

THE SUZY LAMPLUGH TRUST

ANNUAL REPORT AND ACCOUNTS
FOR YEAR ENDED 30 NOVEMBER 2023



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Our Vision:

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

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 37 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 abuse, aggression and violence and ensuring personal safety remains a public policy priority.

OUR VALUES

- **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.

CHAIR'S REPORT



The trust's financial year 2022-23 was the first year of our bold and exciting three-year strategy. This strategy is about 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. We will continue to work alongside our beneficiaries, partners, stakeholders and supporters to support more victims, educate more individuals and ensure our campaigns are far reaching and deliver systemic change.

Exceeding our targets on income generation from our training and consultancy services, with some exciting new partnerships, has ensured we can continue to invest in additional resource to meet demand and deliver on our ambitious education plans. We are delighted to continue our partnership with L'Oreal Paris, delivering their 'Stand Up Against Harassment' initiative providing bystander intervention training to members of the public. We are also expanding our training and victim focused stalking consultancy work with police forces across the UK.

Our stalking helpline and advocacy services in London, funded by the Mayor's Office for Policing and Crime, and nationally, funded by the Home Office, the National Lottery Community Fund, the Garfield Weston Foundation, the Henry Smith Charity and others, have continued to grow. The helpline responded to 8,666 calls and emails last year – the highest level ever. We are investing in new systems to meet increasing demand and reviewing accessibility to ensure we reach all communities impacted by stalking. Funding from the Cleveland Police and Crime Commissioner is enabling the trust to provide stalking advocates on the ground in Cleveland to support stalking victims in that area.

CHAIR'S REPORT cont.

Our successful campaigning resulted in many of our key asks being included in the Online Safety Act and the Protection from Sex-based Harassment in Public Act. After a long period of lobbying, we were also pleased to see a duty for employers to prevent sexual harassment in the workplace included in the Worker Protection Act. The trust successfully raised the needs of our beneficiaries with key decision-makers and stakeholders, including at parliamentary events, and in the media. We launched hard-hitting research on the prevalence of harassment in sport and exercise on National Personal Safety Day. National Stalking Awareness Week, which focused on stalking amongst young people, had an extraordinary reach. We were excited to receive a three-year grant from The Legal Education Foundation for our work to protect and enhance the rights of stalking and harassment victims.

I am confident that the trust will continue to successfully deliver on our strategic objectives, building on the achievements of the first year. We look forward to continuing to work with our beneficiaries, partners and stakeholders in the year ahead as we strive to fulfil our vision to eliminate abuse, aggression, and violence, creating a society in which people are safer and feel safer.

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 2023, 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 46 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 

TRUSTEES' REPORT

Objectives

The objects of the Suzy Lamplugh Trust, as set out in the governing document, which was updated in 2023, are to prevent loss of life, injury and suffering and to relieve suffering caused by violence, aggression, abuse, stalking and harassment (including in the workplace, online, on transport and in public), including (without limitation) through:

- the provision of support and advice to victims of such behaviour;
- the provision of education and training on personal safety (including safety from violence, aggression, abuse, stalking and harassment) and managing and reducing risks;
- the provision of support and advice to those who work with the perpetrators of such behaviour; and
- raising public awareness about such behaviour and the harms it causes.

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.**

SINCE OUR INCEPTION IN 1986, WE HAVE:

TRAINED 1,000,000+

people in personal safety
awareness, conflict management
and ways mitigate and manage
risks to themselves



SUPPORTED 75,000+



victims of stalking
through the National
Stalking Helpline and
Advocacy Service

LOBBIED & INFLUENCED

Government officials to
strengthen and create laws to
better protect people across
the UK including the Private
Hire Vehicles Act in 1997 and
Stalking Protection Act in 2019



BESPOKE



**TRAINING
COURSES**

continuously developed in
personal safety and stalking
awareness to drive
behavioural change and
encourage best practice

**TOGETHER, WE CAN SUPPORT MORE PEOPLE TO BE
SAFE IN THEIR DAILY LIVES**

HIGHLIGHTS OF THE YEAR

"My Advocate was so helpful and easy to communicate with. She was very empathetic to my situation, and I always felt better after speaking to her"

8,666 Helpline calls & emails answered last year.

Advocacy support provided for 478 victims of stalking.

"I feel understood and was given clear advice."

96% callers to helpline reported they were satisfied with the service overall. 96% reported they were clear on the next steps to take.

9,609 people accessed our online "Am I being stalked?" tool in 12 languages

National Personal Safety Day 2023 conference held in the BT tower

Over 27,000 people trained in personal safety, bystander intervention and stalking during the year.

Over 200,000 social media impressions during National Stalking Awareness Week 2023

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

Over 50 media events including BBC, ITV, radio and press coverage

Development and accreditation of the new Independent Stalking Advocate course



ACTIVITIES



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

OUR WORK

EDUCATE



In 2023, the Suzy Lamplugh Trust personal safety, stalking awareness, and anti-harassment bystander intervention training courses reached over 27,000 delegates across all sectors, using a combination of in-person, virtual and e-learning options. All courses were tailor-made and delivered as per the needs and specifications of clients. 97 delegates from across 41 organisations undertook the train-the-trainer option and returned to their workplace to deliver personal safety training to hundreds of colleagues, and 1,371 students engaged with our personal safety training videos at their institution.

