

Company number: 05203237
Charity number: 1106864
Scottish charity ref: SCO48291

SafeLives

Report and financial statements
For the year ended 30 June 2020

SafeLives

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For the year ended 30 June 2020

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Reference and administrative information

For the year ended 30 June 2020

Company number 05203237
Countries of incorporation England and Wales
Charity number 1106864
Scottish charity reference SCO48291
Countries of registration England, Wales and Scotland

Registered office and operational address Suite 2a
Whitefriars
Lewins Mead
Bristol, BS1 2NT

Patron HRH The Duchess of Cornwall

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

Isabel Boyer	(Chair)
Margaret Blyth	Appointed 19 September 2019
Alexandra Butler	(vice-Chair)
Rebecca Evans	Appointed 19 September 2019
Liz Hughes	Appointed 10 December 2019
Ursula Lindenberg	Appointed 10 December 2019
Andrew May	
Uzair Patel	
Olivia Pinkney	Resigned 10 December 2019 (2 terms completed)
Kelly Rust	Appointed 19 September 2019
Takki Sulaiman	
Roger Taylor	Resigned 10 September 2019 (2 terms completed)
Cassandra Wiener	

Key management personnel	Suzanne Jacob	Chief Executive
	Jo Silver	Director of Quality and Innovation
	Liz Thompson	Director of External Relations
	Jo Gordon	Chief Operating Officer

Bankers

NatWest Bank
PO Box 2702,
3 Temple Back East
Bristol, BS1 9BW

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SafeLives

Reference and administrative information

For the year ended 30 June 2020

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Anthony Collins Solicitors LLP
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Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
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108-114 Golden Lane
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The Trustees present their report and the audited financial statements for the year ended 30 June 2020. This has been a very important year for SafeLives, as we have started to develop and deliver work in line with our Strategy “the Whole Picture”. In addition, and in common with all charities, we also have been responding to the many new and unprecedented challenges and opportunities presented by the ongoing Covid-19 situation. Our thanks go to, pioneers, staff, funders, partner agencies and all other stakeholders for their part in delivering another successful year and supporting SafeLives throughout this year.

The reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

1. Objectives and activities

The objects for which the charity is established are to advance for the public benefit in the United Kingdom, or elsewhere, such purposes as are recognised as exclusively charitable under the law of England and Wales, and under Scottish law, and in particular to promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to domestic abuse and family violence, its causes, remedies and prevention.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the progress of the activities that underpin each strategic priority and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

In 2018 we published our new strategy: The Whole Picture, which set out our five strategic priorities:

- Act before someone harms or is harmed
- Identify and stop harmful behaviour
- Increase safety for those at risk
- Support people to live the lives they want after harm occurs
- Continue to be an effective and sustainable organisation

We believe that domestic abuse can be stopped. Stopped before it starts. Stopped before it ruins lives. Each year over two million people in the UK experience domestic abuse. Not one of them should have to wait until they're in crisis before we pay attention. Domestic abuse is never all of someone's experience or situation. We must see the whole picture – for the whole person, the whole family, the whole community and the whole of society.

We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend. We listen to survivors, putting their voices at the heart of our thinking. We look at the whole picture for each individual and family to get the right help at the right time to make families everywhere safe and well. And we challenge perpetrators to change, asking 'why doesn't he stop?' rather than 'why doesn't she leave?' This principle applies whatever the sex of the victim or perpetrator and whatever the nature of their behaviour.

2. Achievements & Performance

Our achievements and performance in 2019/20 are grouped against the 5 strategic proprieties set out in the new strategy we launched in October 2018.

Strategic Priority 1: Act before someone harms or is harmed

To end domestic abuse for good, we work to stop harm before it begins. We are opening up the conversation – encouraging discussion about healthy and unhealthy relationships from an early age.

As we dive into the second year of our Whole Picture strategy, we are shifting our energies to look further upstream at prevention and early intervention, developing our new programme, Safe Young Lives.

