

THE SUZY LAMPLUGH TRUST

ANNUAL REPORT AND ACCOUNTS
FOR YEAR ENDED 30 NOVEMBER
2024



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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 38 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



As I reflect on my tenure as Chair of the Suzy Lamplugh Trust, it is with a profound sense of pride that I present this report, my final one before stepping down in May 2025. During my twelve years as a trustee and five as chair, I have seen the trust evolve into a leading force for change, growing in both size and stature while remaining steadfast in its mission to reduce the risk, prevalence and impact of stalking and harassment.

This report marks the second year of our ambitious three-year strategy (2022-2025), a roadmap designed to consolidate past progress while driving forward new initiatives to educate, support, and campaign for systemic change. Building on the successes of 2023, we have continued to expand our services and reach, strengthen our advocacy, and raise awareness and educate on stalking, harassment, its prevalence, identification and impact.

We saw remarkable growth in our mission to empower individuals and organisations with knowledge and tools for safety through our training and consultancy ensuring that best practices in personal safety and stalking awareness were widely disseminated. Our groundbreaking bystander intervention training, delivered through our ongoing partnership with L'Oréal Paris, reached thousands, further embedding a culture of active intervention against harassment in public spaces.

Our commitment to victims of stalking has remained unwavering. The National Stalking Helpline responded resolutely to a growing demand for support demonstrating the ongoing need for our specialism through our dedicated advocacy services, particularly in London and Cleveland. We have been instrumental in ensuring victims receive the protection and justice they deserve.

Campaigning has always been the foundation of our work, and 2024 was a landmark year in our efforts to bring about systemic reform. The publication of the super-complaint committee's report validated our long-standing concerns about police responses to stalking, leading to crucial recommendations across law enforcement and justice agencies.

CHAIR'S REPORT cont.

Our campaigning and policy influence extended to the workplace, with the Worker Protection Act introducing new employer duties to prevent sexual harassment, an initiative we have championed from the outset.

The past twelve years' growth of the trust has been extraordinary. From expanding our frontline services to influencing national policy, we have cemented our position as thought leaders in personal safety. The resilience of this organisation is fuelled by the legacy left behind from that very sad day in July 1986. The dedication of our staff, trustees, experts by experience and supporters has been a constant source of personal and professional inspiration

As I step down, I do so with immense confidence in the future of the trust. Lucy Thomas has been appointed to replace me as the chair and under her leadership, I am certain that the organisation will continue to educate, campaign, and support those who need it most. The mission remains as vital as ever, and I am deeply honoured to have played a role in its journey.

Thank you to everyone who has been part of this incredible chapter. As I prepare to pass the baton to Lucy, I am confident that the trust is in highly capable hands, poised to continue its impactful work well into the future. I look forward to seeing the Suzy Lamplugh Trust reach even greater heights in the years to come.

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 2024, 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 41 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, 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.

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 distress and to alleviate suffering caused by abuse, aggression, violence, 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 abuse, aggression, violence, 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.

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

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

HIGHLIGHTS OF THE YEAR

"Thank you so much to my advocate, and once again thank you for the work you do. I can only speak for myself, however, I know you've impacted and helped many women like myself."

The National Stalking Helpline supported nearly 9,000 people.

Publication of the IPOC super-complaint committee's report in September outlining 27 recommendations to police forces

We worked with 189 clients providing training for 16,695 delegates,

"One of the most informative courses that I have ever attended and so relevant to my current role."



STAC won the VAWG & Operation Soteria Recognition Event 2024 – Behaviour Change in Perpetrators award

Nominated for 6 Alice Ruggles Trust Awards.

We presented the inaugural Griffin Award to David Thomason of Cheshire Police's Harm Reduction Unit for his wholehearted focus on stalking for 18 years.

Interviews on Radio 4's Women's Hour, BBC Breakfast and Good Morning Britain.



National Personal Safety Day conference sponsored by People Safe -Steering Towards Safety

ACTIVITIES



Campaigning

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



Educating

We have trained delegates in Personal Safety and Stalking Awareness throughout 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 CAMPAIGN



Stalking and systemic change

This year marked a groundbreaking milestone in transforming the response to stalking and driving systemic change with the publication of the Independent Office of Police Conduct (IPOC) super-complaint committee's landmark report in September. The report outlined 27 bold and urgent recommendations for all police forces, the Crown Prosecution Service (CPS), Home Office, National Police Chief's Council and others key agencies to improve the police response to stalking. The committee's investigation was in response to the report submitted by the Suzy Lamplugh Trust on behalf of the National Stalking Consortium in 2022 which evidenced a number of critical issues putting victims at risk.

As a direct result, every agency involved has committed to publish action plans for implementation. We continue to monitor progress to ensure that systemic changes are embedded for long term improvements including better identification of stalking, more comprehensive investigations, recognising cyberstalking and mental health impacts on victims, and increased use of Stalking Protection Orders.

The relentless policy and campaigning landscape has largely been supported by the Legal Education Foundation which focuses on driving new laws to protect victims, improved implementation of existing laws and guidance and strengthening the stalking sector to develop research and share best practice in a seismic step towards real justice and protection for those at risk.