- 90% of delegates trained in personal safety and stalking awareness rated our courses as excellent, and
- 93% 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

"[the trainer] clearly knows what she is talking about and gave us plenty of space for comments and questions but was fine when there were none. I shall be going home thinking about what I've learnt."

"The trainer was very professional, and the course was well structured".

"Thank you for a very informative and engaging session...The team and myself learnt a lot and thoroughly enjoyed the training also."

"Very useful. I thought this would be a refresher, but it has really made me think about my own behaviour on a daily basis, not just on visits."

OUR WORK

EDUCATE

Stalking Training

"A fantastic course. This was well delivered by [the trainer] who was very knowledgeable on the subject and his delivery of the course was brilliant. Such a useful course for myself and the team. Thank you."

"Really informative training. Trainer was very engaging and passionate about the subject in relation to supporting victims."

"The trainer was excellent at providing this training, very informative and very engaging. The whole team was fired up after this, in trying to make sure victims are supported correctly."

OUR WORK

EDUCATE

New Products Provision

As part of our ongoing pledge to create value for, and deliver impact for end users, we continued to extend new training and consultancy provisions in 2023.

A clear gap in the Violence against Women and Girls sector was the upskilling and empowerment of Independent Stalking Advocates across statutory and non-statutory services to be able to support victims of stalking who are at greater risk of harm. We were delighted to announce the successful rollout of the Independent Stalking Advocacy (ISA) training course - aimed at professionals working with victims of stalking, enhancing their advocacy and safety planning skills, empowering them to effectively support stalking victims, advocating on their behalf to navigate the criminal justice process and other statutory bodies such as housing and social services. During the year we ran this course twice.

We are also thrilled to see the continuation of the roll out of our "Victim Focused Review " service, working with police forces to evaluate their approach to stalking, covering the entire process from report to investigation and charge, making use of the latest guidance from the College of Policing, the National Police Chiefs Council (NPCC) and His Majesty's Inspectorate of Constabulary and Fire Rescue Services (HMICFRS). This gap analysis has helped forces to improve on existing processes and serves as a first step for forces that wish to embark on a Multi-Agency Stalking Intervention Programme (MASIP) in due course, paving the way for greater outcomes and impact.

OUR WORK

EDUCATE

Bystander Training

Through our partnership with L'Oreal Paris, we continued to deliver the globally approved "Stand-up Against Street Harassment" bystander training to over 6,300 delegates across organisations and the wider public, free of charge.

Training sessions were delivered to staff at the London Mayor's Office for Policing and Crime and Greater London Authority (GLA) and many other organisations, as well as various conferences, association events, music festivals, in the higher education sector, and directly to the public. The program consistently received great reviews with 97% of delegates rating it 'good' or 'excellent', and 93% declaring a sense of empowerment to intervene safely if and when they witness harassment in public spaces.

Bespoke Training and Consultancy

We continued and expanded our bespoke training and consultancy provisions to meet the needs of organisations and commissioners for whom conventional personal safety or stalking training are not viable options.

We worked with Thames Valley, North Yorkshire, and Cambridgeshire Police forces on various stalking consultancy projects. In addition to this, Chorley Council, Irwin Mitchell, Women's Night Safety Charter, Travis Perkins, the Home Office, St Wilfred's Hospice, and University of East Anglia commissioned the trust for the delivery of bespoke personal safety products, tailor-made to address their specific needs.

OUR WORK

EDUCATE

Youth Work

We worked with a number of universities during the year delivering stalking and harassment awareness sessions to both staff and students, as well as our bystander training.

2023 saw the start of the research and development phase for our work with parents, young people and social media campaigns. Extensive research was undertaken into current training packages available for young people, teachers, and parents/guardians on the prevalence of harmful behaviours amongst young people and the tools that were available to mitigate these behaviours to identify gaps where our expertise might be most needed. We also looked at the trends in young people's social media use and the platforms that were most accessed.

As a result of the research, we have proposed the development of a schools programme targeting years 7 and 8 students (ages 11-13) looking at empowering young people to better identify, mitigate and manage their prevalence, addressing a range of online and offline harms experienced at this crucial age.

We also developed campaign materials aimed at young people as part of National Stalking Awareness Week 2023. We have been using these throughout the year to share young people's experiences of stalking and promoting the support options available. 657 young people aged 25 or under received support from our helpline or advocacy services during the year.

Currently there are ongoing discussions with potential sponsors, and trusts and foundations to fund our future youth work projects, so that in 2024 we can move toward content development, and a pilot of our work in schools, before a national rollout.

OUR WORK

SUPPORT - STALKING



National Stalking Helpline

During the year, the National Stalking Helpline received more calls than ever before. We responded to a total of 8,666 national helpline contacts; this includes calls, emails and call-backs. This vital work is funded by the Home Office, the National Lottery Community Fund and the Garfield Weston Foundation.

A new helpline and advocacy platform was introduced (OASIS) which provided the staff and the trust with a more user friendly and case work focused IT infrastructure.

Feedback from National Stalking Helpline service users:

"The support I was provided with has given me nothing short of a new lease of life."

"The support was great, and I would definitely recommend you to others."

"This is all much appreciated and far above the level of support we have so far received from the police.... Many thanks for your support!"