In summer 2019, we heard from over 1,200 men and boys, aged 11 upwards from across the UK, exploring their attitudes and experiences in relation to relationships and to masculinity. Many told us that the simple act of responding had made them ask questions of themselves they had never asked before and had stimulated discussions with friends and family.

64% of men and boys agreed with the statement that 'society tells us we should be tough' and 'real men' don't cry, and 84% agreed that 'society's view of masculinity can have a negative effect on mental health'. Many people will relate to these societal views about masculinity. What feels new from our engagement work is a sense of the impact on the beliefs and behaviours of men and boys.

Over a quarter of men over the age of 16 said they had used behaviour they now regretted, and 64% said this had happened in early relationships. Boys and men were also inclined to rate trust as more important in healthy relationships than love. The top five behaviours chosen as the most important were trust (39%), love (17%), respect of each other's needs (11%), honesty (10%) and friendship (9%).

We worked with Bristol-based youth magazine Rife to create online content for the survey and with award-winning production studio, Archer's Mark, to create an animation summarising the findings and the work that needs to be done to build confidence and understanding around healthy relationships. <https://safelives.org.uk/voices-men-and-boys>. We can't wait to deliver the next phase of this project in 2020/21.

84% of respondents to our 2018 Every Story Matters survey said they never talked about abuse when growing up. So this year we created 'My Story Matters', with On Our Radar and a steering group of young people. We began by launching 'Talk about Toxic', a survey which heard from over 1,000 young people. They told us they don't know the point at which a relationship starts to become unhealthy or toxic and they lack the confidence

or self-esteem to say “that’s not okay” to the person abusing them, or in response to a friend's actions to someone else.

They also said the way they talk about and understand abusive relationships is very different from older people.

- Nearly 70% of teens would use the word ‘toxic’ to describe harmful relationships. They don’t identify with the term domestic abuse and they don’t know what support is out there.
- The majority (66%) would turn to their best friend for advice rather than anyone else.
- 51% want support to understand what is and isn’t ok in relationships.

Working with young people, we have drawn on all these findings to develop Draw The Line, a new digital platform, designed to help 13-19 year olds identify ‘toxic’ or abusive behaviours. It uses real stories and asks you to draw a line at the point where you believe the relationship becomes abusive, allowing you to compare with the lines other young people and SafeLives experts draw. We have just launched the pilot and are excited by the response so far.

Strategic Priority 2: Identify and stop harmful behaviour

We look at long-term solutions to tackle domestic abuse. To reduce the number of victims, we are challenging perpetrators to address their behaviour, changing the conversation from ‘why doesn’t she leave?’ to ‘why doesn’t he stop?’

Each year, over two million adults in the UK experience domestic abuse. More than 100,000 are at high and imminent risk of being murdered or seriously harmed. We focus on meeting the needs of victims, but too often perpetrators are not held to account. Their behaviour continues, often affecting not just the victim but multiple family members across generations. Currently only 1% of perpetrators get a specialist intervention to address their abuse.

We are proud to have successfully concluded the initial three year pilot of our Drive partnership with Respect and Social Finance, which works to end domestic abuse and protect victims by disrupting, challenging, and changing the behaviour of high-risk perpetrators.

In that time, Drive has worked with over 1,600 perpetrators, affecting the lives of around 1,800 victims/survivors and around 2,700 children and young people. The team has also advocated for UK-wide system change to ensure every perpetrator has an effective intervention, responding to every level of risk.

The final independent evaluation, conducted by the University of Bristol, found that Drive is effective at reducing the risk perpetrators pose, with Idvas (Independent domestic abuse advisors) recording a reduction in risk to victims in 82% of cases, and the research showing a substantial reduction in the use of abuse:

- Physical abuse reduced by 82%
- Sexual abuse reduced by 88%
- Harassment and stalking behaviours reduced by 75%
- Jealous and controlling behaviours reduced by 73%

Police data showed perpetration of domestic violence and abuse offending had reduced by 30% for Drive

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For the year ended 30 June 2020

service users in the six months after the intervention compared to six months before where the control group were reported as perpetrating at the same level. The intervention also had a positive impact on their other offending behaviour.