OUR WORK CAMPAIGN

National Stalking Awareness Week 2024

The focus of this year's campaign was 'Join Forces Against Stalking' to promote effective multi-agency working as crucial for ensuring victims of stalking receive unwavering support from their point of disclosure right through until a conviction and beyond. We called for agencies across the police, CPS and healthcare to break down silos and collaborate effectively to support victims of stalking. We showcased examples of best practice and highlighted the important role multi-agency working has played for the victims we support. We also sent Freedom of Information (FOI) requests to all 43 police forces and to the CPS to better understand the challenges to achieving a stalking conviction.

Data gathered suggest deep rooted systemic failures across agencies when dealing with stalking cases. Alarming gaps in national data obscure victims' experiences within the criminal justice system creating blind spots that hinders both understanding and reform. The response to the super complaint also highlighted the lack of multi-agency working. We were delighted that in late 2024 the government announced that it will produce multi-agency statutory guidance on stalking as well as national standards for stalking perpetrator intervention programmes, which we hope will pave the way to a more collaborative approach to supporting stalking victims and managing perpetrators.



OUR WORK CAMPAIGN



OUR WORK CAMPAIGN



National Personal Safety Day 2024

This year we breathed new life into one of our most long-standing campaigns to improve the safety restrictions on licensing taxi and private hire vehicle drivers (PHV). The Suzy Lamplugh Trust's research supported by PeopleSafe showed, through a Freedom of Information request, that drivers with convictions, including for violent crimes such as assault, battery and harassment, were still being licensed despite licensing authorities knowing about the offences.

A survey in collaboration with YouGov underlined that these concerns were widely shared, with over 30% of respondents reporting feeling unsafe during a taxi or PHV journey. The Chairman of the 2018 Ministerial Task and Finish Group on improving taxi and PHV safety stated at the time that 'undue delay would risk public safety'. Six years later and our research echoes his concerns. It is imperative that a single consolidated legislative framework be implemented outlining clear and specific minimum standards for licensing taxi and PHV drivers to ensure consistency across all licensing authorities to better protect the public's safety.

As a result of our participation at the quarterly meetings of the National Taxi and Private Hire Working Group, the Department for Transport has committed to seek opportunities to introduce primary legislation to introduce national standards. We will continue to pursue this commitment and lobby for improvements in driver safety. In addition, we hope the government's pledge to halve violence against women and girls will provide the impetus needed to progress this from guidance into law and prevent perpetrators of violence against women and girls and other violent offences from putting passengers at risk. This work along with our broader lobbying for improved safety across transport networks has been funded by the Ernest Ingham Charitable Trust.

OUR WORK CAMPAIGN



LICENSING AUTHORITIES MUST TAKE INTO ACCOUNT ALL INFORMATION ABOUT A DRIVER'S HISTORY OF BEHAVIOURS FROM CONVICTIONS TO ANY PATTERNS OF CONCERNING BEHAVIOURS



#NPSD2024
#SteeringTowardsSafety

suzy lamplugh trust LIVE LIFE SAFE

70% OF PEOPLE WE SURVEYED STATED THAT A LEGAL REQUIREMENT FOR DRIVERS WITH A HISTORY OF AGGRESSIVE OR ABUSIVE BEHAVIOUR TO BE PREVENTED FROM OBTAINING A LICENCE WOULD MAKE THEM FEEL SAFER



#NPSD2024
#SteeringTowardsSafety

suzy lamplugh trust LIVE LIFE SAFE

AT LEAST 30% OF RESPONDENTS TO OUR SURVEY REPORTED THAT THEY HAD FELT UNSAFE WHILST IN A TAXI OR PRIVATE HIRE VEHICLE



#NPSD2024
#SteeringTowardsSafety

suzy lamplugh trust LIVE LIFE SAFE

OUR WORK CAMPAIGN

Transport

We continue to raise awareness of the need for ringfenced funding to improve safety across public transport and took part in a panel event for Transport for London's annual conference to raise awareness of the prevalence of harassment across the transport network. We also met with the Department for Transport VAWG lead to push for greater prioritisation of women's safety including training of staff and referral into specialist services.

Policy and Legislative Change

The introduction of the historic Worker Protection Act (WPA) in October brings a new legal duty on employers to prevent sexual harassment in the workplace. We have been part of a coalition of organisations advocating for this and are delighted to see it come into force. We are now working with employers to ensure that they understand their new legal duties through training and consultancy. We took part in a panel event alongside Minister Alex Davies-Jones focusing on the nighttime economy, culture change and bystander intervention and have been approached by Liz Saville Roberts MP to table a presentation bill furthering protections for workers from gender-based violence more broadly.