"Firstly my grateful thanks for your assistance in my case which I have found to be so reassuring and helpful in every way."

**NATIONAL
STALKING
HELPLINE**

0808 802 0300

OUR WORK

SUPPORT - STALKING

National Advocacy Service

Supported by the Home Office, the National Lottery Community Fund and The Henry Smith Charity, 2023 saw further growth for our National Advocacy Service, with 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.

We also entered into a new project with Cleveland Police to deliver advocacy, managed by the trust but based in and operating across the Cleveland Police area.

The impact of our national advocacy support is best summed up in the words of some of the victims we have supported:

"I wanted to say a massive thank you for being there supporting and advocating for me when I really did not know what to do or who to turn to. During this time I felt heard."

To all past and present staff thank you for all you do . Bless you all in the work you do I will be for ever grateful as will my family. "
Stalking victim after 9.5 years of stalking

"After the support from my Advocate I feel more knowledgeable about restraining orders and so if this ever does need amending or extending, I feel able to deal with this. I also know if I need any further help or advice, I can reach back out to you."

OUR WORK

SUPPORT - LSS

London Stalking Support Service (LSS)

Funded by the London Mayor's Office for Policing and Crime (MOPAC) until March 2025, our dedicated Stalking Support Service in London has seen a 70% rise in referrals for advocacy in 2023, with the ongoing strong relationship with and training of staff across the Metropolitan police.

90% of London-based Service Users felt safer and more hopeful about their situation after having contacted the Helpline. Our London advocacy service supported 149 cases in the year.

We have engaged and increased awareness of our support at local borough level and have maintained our involvement with Violence against Women and Girls (VAWG) boards and community groups.

The London Stalking Support Service continues to reach people across London with 9,609 people accessing our online platform 'Am I being Stalked' in 2023. 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. The tool now offers support in English and 11 other languages. We know that the tool was accessed in every one of its 12 languages, with new functionality using a British Sign Language video to further support victims of stalking.



OUR WORK

SUPPORT - LSS

London Stalking Support Service (LSS) (cont.)

"My Advocate was so easy to contact and would check-in with me weekly which was a nice touch. The police don't always understand the emotional side of things, so it was nice to have someone supporting me."

"My situation did improve, but if things got worse again I feel more able to stand up for myself with the police and be clear about what I need. Yes, I would say I feel empowered and I have more knowledge about the legal processes now."

For London-based Service Users specifically, support from the Helpline increased confidence by 70%.



1 out of 10 people felt confident **before** receiving support

8 out of 10 people felt confident **after** receiving support



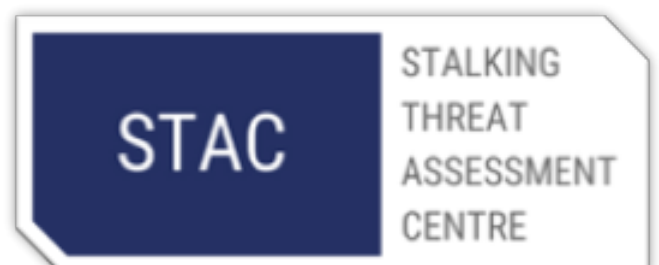
OUR WORK

SUPPORT - STAC

The Stalking Threat Assessment Centre (STAC)

The Suzy Lamplugh Trust advocacy and project management within the Stalking Threat Assessment Centre has continued thanks to funding committed from the Mayor's Office for Policing and Crime. 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 working directly with perpetrators with the view of reducing reoffending.

STAC is now very much seen as the front door for stalking advocacy referrals from the Metropolitan Police, London Probation and our health colleagues responsible for perpetrator interventions in London. During the year we supported 161 advocacy cases and offered one-off advice in a further 195 cases. STAC has now developed into a consolidated model for the rest of the partners, with their commitment to the project maintained.



OUR WORK

SUPPORT

Psychological Advocacy to Heal from Stalking (PATHS)

Funded from both the National Lottery Community Fund (for national support) and MOPAC (for London support) the trust continues to develop its trauma-informed response to stalking. Our PATHS advocates worked with 13 clients this year. To ensure that as many of our beneficiary group as possible will benefit from a trauma-informed approach going forward, we have been working with a number of mental health specialists this year to develop the model. From December 2023, all of our advocates will receive PATHS Foundation training, so that the whole advocacy service will in fact be trauma-informed. A smaller number of advocates will undertake Enhanced PATHS training taking on the more complex cases.

OUR WORK

CAMPAIGN



Stalking and systemic change

This year saw the initiation of a 3-year Legal Education Foundation funded project to ensure new and existing laws adequately protect and uphold the rights of victims of stalking and harassment and the stalking sector is able to share knowledge more easily. To date this has focused on lobbying on the Online Safety Bill, the Protection From Sex-based Harassment in Public Bill, and the Victims and Prisoners' Bill. The impact of this has been that the first two of these have been passed as legislation, largely including our key asks including the introduction of a specific offence of public sexual harassment and listing of stalking as a priority online offence.

Following the submission of our super complaint on the police response to stalking in November 2022 on behalf of the National Stalking Consortium, which evidenced a number of areas of key concern including the lack of identification of stalking behaviours and the consequent misreporting and mischarging of stalking under numerous secondary offences, we were pleased that the committee confirmed they have investigated our concerns in full. We eagerly await their final report in spring 2024 and meanwhile importantly our Lifeline Stalking training course for police officers has now been endorsed by London Metropolitan University.