In January 2020, the Drive partnership secured a three-year National Lottery Community Fund grant to expand into three new sites and seek further systems change in the UK response to perpetrators. In recent months, the team has focused on adapting to working in lockdown and continuing to protect victims who may be at greater risk because of increased isolation.

Systems change: Call to Action for a perpetrator strategy

The Drive partnership and over 80 organisations and individuals came together this year to call on the UK Government to create a perpetrator strategy. The message is clear: we urgently need comprehensive services for all victims and survivors and effective responses for all those who use abusive behaviour in their relationships. The Call to Action asks for:

- The criminal justice system and other public and voluntary services trained and working effectively together to hold perpetrators to account.
- Proven interventions for all perpetrators available everywhere; and education to prevent and raise awareness of abusive behaviours.
- Regulation to ensure all programmes are high-quality and safe; and ongoing research to evaluate what we are doing.
- Investment – a perpetrator strategy requires funding, but done well, it will save money in policing, justice and health costs.
- Leadership to make it happen, including an explicit role for the DA Commissioner for England/Wales to oversee responses to perpetrators in those two nations.

We presented the Call to Action in Parliament and it has formed a core part of our influencing work on the Domestic Abuse Bill, acknowledged by MPs, including Theresa May, and across UK wide media, including the BBC, the Mirror and the Today programme - all echoing us in asking: 'why doesn't he stop?'

It has led directly to the first ever UK Government fund for perpetrator response, announced by the Chancellor in March 2020. This is a huge change in Government thinking, and we will continue to push for this change to be reflected in the longer-term approach of the Comprehensive Spending Review.

The Domestic Abuse Bill, England and Wales

Through the political uncertainty and changes of the last year, the UK Government's Domestic Abuse Bill has made slow progress through Parliament. Throughout, we have made the case for a Bill which meets the needs of the whole family. We welcome the inclusion of economic abuse and, working in partnership with the children's sector to make the case for victims under the age of 16, we were delighted that Bill has been amended to ensure children are now recognised as victims in their own right.

However, there are still changes we would like to see. In particular, we are urging the Government to strengthen the legislation to include a full statutory duty on local authorities to provide both accommodation-based and community-based services for all adult and child victims, as well as perpetrators of domestic abuse.

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Our #Invest2EndAbuse campaign, launched in winter 2019, powerfully noted the potential risks from the current framing of the proposed statutory duty and called for an end to the postcode lottery, with fully funded services for all victims. We have worked with Barnardo's on their amendment to the duty, in consultation with specialist VAWG (Violence Against Women and Girls) and children's sector organisations and supported by the Equality and Human Rights Commission among others, and will continue to press for change as the Bill goes to the Lords.

Domestic Abuse (Scotland) Act: one-year anniversary

This year, we completed our marathon delivery of the Domestic Abuse Matters Scotland (DAMS) training programme to nearly 14,000 Police Scotland officers and staff, working with our sector partners to support the introduction of the new Domestic Abuse (Scotland) Act 2018, which made controlling and coercive behaviour an offence for the first time.

It is essential that anyone suffering domestic abuse has the confidence and the knowledge to come forward and Police Scotland has been critical to the success of the new laws in the first 18 months. I know that this shouldn't be taken for granted and I am very pleased to see the very positive impact that the SafeLives DA Matters Training has had – drawn from a collaborative approach across the justice system and third sector including ASSIST, the Caledonian System, SACRO (Fearfree) and Safer Borders.

Cabinet Secretary for Justice, Humza Yousaf, Scottish Government

Our evaluation found that after training

- 85% of participants had a strong understanding of the new legislation.
- 95% of participants had a strong understanding of tactics perpetrators use to coercively control.