OUR WORK CAMPAIGN

Media coverage during the year

Media coverage of our work was higher than ever before raising awareness and amplifying our message of the relentless work being achieved. The launch of the super-complaint committee report received widespread coverage and the trust was interviewed across a significant number of national outlets including print, radio and TV including Radio 4's Women's Hour, BBC Breakfast and Good Morning Britain reaching millions of people. Coverage of National Stalking Awareness Week alone included 45 national and local outlets, with the social media engagement for our Join Forces Against Stalking animation reaching 43,500 impressions. Popular debate around stalking was also prompted by the Netflix series 'Baby Reindeer' and our views were widely shared on issues ranging from the need for more victim centred reporting and the dangers of interviewing perpetrators. As a result, our research and policy work on strengthening protections for stalking victims has reached more people than ever before, leading to a significant rise in engagement and an increase in contacts to the National Stalking Helpline and Advocacy Service

Policy consultancy work

We were approached to work with several clients to improve their existing training and policies for workplace safety. We also delivered a range of webinars and presentations to organisations including White Ribbon and the Employment Initiative on Domestic Abuse (EIDA) which have significant membership numbers, highlighting our research on harmful behaviours in the workplace and the wide range of support we offer employers to meet their legal requirements to keep employees safe. We continue to chair the Women's Night Safety Charter steering group and have delivered our L'Oréal sponsored Stand Up to Street Harassment bystander intervention training across hundreds of charter signatory businesses across London.

OUR WORK EDUCATE



Personal Safety Training

2023/24 marked another milestone in the trust's growth and impact. Despite challenging market conditions affecting many sectors, we successfully collaborated with 189 clients, providing training to 16,695 delegates. Among them 9,548 individuals enhanced their skills through our occupational personal safety courses. Additionally, we empowered 78 delegates from 31 companies as certified trainers, enabling them to return to their workplaces and deliver personal safety content for up to three years. This initiative significantly extends the trust's reach and impact.

In 2024, 90% of our course participants rated the content as excellent (5/5) in line with our target, and 93% (target 85%) reported they would implement changes based on what they learned—an impressive 7% increase from the previous year. This indicates a substantial shift in behaviour among learners. Such behavioural changes are crucial as they foster a culture of safety, enhance individual and collective safeguarding, and lead to better outcomes for the entire organisation.

"I have come away with a lot of ideas on how we can tighten our lone working and personal safety policies and procedures to better protect our staff team. Thank you for a fantastic training session."

"The feedback I have had for this course is amazing, a lot weren't sure about it but have come away having learnt a lot, feel more confident about these types of situations and spoke highly of it to other peers, they liked the trainer and her training style. Fab course and thank you so much for inviting us to attend."

OUR WORK

EDUCATE

Stalking Training

Following the trust's submission of the IOPC super complaint in 2022 and the subsequent report and recommendations in 2024, police forces were instructed to review their current mechanisms for effectively identifying and supporting stalking victims. This initiative, along with coverage in national and local news articles and sector reports, helped maintain the focus on stalking across various organisations.

Our ongoing efforts to collaborate with relevant stakeholders to raise awareness about this insidious crime and its detrimental effects on victims continued. We provided stalking training to 31 clients, reaching a total of 2,817 delegates from police forces, frontline victim support services, and other employers, including higher education institutions. Notably, 71 delegates from universities received training, in line with recommendations from the Office for Students (OfS). These workshops were conducted both in-person and virtually.

"Since undergoing the training provided by Suzy Lamplugh Trust our Transport Safety Officers (TSOs) have significantly transformed their approach to handling incidents and interacting with the public. The training has instilled a deeper sense of understanding in our officers, which has been evident in their day-to-day operations.

The Suzy Lamplugh Trust's training has empowered our Transport Safety Officers with the knowledge and confidence to act as active bystanders. This training is crucial in ensuring the safety and well-being of everyone on our transport network. By equipping our officers with these skills, we are taking a significant step towards creating a safer environment for all.

Overall, the training has not only improved the skills and approaches of our TSOs but has also strengthened our Safer Travel Team's commitment to creating a safer and more supportive environment for everyone. We are grateful for the positive changes and look forward to continuing our collaboration to further enhance our strategies and impact." (Transport for West Midlands – stalking awareness training)

OUR WORK

EDUCATE

Stalking Training (cont.)

We conducted our accredited Independent Stalking Advocate course twice, training 12 new delegates. This 6.5-day course is designed for professionals working with stalking victims, aiming to enhance their advocacy and safety planning skills. It significantly impacts both advocates and the victims they support by providing critical information on stalking behaviours, the impact and support needs of victims, stalker typologies, navigating the criminal justice system, civil remedies, and safety planning. This empowers advocates to better safeguard their clients.

OUR WORK

EDUCATE

Bystander Training

The globally approved “Stand Up to Street Harassment” bystander training program continued its momentum, with 4,882 delegates trained, including 151 university students. We also created two shorter versions of the course, to be able to better accommodate workforces and general members of the public with their needs, without compromising quality.

“The delegate feedback has been overwhelming, and I heard people referencing your session right into the second day (no mean feat on a 63-speaker agenda!). Thank you so much for coming, supporting us, and doing such a fab job.”

Bespoke Training and Consultancy

We worked with five organisations to oversee the development of their personal safety policies, as well as bespoke training needs, given that the employee risk profile in some settings is complex enough to require a tailor-made approach. This encourages learners to better engage with content as the resulting product directly addresses the requirements of the workforce, rather than providing generic solutions.