OUR WORK

CAMPAIGN

Stalking and systemic change (cont.)

We have also produced preliminary findings on the response of the Crown Prosecution Service (CPS) and courts to stalking cases, which highlighted concerns including a lack of understanding among prosecutors and the judiciary as to what behaviours constitute stalking, leading in some cases to mischarges, the dismissal of stalking cases and a lack of implementation of Stalking Protection Orders (SPOs). This has led to ongoing discussions with the CPS and HM Courts and Tribunals Service to discuss next steps for improving the experience of victims.

We continued to lobby on our strategic objectives, as a part of this we responded to a number of national consultations to ensure the needs of our beneficiaries are reflected. These have included domestic homicide reviews, the criminal injuries compensation scheme and sentencing guidelines for breaches of protective orders which we continue to lobby around.

In July we jointly organised the NPCC-led Knowledge Exchange Network conference to foster sharing of best practice and research amongst stalking academics and practitioners. We continue to seek funding to further embed this network and improve research into improving service provision, policy and legislation for stalking victims.

OUR WORK

CAMPAIGN

Stalking and systemic change (cont.)

We continue to 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. The Consortium works together to lobby for change on key areas of concern including gaps in policy and legislation. This year we have jointly raised concerns about the emerging two-tier system which is deprioritising rights for victims of non ex-intimate stalking, which has led to meetings with ministers and discussions about how to ensure all victims of stalking receive the same rights and support.

We 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 2023

In April 2023, National Stalking Awareness Week focused on the experiences of stalking amongst young people. We are finding that an increasing number of 16 to 24 year-olds are contacting our helpline to seek support in how to deal with such unwanted behaviours, as often, this can be an incredibly difficult and anxious time for them, leading to adverse mental health outcomes, and impacting their education and social life. To address concerns that young people are not recognising stalking, we produced a video aimed at young people to raise awareness of what stalking is and how to seek support. The video received 70,700 impressions and 10,500 views during the week. The campaign also received attention from various forms of media: four national newspapers, including the Times, as well as 25 regional newspapers, one TV appearance on BBC London News and three radio appearances.

We held an online conference with key speakers including writer, actor, producer, director and campaigner Lorian Haynes who produced our video, and Alex Davies Jones, Shadow Minister for Tech, Gambling & Digital Economy. The conference included discussions about the impact of stalking on young people, advocacy and education.

OUR WORK CAMPAIGN



National Personal Safety Day 2023

In November 2023, we launched research looking at the prevalence of harassment in sport and exercise in collaboration with YouGov and supported by Peoplesafe. Our research showed that people's access to sport and exercise, whether that be in a public space such as a park or a designated exercise area such as a gym, is hindered by harassment and abuse.

We made recommendations for employers and wider society to enable them to work together to tackle harassment in sport and exercise in order to promote a safe and inclusive environment for all. These included employers taking action to prevent sexual harassment in the workplace and the government mandating reporting and recording of incidents of harassment in the workplace.

We were delighted to host our conference in collaboration with Peoplesafe in the iconic BT tower with speakers including Rt Hon. Caroline Nokes MP, Chair of the Women and Equalities Committee and Kate Dale, Director of Marketing, Sports England. ITV news covered the event and we had over 20,000 impressions across social media on the day.

Transport

As part of our ongoing personal safety in transport work we fed into a number of national consultations highlighting our ongoing campaign 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. We continue to work with the National Taxi and Private Hire Licensing Working Group to improve the safety of both passengers and drivers.

OUR WORK

CAMPAIGN

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 highlighted concerning inconsistencies in national CPS and Home Office guidance on differentiating between stalking and controlling and coercive behaviour and fed into several high-level selected roundtables with ministers to highlight the deprioritisation of stalking across legislation, policy and service commissioning.

We are continuing to lobby for the inclusion of independent stalking advocates to be listed as key service providers in the Victims and Prisoners Bill in order to ensure their specialist role is reflected alongside independent domestic violence advocates (IDVAs) and independent sexual violence advocates (ISVAs) and that stalking services are adequately resourced. In September we held a parliamentary event alongside the Alice Ruggles Trust and victims of stalking to garner support from MPs and Lords for our proposed amendments to the bill and were pleased to be supported at the event by MPs Maria Millar, Sarah Champion and Caroline Noakes.

We were also delighted after a long period of lobbying with the sector and unions that the Worker Protection Act received Royal Assent in October 2023, introducing a duty for employers to prevent sexual harassment in the workplace

OUR WORK

CAMPAIGN

Media Coverage during the year

In addition to media coverage of individual events mentioned above, the trust also featured across national media highlighting gaps in provision for stalking victims and concern about the impact of proposed changes to law and policy. This included articles in the Independent and Glamour UK, TV coverage of the inquest into the murder of Gracie Spinks by a colleague, and radio coverage including BBC 5Live and LBCW. We also advised national TV production companies on the representation of stalking in their storylines.

