 1 December 2021 £	Cash flows £	At 30 November 2022 £
Current account	193,249	209,379	402,628
Savings account	70,370	536	70,906
Total cash and cash equivalents	263,619	209,915	473,534

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	
	2022 £	2021 £	2022 £	2021 £
Less than one year	7,888	7,888	1,628	1,170
One to five years	–	–	2,577	–
	7,888	7,888	4,205	1,170

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.