OUR WORK EDUCATE

Youth Work

A key objective of our current strategy (2022 – 2025) has been to reach larger number of young people through our content, focusing on guidance, awareness-raising, training, and upskilling. This year we have focused on understanding the scale and nature of stalking for young people and revising our awareness raising materials and service response.

In 2024, we began identifying safeguarding specialists at universities to form a working group familiar with the recommendations issued by the OfS. This group will be aware of various risk types and perpetrator behaviours specific to university life, impacting student wellbeing across all universities.

OUR WORK SUPPORT - STALKING



Our stalking support services provided a range of vital services to victims of stalking. Stalking is a widespread crime but it still remains under-reported with poor criminal justice outcomes. In the year ending March 2024 in England and Wales, an estimated 1.6 million people experienced stalking. Of those only 8% reported it to the police and only 1.8% of reports of stalking to the police end up in a conviction.

Our support services provide support, advice and advocacy to people experiencing stalking. The National Stalking Helpline supported nearly 9,000 people compared to a target of 8,400, our online 'Am I Being Stalked' tool was accessed over 13,000 times (target 9,600) and advocacy was provided to 372 victims (target 450). This was achieved even though we have faced staffing and recruitment issues throughout the year in common with many other organisations in the sector.



We are delighted with the outcomes of our service which continue to have life changing impact for victims.

- 98% of victims who have a clearer idea of next steps.
- 92% of victims who report an increase in confidence in taking next steps.
- 87% of victims who report a change in their situation for the better.
- 97% of victims who receive support reporting an improvement in health and wellbeing.
- 96% of victims who report they are satisfied with the service received.

OUR WORK

SUPPORT - STALKING

National Stalking Helpline

The National Stalking Helpline gives quality practical information, support, and advice on risk, safety planning and legislation to victims of stalking, their friends, family, and professionals working with victims.

National Advocacy Service

Our highly trained advocates work to ensure the police investigate cases of stalking, collect evidence, and apply appropriate protection orders. They can support victims with risk assessments, safety planning, liaison with other agencies and signposting to additional sources of support.

We are grateful to the vision and support of the Home Office, The National Lottery and Garfield Weston who funded the essential National service.

We are proud to deliver a dedicated advocacy project in Cleveland, funded by the Office of the Police and Crime Commissioner offering specialised, locally informed support. This ensures that victims receive tailored guidance and advocacy, helping them navigate the justice system and stay safe within their communities



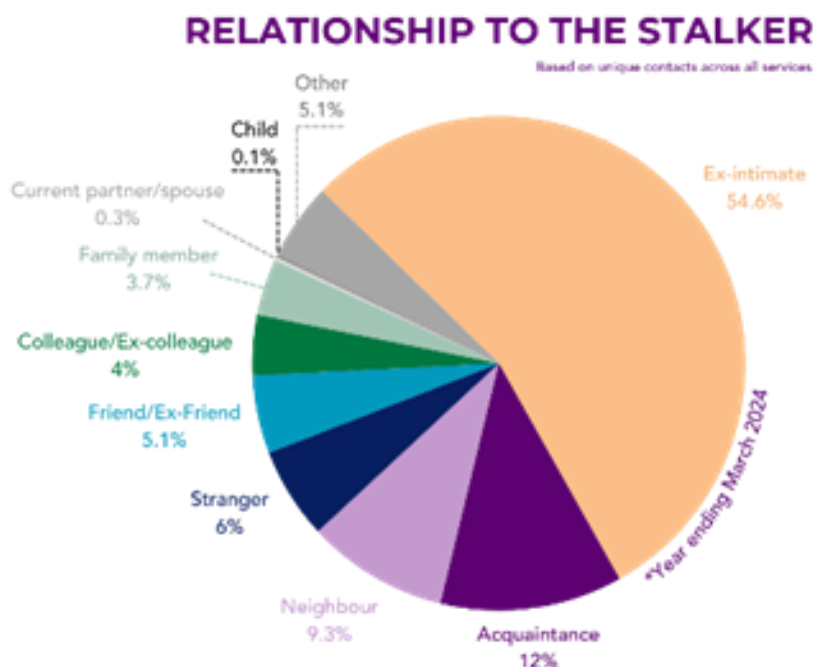
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OUR WORK

SUPPORT - LSS

London Stalking Support Service (LSS)

Funded by the London Mayor's Office for Policing and Crime (MOPAC) our London advocacy service supported 99 cases in the year. We have engaged and increased awareness of our support at local borough level and have maintained our involvement with VAWG boards and community groups.



'Without you I would have given up with the police and now I am getting an SPO, I am so thankful for your support'

'If I didn't have you I would have dropped all of this by now you really are such a massive support to me.'