OUR WORK

CAMPAIGN

Policy Consultancy Work

We continue to chair the MOPAC's Women's Safety Charter Steering Group and have delivered our bystander intervention training to a wide range of charter business signatories. The Charter has now received over 2,500 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 continue to contribute to a number of important senior stakeholder 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 Police Chiefs Council leads on Domestic Abuse, Violence against Women and Girls and Stalking and Harassment, the Home Office VAWG stakeholder meeting and the CPS VAWG External Consultation Group.

Policy work has also remained central to our commercial consultancy work on lone worker and workplace safety policies as well as Suzy's Charter for Workplace Safety with a wide range of companies and sectors. In addition, we have presented on our workplace safety, stalking and harassment expertise at a wide range of events including those hosted by Neighbourhood Watch, White Ribbon UK, Manchester Airport Group, Women in Journalism and Solo Protect.



SUZY'S CHARTER FOR
WORKPLACE SAFETY

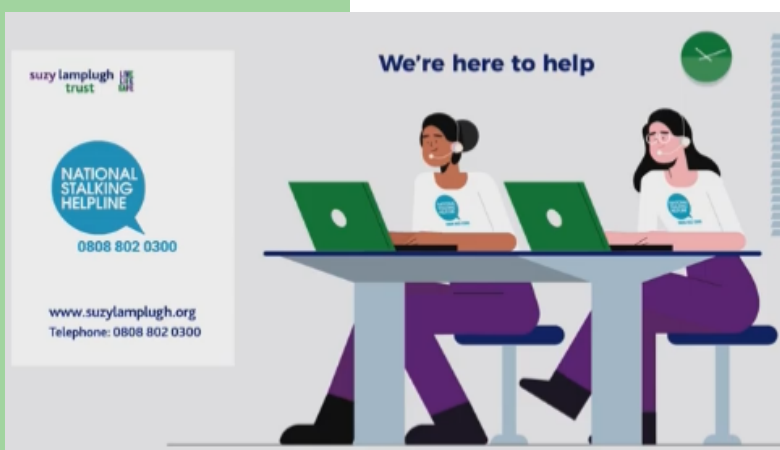
FUTURE PLANS

In October 2022, the Board approved a new three year strategy. 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 three year strategy 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 through 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 Police and Crime Commissioners (PCCs).

Trauma Focused approach: The London pilot of our specialist advocacy has yielded extraordinary outcomes for our service users and we were successful in securing funding to provide this service nationally. Over the remaining two years of the strategy, we will continue to deliver and 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: Deliver our generic and specialist stalking training products to a wide audience, including the continued roll out of our Stalking Lifeline Training for police officers as well as our new Stalking Advocacy Training (for which we achieved accreditation during 2022/23, the first year of this strategy).

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
22 – 26 April 2024.**

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 remaining two years of the strategy, we plan to continue 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 training 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 and continue to lobby for an independent regulatory body for dating agencies.
- 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 more than 10,000 individuals each year in personal safety at work. We have also seen huge success in recent years 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 two 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
5 November 2024.**

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 five strands within our youth work strategy:

1. Work with universities
2. Direct support via the National Stalking Helpline and Advocacy Service
3. Online social media content development
4. Work with parents
5. Work with schools

The focus for the coming year is to secure funding for our youth work projects, in addition to increasing outreach services to young people and continuing to build on and develop our work with universities.

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.

Utilise our fundraising capacity to relieve pressure on general funds – by continuing to raise unrestricted income, and by seeking restricted funding for 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 2023 are set out in the financial statements that follow this Trustees' Report. During the year, the trust had a surplus of £61,378 in general funds and of £44,062 in restricted funds. Total funds at the end of the year subsequently increased by £105,440 to £738,992.

Income

The trust's principal funding sources are:

- Fees for providing training, talks and personal safety and stalking 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 grew once again as we focused on maintaining existing levels of activity, developing new courses and expanding the consultancy services we deliver. During the year we also received new restricted funding from The Legal Education Foundation (£195,000 over 3 years) and The Ernest Ingham Charitable Trust to cover campaigning costs and from Cleveland PCC to support a stalking advocacy service in the Cleveland area.

FINANCIAL REVIEW

Income (cont.)

Total income for the year was £ 2,124,925 (2022: £1,756,441), consisting £1,337,348 (2022: £1,038,942) restricted and £787,577 (2022: £717,499) general funds.

The overall trust budget for the financial year December 2023 to November 2024 reflects our strategic focus on income generation as we position ourselves for further growth in 2024 and 2025.

Expenditure

Total expenditure for the year was £2,019,485 (2022: £1,534,174), consisting £1,293,286 (2022: £990,980) restricted and £726,199 (2022: £543,194) general funds.

FINANCIAL REVIEW

Reserves

At 30 November 2023, the funds held by the Trust consisted:

- £577,982 general funds,
- £161,010 restricted funds,
- £738,992 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 2023 the unrestricted reserves balance is £577,982 (2022: £516,604). The operating costs for three months are budgeted at £566,415. The reserves represent 102% of the target (2022: 120%). Therefore the unrestricted reserves represent 3.1 months total operating costs (2022: 3.6 months).