In 2019/20, officers using their new powers made 1,065 charges under the new Act, with 96% resulting in court proceedings being raised.

DA Matters England and Wales

We also celebrate five years of Domestic Abuse Matters training in England and Wales, developed for the College of Policing and launched in 2015. Since then, we have worked with almost half of English and Welsh forces, training 20 so far, with five more lined up to commence in the coming months.

The University of Hull's recent evaluation, currently being peer reviewed, shows that DA Matters training has a positive and sustained impact. It has led to a 41% increase in arrests for controlling and coercive behaviour in adopter forces.

We continue to train Domestic Abuse Champions in the police, who sustain the change in skills, behaviour and attitudes through continued support and development. This year, we have also worked with partners to develop a series of additional specialist workshops. These launch in September 2020, and cover topics such as adult to parent abuse, cyber/digital crime and domestic abuse, coerced suicide, domestic abuse in police ranks, and understanding and interviewing perpetrators.

Strategic Priority 3: Increase safety for those at risk

80% of victims never call the police. When they do reach out for support, in whatever form that takes, we work to make sure they get the help they need. We look at the whole person, because domestic abuse is just one facet of somebody's life. And we look at the whole family, developing multi-agency approaches so that adult and child victims can be safe, sooner, and more sustainably.

In 2019/20, we supported more than 70,000 adults, who between them were the parents or carers for 85,000 children, through dedicated multi-agency support designed by us and delivered with partners.

Multi-agency working and One Front Door

Building on the lessons from our One Front Door pilot, we are currently working with over 40 local areas, predominantly with local authorities, children's services, PCCs (Police and Crime Commissioners) and police forces, helping them to streamline their multi-agency working and deliver better outcomes for adult and child victims and perpetrators.

Our work has included reviewing domestic abuse strategies through a whole family lens, ensuring a revised approach during the Covid-19 pandemic, advising on enhanced safeguarding training, survivor consultations with adults and children, case audits and whole family risk assessments.

We have also reached out to a wider group of senior leaders, hosting national multi-agency workshops with hundreds of commissioners, service managers and senior police officers, to look at the impact of risks associated with domestic abuse during the Covid-19 pandemic, and to explore the challenges for the sector in the way they support families.

To support this work, so crucial to delivering an effective response to the whole family, we have reshaped our team, bringing in new expertise in health, children's social care, and housing, alongside our domestic abuse experts.

Innovation in practice: 'Beacon' sites

In our Beacon sites, Norwich and West Sussex, we have developed and trialled some ground-breaking innovations in practice. These support earlier intervention, more holistic care, more integrated work with the whole family, including when couples plan to stay together, and work with very young children – for example, more than 600 children and young people have been referred to specialist support. The programme is having a positive impact on family lives.

UCLan (University of Central Lancashire), the independent evaluator of the Beacons Project, has found 80% of survivors reporting an increase in their safety since having contact with the service – 76% said this improvement was entirely or mostly due to help from the service.

Other findings include 95% of survivors seeing an increase in coping and confidence, over 90% seeing improvements in wellbeing, and 60% saying their health had improved.

The voice of survivors has been instrumental in shaping the interventions within the Beacons approach – and survivor forums are being set up within the sites to ensure this is sustained. Working with our expert delivery partners, we are exploring how we can extend this work within the Beacon areas and also roll out on a wider scale, sharing the best practice as part of our multi-agency work across the UK.

Whole Lives Scotland

Since 2018, we have been working with four local authorities including Renfrewshire, Stirling and Aberdeen City, on our Lottery-funded project, Whole Lives Scotland, to improve the responses for groups of victims and survivors across Scotland who too often remain 'hidden' from identification and therefore the support they need.

In Renfrewshire, our work with practitioners, professionals and survivors has looked at domestic abuse and mental health service provision and we have developed training, guidance and a recommendation for a specialist post, all based on direct consultation and evidence. In Stirling, we have explored how those with a learning disability access services and the team supported the creation of easy read posters with partners, which have been used by over 70 organisations Scotland-wide.