OUR WORK

SUPPORT - STAC

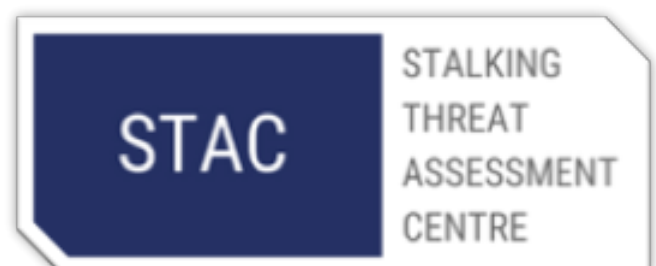
The Stalking Threat Assessment Centre (STAC)

This is a multi-agency stalking unit led by the Metropolitan Police Service, NHS North London Mental Health Partnership, Probation Service and the Suzy Lamplugh Trust who provide victim advocacy service.

The unit focuses on perpetrator behaviour change through mental health interventions and probation management while providing essential advocacy services for victims, who are predominantly female.

Since the introduction of Stalking Protection Orders (SPO) in 2020, the unit has achieved the highest national rates of delivery, significantly protecting victims. Remarkably, 78% of offenders did not re-offend, and there was a 71% reduction in recorded stalking offences, thanks to thorough risk assessments and multi-agency collaboration. The police team also supports higher-tier cases under the Protection from Harassment Act 1997, maintaining a charge rate above 15%, surpassing national averages. Additionally, the unit has delivered training across the criminal justice sector, achieving over 90% satisfaction rates, which is crucial for keeping the system informed and effective. Continuing to innovate, the team is exploring ways to enhance engagement with behavioural change initiatives for Stalking Protection Order respondents, furthering their impactful work in this critical area.

We are currently part of a pilot project to test the effectiveness of early perpetrator intervention in stalking cases, alongside STAC partners.



OUR WORK SUPPORT

Psychological Advocacy to Heal from Stalking (PATHS)

This ground breaking project 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. Last year we developed a PATHS Foundation training to enable all our advocates to use trauma informed methodologies in their work.

Our PATHS advocates worked with 21 clients this year and 136 victims benefited from PATHS Foundation interventions.

'I am very happy with the support I have received. You were there for me when I really needed it and it was a very personalised service. I have learnt a lot about stalking and safety precautions. Overall I have felt really listened to and supported and this experience has restored my faith in reaching out to support services.'

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 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: we will continue to deliver and expand our trauma focused advocacy model nationally subject to funding. This will also inform our campaigns work with health services on mental health and trauma experienced by victims.

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 in year 1 of this strategy).

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 experts group, and being a part of the Stalking Knowledge Exchange Network;
- Continuing our campaigns to address failings in the criminal justice system and improve support for victims especially with reference to the recommendations of the Supercomplaint Committee's report.

**National Stalking Awareness Week
22 – 25 April 2025.**

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 year of the strategy, we plan to continue to work in the following areas:

Public space harassment:

- Ensure that the implementation of The Protection from Sex-based Harassment in Public Act 2023 enhances the protections afforded to women and girls in public spaces. We will push to ensure that the accompanying guidance takes account of the profile of perpetrators of these behaviours and how to develop early interventions to reduce escalation.
- Support the implementation of the Worker Protection Act 2023 and accompanying EHRC guidance and campaign to strengthen legislation to prevent broader gender-based violence in the workplace in addition to sexual harassment.
- Continue to promote the Women's Night Safety Charter to businesses nationally as chair of the Charter Steering Group and to encourage other areas to undertake similar work.

Training: we will continue to promote and deliver:

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

Online Harassment and Abuse:

- We will further our work to introduce greater protections for victims of online harms including stalking and harassment, in legislation and guidance, with particular reference to the Online Safety Act.
- We will continue to monitor and respond to new and emerging trends in the use of technology in online harms, developing clear recommendations on safety.

FUTURE PLANS

PERSONAL SAFETY

Workplace & Transport

We train around 10,000 individuals each year in personal safety at work. Building on our experience and expertise in this priority area, 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 the Department for Transport.
- 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
4 November 2025.**

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 – The income strategy for 2023-25 projected growth in new income will be achieved by investing additional resource as well as more robust and research-informed conventional marketing, digital marketing, and brand awareness exercises for greater market positioning.

This income generation strategy outlined a real step change initiative in our approach to grow income substantially with more focus on sales and areas where we can get the greatest return on investment, with investment in year 1, growth in year 2 and consolidation in year 3. In the event we saw the significant growth in the first year of the strategy and smaller than expected growth in year 2. Our income budget for the coming year is in line with that set for year 3 of the strategy.

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

- **Trusts & Foundations** – we will continue to seek small-medium unrestricted donations on a rolling basis, prospect research new trusts, and manage stewardship and communication to deliver strong relationships and ensure sustainability of income by highlighting the impact of the trust.

FUTURE PLANS

INCOME GENERATION

- **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 financial statements that follow this Trustees' Report provide detailed figures for the year ended 30 November 2024. Over the year, the trust invested in infrastructure to support the growth outlined in its ambitious three-year strategy. As planned, the year ended with a deficit. General funds ended with a deficit of £64,107 and £893 deficit in restricted funds. As a result, total funds decreased by £65,000, bringing the year-end balance to £673,992.

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 focussed on maintaining existing levels of activity, developing new courses and expanding the consultancy services we deliver.