GOING CONCERN

The trust began the current year in a good financial position. The trustees have reviewed cash flow forecasts to April 2025 and consider that the trust has sufficient cash available to continue operations during this period and meet liabilities as they fall due. 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 an Executive Team (or board) owner, impact and probability are assessed and actions to mitigate or manage the risk are agreed.
- The Executive 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.
- Sub-committees of the board regularly 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, several of 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 grow our general funds income and ensure a sustainable and innovative approach to restricted funding, to further strengthen our financial position in order to explore innovative ways to deliver our mission. 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 (resigned 31 December 2023)
Ivan Balhatchet	
Joanna Conlon	
Hannah Daly	
Shaila Mahomed	
Jane Monckton Smith	(resigned 27 February 2024)
Emma Short	Co-deputy chair
Lucy Thomas	Co-deputy chair

Key Management Personnel

Emma Lingley-Clark	Interim Chief Executive Officer (maternity cover)
Suky Bhaker	Chief Executive Officer

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	110 Golden Lane, London EC1Y 0TG
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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 Articles of Association were updated in 2023.

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 9 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.

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 46.

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 7 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 for a three-year term and each trustee shall retire or stand for re-election at the Board meeting closest after the third anniversary of their appointment.

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 (35.7 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 1,100 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 2023 was 10 (2022: 10). The trustees are Members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

The Trustees' Annual Report and Financial Statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies regime.

Approved by the trustees on 17 April 2024 and signed on their behalf by

Chris Shelley
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the financial statements of The Suzy Lamplugh Trust (the 'charitable company') for the year ended 30 November 2023 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 2023 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)
7 May 2024
for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG



The Suzy Lamplugh Trust

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

For the year ended 30 November 2023

	Note	Unrestricted General £	Restricted £	2023 Total £	2022 Total £
Income from:					
Donations and legacies	3	61,026	–	61,026	58,569
Charitable activities	4a				
Education		724,229	–	724,229	658,394
Campaigning		–	78,308	78,308	57,051
Supporting People		–	1,259,040	1,259,040	981,891
Other trading activities		–	–	–	–
Investments		2,322	–	2,322	536
Total income		787,577	1,337,348	2,124,925	1,756,441
Expenditure on:	5				
Raising funds		40,430	–	40,430	38,804
Charitable activities					
Education		497,182	2,218	499,400	383,188
Campaigning		124,237	35,370	159,607	175,381
Supporting People		64,350	1,255,698	1,320,048	936,801
Total expenditure		726,199	1,293,286	2,019,485	1,534,174
Net income for the year and net movement in funds	6	61,378	44,062	105,440	222,267
Reconciliation of funds:					
Total funds brought forward		516,604	116,948	633,552	411,285
Total funds carried forward		577,982	161,010	738,992	633,552

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 2023

	Note	2023 £	£	2022 £	£
Cash flows from operating activities	17				
Net cash from / (used in) operating activities		216,085	–		209,379
Cash flows from investing activities:					
Dividends, interest and rents from investments		2,322		536	
Net cash from investing activities		2,322		536	
Change in cash and cash equivalents in the year		218,407			209,915
Cash and cash equivalents at the beginning of the year		473,534			263,619
Cash and cash equivalents at the end of the year	18	691,941			473,534

The Suzy Lamplugh Trust

Balance sheet

Company no. 02417823

As at 30 November 2023

	Note	2023 £	2022 £
Fixed assets:			
Tangible assets	11	–	–
		–	–
Current assets:			
Debtors	12	191,464	306,462
Cash at bank and in hand	18	691,941	473,534
		883,405	779,996
Liabilities:			
Creditors: amounts falling due within one year	13	(144,413)	(146,444)
Net current assets		738,992	633,552
Total assets less current liabilities		738,992	633,552
Total net assets		738,992	633,552
Funds:	16a		
Restricted income funds		161,010	116,948
Unrestricted income funds:			
General funds		577,982	516,604
Total unrestricted funds		577,982	516,604
Total funds		738,992	633,552

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 17 April 2024 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 2025 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%	24%
● Campaigning	21%	7%
● Supporting people	40%	67%

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 £1,000. 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 £	2022 Total £
Income from:			
Donations and legacies	58,569	–	58,569
Charitable activities			
Education	658,394	–	658,394
Campaigning	–	57,051	57,051
Supporting People	–	981,891	981,891
Other trading activities	–	–	–
Investments	536	–	536
Total income	717,499	1,038,942	1,756,441
Expenditure on:			
Raising funds	38,804	–	38,804
Charitable activities:			
Education	383,188	–	383,188
Campaigning	88,751	86,630	175,381
Supporting People	32,451	904,350	936,801
Total expenditure	543,194	990,980	1,534,174
Net income for year and net movement in funds	174,305	47,962	222,267
Reconciliation of funds:			
Total funds brought forward	342,299	68,986	411,285
Total funds carried forward	516,604	116,948	633,552

3 Income from donations and legacies (current year)

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Donations	61,026	–	61,026	58,569	–	58,569
	61,026	–	61,026	58,569	–	58,569

Included within donations is a £7,500 donation in kind which relates to the use of the BT Tower on 7 November 2023 for the launch of our #GameChanger report on National Personal Safety day.