Total income for the year was £1,989,599 (2023: £2,124,925), consisting £1,186,229 (2023: £1,337,348) restricted and £803,370 (2023: £787,577) general funds.

The overall trust budget for the financial year December 2024 to November 2025 reflects our strategic focus on income generation and consolidating the growth to date.

FINANCIAL REVIEW

Expenditure

Total expenditure for the year was £2,054,599 (2023: £2,019,485), consisting £1,187,122 (2023: £1,293,286) restricted and £867,477 (2023: £726,199) general funds.

Reserves

At 30 November 2024, the funds held by the Trust consisted:

- £513,875 general funds
- £160,117 restricted funds
- £673,992 total funds

The trustees review the reserves level quarterly and the reserves policy 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 that should be sufficient to maintain a positive cash flow position for day-to-day operations, cover three months of general funds and cover a minimal level of stalking helpline and advocacy services for up to six months in the event of a shortfall in funding, or for the winding-up of the charity.

The range of unrestricted reserves currently expected to be required for these events is £430,000 to £500,000. The unrestricted reserves fund as at 30 November 2024 is £513,875, which is outside our target holding. Unrestricted funds may also be designated for investment in future development as part of our long-term strategy. There are currently no designated reserves funds (2023: nil).

GOING CONCERN

The trust began the current year in a good financial position. The trustees have reviewed cash flow forecasts to April 2026 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 are 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
Jocelyn Ledward	(appointed May 2024)
Kerry Daines	(appointed June 2024)
Vishna Shah-Little	(appointed May 2024)

Key Management Personnel

Suky Bhaker	Chief Executive Officer
Emma Lingley-Clark	Interim Chief Executive Officer (maternity leave cover January 2024 to February 2025)
Catherine McLaughlin	Director of Services and Development
Arad Parsi	Director of Business Development and Partnerships
Victoria Sadler	Director of Finance, HR and Governance

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 41.

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.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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.

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.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Management

The trustees delegate day-to-day running of the charity to the CEO who reports directly to the board. Over the period of the financial statements, on average, the CEO lead a team of 47.9 salaried staff (38.3 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 1,300 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 2024 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 9 April 2025 and signed on their behalf by

Chris Shelley
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the financial statements of The Suzy Lamplugh Trust (the 'charitable company') for the year ended 30 November 2024 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 2024 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;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

INDEPENDENT AUDITOR'S REPORT CONTINUED

- 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)

24 April 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 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 2024

	Note	Unrestricted General £	Restricted £	2024 Total £	2023 Total £
Income from:					
Donations and legacies	3	47,413	–	47,413	61,026
Charitable activities	4a				
Education		751,510	–	751,510	724,229
Campaigning		–	80,000	80,000	78,308
Supporting People		–	1,106,229	1,106,229	1,259,040
Investments		4,447	–	4,447	2,322
Total income		803,370	1,186,229	1,989,599	2,124,925
Expenditure on:	5a				
Raising funds		44,792	–	44,792	40,430
Charitable activities					
Education		612,710	–	612,710	499,400
Campaigning		73,325	80,215	153,540	159,607
Supporting People		136,650	1,106,907	1,243,557	1,320,048
Total expenditure		867,477	1,187,122	2,054,599	2,019,485
Net income/(expenditure) for the year and net movement in funds	6	(64,107)	(893)	(65,000)	105,440
Reconciliation of funds:					
Total funds brought forward		577,982	161,010	738,992	633,552
Total funds carried forward		513,875	160,117	673,992	738,992

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 2024

	Note	2024 £	£	2023 £	£
Cash flows from operating activities	17				
Net cash from / (used in) operating activities		(200,604)	–	216,085	
Cash flows from investing activities:					
Dividends, interest and rents from investments		<u>4,447</u>		<u>2,322</u>	
Net cash from investing activities		<u>4,447</u>		<u>2,322</u>	
Change in cash and cash equivalents in the year		(196,157)		218,407	
Cash and cash equivalents at the beginning of the year		<u>691,941</u>		<u>473,534</u>	
Cash and cash equivalents at the end of the year	18	<u><u>495,784</u></u>		<u><u>691,941</u></u>	

The Suzy Lamplugh Trust

Balance sheet

Company no. 02417823

As at 30 November 2024

	Note	2024 £	2023 £
Fixed assets:			
Tangible assets	11	–	–
		–	–
Current assets:			
Debtors	12	376,275	191,464
Cash at bank and in hand	18	495,784	691,941
		872,059	883,405
Liabilities:			
Creditors: amounts falling due within one year	13	(198,067)	(144,413)
Net current assets		673,992	738,992
Total net assets		673,992	738,992
Funds:	16a		
Restricted income funds		160,117	161,010
Unrestricted income funds:			
General funds		513,875	577,982
Total unrestricted funds		513,875	577,982
Total funds		673,992	738,992

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 9 April 2025 and signed on their behalf by

C J Shelley
Chair

A S Moffatt FCCA
Treasurer

1 Accounting policies

a) Statutory information

The 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 2026 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	2%	2%
● Education	32%	30%
● Campaigning	8%	7%
● Supporting people	58%	61%