Notes to the financial statements

For the year ended 30 November 2023

4a Income from charitable activities (current year)

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Grant agreements for:				
Campaigning: policy work and projects	–	78,308	78,308	57,051
Supporting people: supporting victims of stalking	–	1,259,040	1,259,040	981,891
Sub-total for grant agreements	–	1,337,348	1,337,348	1,038,942
Fees from providing education services:				
Providing training courses, talks and consultancy	724,229	–	724,229	658,394
Sub-total for fees for services provided	724,229	–	724,229	658,394
Total income from charitable activities	724,229	1,337,348	2,061,577	1,697,336

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

4b Income from charitable activities (prior year)

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

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

5a Analysis of expenditure (current year)

	Charitable activities							
	Raising funds £	Education £	Campaigning £	Supporting people £	Governance costs £	Support costs £	2023 Total £	2022 Total £
Staff costs (Note 7)	14,945	168,441	101,647	997,219	–	124,026	1,406,278	1,110,577
Direct costs	14,512	259,586	22,093	181,550	–	66,820	544,561	360,892
Premises	172	1,006	1,050	6,749	–	43,937	52,914	45,729
Depreciation	–	–	–	–	–	–	–	–
Governance: audit and trustees	–	–	–	–	15,732	–	15,732	16,976
	29,629	429,033	124,790	1,185,518	15,732	234,783	2,019,485	1,534,174
Support costs: staff costs	8,682	39,688	25,894	49,762	–	(124,026)	–	–
Support costs: overheads	1,855	26,863	7,813	74,226	–	(110,757)	–	–
Governance costs	264	3,816	1,110	10,542	(15,732)	–	–	–
Total expenditure 2023	40,430	499,400	159,607	1,320,048	–	–	2,019,485	–
Total expenditure 2022	38,804	383,188	175,381	936,801	–	–	–	1,534,174

Of the total expenditure, £726,199 was unrestricted (2022 £543,194): £1,293,286 was restricted (2022: £990,980).

5b Analysis of expenditure (prior year)

	Charitable activities						
	Raising funds £	Education £	Campaigning £	Supporting people £	Governance costs £	Support costs £	2022 Total £
Staff costs (Note 7)	16,928	149,903	110,653	759,901	–	73,192	1,110,577
Direct costs	14,150	181,235	37,195	76,938	–	51,374	360,892
Premises	48	1,334	107	1,755	–	42,485	45,729
Depreciation	–	–	–	–	–	–	–
Governance: audit and trustees	–	–	–	–	16,976	–	16,976
	31,126	332,472	147,955	838,594	16,976	167,051	1,534,174
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

6 Net income for the year

This is stated after charging:

	2023 £	2022 £
Depreciation	-	-
Operating lease rentals:		
Property	26,622	27,058
Office Equipment	-	-
Accountant's remuneration (excluding VAT):		
Audit	12,000	10,700
	12,000	10,700

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

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	1,175,319	959,924
Social security costs	101,951	88,210
Employer's contribution to defined contribution pension schemes	46,583	36,355
Temporary staff costs	15,470	11,823
Recruitment costs	66,955	14,265
	1,406,278	1,110,577

The total number of people employed, both full and part time, in the course of the year was 70 (2022: 56).

1 employee earned between £60,000 and £69,999 during the year (2022: 1).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £289,803 (2022: £272,944).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

No trustees incurred expenses relating to attendance at meetings of the trustees (2022: 0).

8 Staff numbers

The average number of employees (headcount based on average number of staff employed) during the year was 48.4 (2022: 41) split across the activities of the charitable company as follows:

	2023 No.	2022 No.
Raising funds	1.5	1.0
Campaigning: policy work and projects	2.8	3.9
Education: providing training, talks and consultancy	3.1	2.5
Supporting people: National Stalking Helpline and advocacy	34.4	27.8
Management and administration	6.6	5.4
	48.4	40.6

The number of Full-Time Equivalents was 34.3 (2022: 29.5).

9 Related party transactions

There were no related party transactions in the year ended 30 November 2023.

In the previous year, Andrew Tappin, who was a Member of the Trust but not a Trustee, was also a Trustee of the Ernest Ingham Charitable Trust which made donations to the charity during the year of £18,000.

Members met formally once a year at the annual general meeting (AGM). At this meeting, they formally adopted 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 and in December 2021, all 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	6,424	6,424
Additions in year	–	–
At the end of the year	6,424	6,424
Depreciation		
At the start of the year	6,424	6,424
Charge for the year	–	–
At the end of the year	6,424	6,424
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

	2023 £	2022 £
Trade debtors	75,987	170,444
Prepayments	21,790	36,929
Accrued income	91,124	96,526
Refundable deposit	2,563	2,563
	191,464	306,462

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	47,343	43,853
Taxation and social security	54,625	58,201
Other creditors	–	2,335
Accruals	30,627	27,305
Deferred income (note 14)	11,818	14,750
	144,413	146,444

14 Deferred income

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

	2023 £	2022 £
Balance at the beginning of the year	14,750	10,273
Amount released to income in the year	(14,750)	(10,273)
Amount deferred in the year	11,818	14,750
	11,818	14,750

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

	General £	Restricted £	Total funds £
Tangible fixed assets	–	–	–
Net current assets	577,982	161,010	738,992
	577,982	161,010	738,992

Net assets at 30 November 2023

15b Analysis of net assets between funds (prior 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

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2023

16a Movements in funds (current year)

	At 1 December 2022	Income & gains	Expenditure & losses	Transfers	At 30 November 2023
	£	£	£	£	£
Restricted funds:					
<i>Campaigning</i>					
The Ernest Ingham Charitable Trust	–	12,000	(5,383)	–	6,617
The Esmée Fairbairn Foundation	1,594	–	(1,594)	–	–
The Legal Education Fund	–	60,000	(22,085)	–	37,915
	<u>1,594</u>	<u>72,000</u>	<u>(29,062)</u>	<u>–</u>	<u>44,532</u>
<i>Restricted funds for educating young people</i>					
Right to be Safe Appeal	2,218	–	(2,218)	–	–
	<u>2,218</u>	<u>–</u>	<u>(2,218)</u>	<u>–</u>	<u>–</u>
<i>Restricted funds for supporting victims of stalking</i>					
The Home Office	–	160,430	(160,430)	–	–
MOPAC for London Stalking Support	–	382,058	(382,058)	–	–
MOPAC for STAC	1,120	230,037	(231,157)	–	–
MOPAC/MOJ	–	150,318	(150,318)	–	–
Garfield Weston Foundation	25,000	25,000	(29,124)	–	20,876
National Lottery Community Fund	76,544	184,813	(176,151)	–	85,206
Henry Smith Charitable Trust	10,252	97,700	(97,556)	–	10,396
Cleveland PCC	–	28,684	(28,684)	–	–
Other	220	–	(220)	–	–
	<u>113,136</u>	<u>1,259,040</u>	<u>(1,255,698)</u>	<u>–</u>	<u>116,478</u>
<i>Core Costs</i>					
The Ernest Ingham Charitable Trust	–	6,308	(6,308)	–	–
	<u>–</u>	<u>6,308</u>	<u>(6,308)</u>	<u>–</u>	<u>–</u>
Total restricted funds	<u>116,948</u>	<u>1,337,348</u>	<u>(1,293,286)</u>	<u>–</u>	<u>161,010</u>
General funds	<u>516,604</u>	<u>787,577</u>	<u>(726,199)</u>	<u>–</u>	<u>577,982</u>
Total unrestricted funds	<u>516,604</u>	<u>787,577</u>	<u>(726,199)</u>	<u>–</u>	<u>577,982</u>
Total funds	<u>633,552</u>	<u>2,124,925</u>	<u>(2,019,485)</u>	<u>–</u>	<u>738,992</u>

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 2023

16b Movements in funds (prior 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
	<u>31,124</u>	<u>39,345</u>	<u>(68,875)</u>	<u>–</u>	<u>1,594</u>
<i>Restricted funds for educating young people</i>					
Right to be Safe Appeal	2,218	–	–	–	2,218
	<u>2,218</u>	<u>–</u>	<u>–</u>	<u>–</u>	<u>2,218</u>
<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
	<u>–</u>	<u>–</u>	<u>–</u>	<u>–</u>	<u>–</u>
	<u>35,644</u>	<u>981,891</u>	<u>(904,399)</u>	<u>–</u>	<u>113,136</u>
<i>Core Costs</i>					
The Ernest Ingham Charitable Trust	–	17,706	(17,706)	–	–
	<u>–</u>	<u>17,706</u>	<u>(17,706)</u>	<u>–</u>	<u>–</u>
Total restricted funds	<u>68,986</u>	<u>1,038,942</u>	<u>(990,980)</u>	<u>–</u>	<u>116,948</u>
General funds	<u>342,299</u>	<u>717,499</u>	<u>(543,194)</u>	<u>–</u>	<u>516,604</u>
Total unrestricted funds	<u>342,299</u>	<u>717,499</u>	<u>(543,194)</u>	<u>–</u>	<u>516,604</u>
Total funds	<u>411,285</u>	<u>1,756,441</u>	<u>(1,534,174)</u>	<u>–</u>	<u>633,552</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.

A new multi year grant, beginning June 2023, focussing on preventing people from becoming victims of a range of abusive and violent crimes in three key settings: online; at work; and while travelling.

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.

The Legal Education Fund

The Legal Education Foundation 3 year grant funds a project to ensure laws exist to adequately protect and uphold the rights of victims of stalking & harassment.

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 three years from December 2021. They provided a second 3 year grant in May 2022.

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.

Stalking Threat Assessment Centre (STAC)

Funding was awarded by MOPAC to continue the London Stalking Threat Assessment Centre hub of Multi-Agency Stalking Intervention Programme(MASIP), with Suzy Lamplugh Trust providing advocacy support to high risk victims of stalking 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 2025

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

	2023 £	2022 £
Net income /(expenditure) for the reporting period (as per there statement of financial activities)	105,440	222,267
<i>Adjustments for:</i>		
Depreciation charges	–	–
Dividends, interest and rents from investments	(2,322)	(536)
Decrease/(Increase) in debtors	114,998	(17,435)
Increase/(Decrease) in creditors	(2,031)	5,083
(Decrease) in long term creditors	–	–
	216,085	209,379

18 Analysis of cash and cash equivalents

	At 1 December 2022 £	Cash flows £	At 30 November 2023 £
Current account	402,628	216,086	618,714
Savings account	70,906	2,321	73,227
	473,534	218,407	691,941

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	
	2023 £	2022 £	2023 £	2022 £
Less than one year	7,888	7,888	1,628	1,628
One to five years	–	–	814	2,577
	7,888	7,888	2,442	4,205

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.