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 £	2023 Total £
Income from:			
Donations and legacies	61,026	–	61,026
Charitable activities			
Education	724,229	–	724,229
Campaigning	–	78,308	78,308
Supporting People	–	1,259,040	1,259,040
Other trading activities	–	–	–
Investments	2,322	–	2,322
Total income	787,577	1,337,348	2,124,925
Expenditure on:			
Raising funds	40,430	–	40,430
Charitable activities:			
Education	497,182	2,218	499,400
Campaigning	124,237	35,370	159,607
Supporting People	64,350	1,255,698	1,320,048
Total expenditure	726,199	1,293,286	2,019,485
Net income for year and net movement in funds	61,378	44,062	105,440
Reconciliation of funds:			
Total funds brought forward	516,604	116,948	633,552
Total funds carried forward	577,982	161,010	738,992

3 Income from donations and legacies (current year)

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Donations	47,413	–	47,413	61,026	–	61,026
	47,413	–	47,413	61,026	–	61,026

Included within prior year 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.

4a Income from charitable activities (current year)

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Grant agreements for:				
Campaigning: policy work and projects	–	80,000	80,000	78,308
Supporting people: supporting victims of stalking	–	1,106,229	1,106,229	1,259,040
Sub-total for grant agreements	–	1,186,229	1,186,229	1,337,348
Fees from providing education services:				
Providing training courses, talks and consultancy	751,510	–	751,510	724,229
Sub-total for fees for services provided	751,510	–	751,510	724,229
Total income from charitable activities	751,510	1,186,229	1,937,739	2,061,577

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

4b Income from charitable activities (prior year)

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

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 £	2024 Total £	2023 Total £
Staff costs (Note 7)	25,962	196,427	105,919	939,007	–	208,815	1,476,130	1,406,278
Direct costs	11,209	302,452	18,955	82,373	–	74,823	489,812	544,561
Premises	–	710	354	5,862	–	49,686	56,612	52,914
Depreciation	–	–	–	–	–	–	–	–
Governance: audit and trustees	–	–	–	–	32,045	–	32,045	15,732
	37,171	499,589	125,228	1,027,242	32,045	333,324	2,054,599	2,019,485
Support costs: staff costs	4,176	66,821	16,705	121,113	–	(208,815)	–	–
Support costs: overheads	2,740	36,823	9,231	75,715	–	(124,509)	–	–
Governance costs	705	9,477	2,376	19,487	(32,045)	–	–	–
Total expenditure 2024	44,792	612,710	153,540	1,243,557	–	–	2,054,599	–
Total expenditure 2023	40,430	499,400	159,607	1,320,048	–	–	–	2,019,485

Of the total expenditure, £867,477 was unrestricted (2023: £726,199): £1,187,122 was restricted (2023: £1,293,286).

5b Analysis of expenditure (prior year)

	Charitable activities						
	Raising funds £	Education £	Campaigning £	Supporting people £	Governance costs £	Support costs £	2023 Total £
Staff costs (Note 7)	14,945	168,441	101,647	997,219	–	124,026	1,406,278
Direct costs	14,512	259,586	22,093	181,550	–	66,820	544,561
Premises	172	1,006	1,050	6,749	–	43,937	52,914
Depreciation	–	–	–	–	–	–	–
Governance: audit and trustees	–	–	–	–	15,732	–	15,732
	29,629	429,033	124,790	1,185,518	15,732	234,783	2,019,485
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	–	–	–

6 Net income/(expenditure) for the year

This is stated after charging:

	2024 £	2023 £
Depreciation	-	-
Operating lease rentals:		
Property	28,014	26,622
Office Equipment	-	-
Accountant's remuneration (excluding VAT):		
Audit	12,350	12,000
	<u>12,350</u>	<u>12,000</u>

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

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	1,266,592	1,175,319
Social security costs	118,689	101,951
Employer's contribution to defined contribution pension schemes	50,054	46,583
Temporary staff costs	2,218	15,470
Recruitment costs	38,577	66,955
	<u>1,476,130</u>	<u>1,406,278</u>

The total number of people employed, both full and part time, in the course of the year was 72 (2023: 70).

1 employee earned between £60,000 and £69,999 during the year (2023: 1).

The total employee benefits (including pension contributions and employer's national insurance) of the five key management personnel were £268,815 (2023: £289,803).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

No trustees incurred expenses relating to attendance at meetings of the trustees (2023: £nil).

8 Staff numbers

The average number of employees (headcount based on average number of staff employed) during the year was 47.9 (2023: 48.4) split across the activities of the charitable company as follows:

	2024 No.	2023 No.
Raising funds	1.5	1.5
Campaigning: policy work and projects	3.0	2.8
Education: providing training, talks and consultancy	4.2	3.1
Supporting people: National Stalking Helpline and advocacy	30.1	34.4
Management and administration	9.1	6.6
	<u>47.9</u>	<u>48.4</u>

The number of Full-Time Equivalents was 38.3 (2023: 34.3).

9 Related party transactions

There were no related party transactions in the year ended 30 November 2024 (2023: £nil).

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	-	-
	<hr/>	<hr/>
At the end of the year	6,424	6,424
	<hr/>	<hr/>
Depreciation		
At the start of the year	6,424	6,424
Charge for the year	-	-
	<hr/>	<hr/>
At the end of the year	6,424	6,424
	<hr/>	<hr/>
Net book value		
At the end of the year	-	-
	<hr/>	<hr/>
At the start of the year	-	-
	<hr/>	<hr/>

All of the above assets are used for charitable purposes.

12 Debtors

	2024 £	2023 £
Trade debtors	208,785	75,987
Prepayments	23,734	21,790
Accrued income	141,193	91,124
Refundable deposit	2,563	2,563
	376,275	191,464

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	42,212	47,343
Taxation and social security	64,506	54,625
Other creditors	–	–
Accruals	50,201	30,627
Deferred income (note 14)	41,148	11,818
	198,067	144,413

14 Deferred income

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

	2024 £	2023 £
Balance at the beginning of the year	11,818	14,750
Amount released to income in the year	(11,818)	(14,750)
Amount deferred in the year	41,148	11,818
	41,148	11,818

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

	General £	Restricted £	Total funds £
Tangible fixed assets	–	–	–
Net current assets	513,875	160,117	673,992
	513,875	160,117	673,992

Net assets at 30 November 2024

15b Analysis of net assets between funds (prior 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

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2024

16a Movements in funds (current year)

	At 1 December 2023	Income & gains	Expenditure & losses	Transfers	At 30 November 2024
	£	£	£	£	£
Restricted funds:					
<i>Campaigning</i>					
The Ernest Ingham Charitable Trust	6,617	15,000	(15,098)	–	6,519
The Legal Education Fund	37,915	65,000	(65,117)	–	37,798
	<u>44,532</u>	<u>80,000</u>	<u>(80,215)</u>	<u>–</u>	<u>44,317</u>
<i>Restricted funds for supporting victims of stalking</i>					
The Home Office	–	149,149	(149,149)	–	–
MOPAC for London Stalking Support	–	364,423	(364,423)	–	–
MOPAC for STAC	–	215,143	(215,143)	–	–
MOPAC/for ESIP	–	15,303	(15,303)	–	–
Garfield Weston Foundation	20,876	–	(20,876)	–	–
National Lottery Community Fund	85,206	186,439	(206,186)	–	65,459
Henry Smith Charitable Trust	10,396	98,100	(63,155)	–	45,341
Cleveland PCC	–	72,672	(72,672)	–	–
Thames Valley Police	–	5,000	–	–	5,000
	<u>116,478</u>	<u>1,106,229</u>	<u>(1,106,907)</u>	<u>–</u>	<u>115,800</u>
Total restricted funds	<u>161,010</u>	<u>1,186,229</u>	<u>(1,187,122)</u>	<u>–</u>	<u>160,117</u>
General funds	<u>577,982</u>	<u>803,370</u>	<u>(867,477)</u>	<u>–</u>	<u>513,875</u>
Total unrestricted funds	<u>577,982</u>	<u>803,370</u>	<u>(867,477)</u>	<u>–</u>	<u>513,875</u>
Total funds	<u>738,992</u>	<u>1,989,599</u>	<u>(2,054,599)</u>	<u>–</u>	<u>673,992</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 2024

16b Movements in funds (prior 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	<u>2,218</u>	<u>–</u>	<u>(2,218)</u>	<u>–</u>	<u>–</u>
	2,218	–	(2,218)	–	–
<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	<u>220</u>	<u>–</u>	<u>(220)</u>	<u>–</u>	<u>–</u>
	113,136	1,259,040	(1,255,698)	–	116,478
<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 below.

Restricted funds for campaigning

The Ernest Ingham Charitable Trust

A 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. The Thames Valley Police also provided a grant 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

Early Stalking Intervention Project (ESIP)

A two year grant awarded in April 2024 funded by MOPAC to pilot a scheme testing the effectiveness of early intervention in stalking cases alongside our STAC partners.

Cleveland PCC

A two year grant starting in April 2023 to provide a stalking advocacy service operating across the Cleveland Police area.

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

	2024 £	2023 £
Net income /(expenditure) for the reporting period (as per there statement of financial activities)	(65,000)	105,440
<i>Adjustments for:</i>		
Depreciation charges	–	–
Dividends, interest and rents from investments	(4,447)	(2,322)
Decrease/(Increase) in debtors	(184,811)	114,998
Increase/(Decrease) in creditors	53,654	(2,031)
(Decrease) in long term creditors	–	–
	(200,604)	216,085

18 Analysis of cash and cash equivalents

	At 1 December 2023 £	Cash flows £	At 30 November 2024 £
Current account	618,714	(200,604)	418,110
Savings account	73,227	4,447	77,674
Total cash and cash equivalents	691,941	(196,157)	495,784

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	
	2024 £	2023 £	2024 £	2023 £
Less than one year	24,248	22,677	2,124	1,628
One to five years	95,980	–	4,248	814
	120,228	22,677	6,372	2,442

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.