We also wanted to hear from survivors right across Scotland. Our national survey asked: What did you need in those moments that wasn't there? What made a difference to you? How can we make sure that those who need help get the right help at the right time? We heard from over 300 survivors from every local authority area. *Two thirds of those survivors had never used a specialist service* – so we know we have heard from women whose voices are currently unheard. We are incredibly grateful that they trusted us with their stories. Findings will be released at the start of November 2020.

Tech v Abuse

With funding from Comic Relief, we recruited a Digital Lead for six months, who worked with our staff team to increase our understanding of digital survivor safety and with frontline practitioners to help them better support victims and survivors. Digital agency Content Design worked with us pro bono to develop new approaches to online help seeking and we continued to celebrate the great digital work on survivor support and recovery which Chayn leads. (Chayn is a global volunteer network addressing gender-based violence by creating intersectional survivor-led resources online).

We were delighted to partner again with Vodafone, who worked with us on the Vodafone Lifeline project, on the Great British Tech Appeal. Launched in May, with us, Barnado's and the British Red Cross, this scheme provided new and preloved mobiles with unlimited data for six months to survivors via specialist domestic abuse services. To date, more than 500 phones have been distributed, with life changing impacts for many.

Health

We are proud to have been awarded 'Trusted Partner' status with NHS England and NHS Improvement and have worked closely with their Head of Safeguarding to influence the development of NHSE's response to domestic abuse.

Since 2016, we have been part of the Health Pathfinder project, with Standing Together, IRISi, Imkaan and Against Violence and Abuse (AVA). Together, we have explored how we can improve the likelihood of health professionals responding to survivors effectively in acute hospital Trusts, mental health Trusts and GP practices.

Since 2017, the project has engaged nine CCGs (Clinical Commissioning Groups) and 17 NHS Trusts across England to implement wide-ranging and sustainable interventions in eight local areas. We were delighted to be alongside our partners to launch the resulting [Pathfinder Toolkit](#) in spring 2020. This is an incredibly comprehensive document full of clear, practical advice for frontline professionals and strategic leads, and data from the pilots suggested the model could also help health services identify more domestic abuse survivors from minority groups. Approximately 36% of Pathfinder clients identified as being from a Black or minority ethnic background, compared to the national average of 18.5%.

A full evaluation, completed independently by Cardiff University, will be released later this year, and we will keep pursuing our goal of fully involved health professionals through our new Whole Health for London project, supported by the City Bridge Trust and starting in autumn 2020.

Quality assurance – training & championing frontline domestic abuse professionals

In 2019/20, we delivered accredited training to 377 professionals in the domestic abuse sector and eight further services received our quality mark, Leading Lights accreditation – bringing the total number to over 50 services across the UK.

Leading Lights services meet the highest standards of provision and service delivery. We have worked more closely than ever with these services, particularly during the pandemic, holding weekly calls with their CEOs to share insight, practice and staff and survivor experience of the impact of Covid-19 on the ground. As we go forward, we want to increase the number of accredited services and ensure we are reaching smaller, more specialist services effectively.

We continue to learn from all frontline services and are keen to acknowledge areas for our own improvement. This year we were highlighted by Sistah Space, a specialist support service for African/Caribbean heritage women and girls affected by domestic abuse, for needing to improve the content in our training materials with regards to women of Black African and Caribbean heritage. We have since worked with them to implement changes and improvements.

Supporting professionals and others across the UK to identify abusive behaviours and increase the safety of those at risk

2019/20 was our biggest training year ever, with nearly 13,500 voluntary, public and business sector professionals trained.

We continue to grow our Responding Well training programme for public sector agencies, so that every victim of domestic abuse can get the response they need – no matter who they disclose to. This year, nearly 550 frontline professionals from children's social care in three pilot sites completed our Responding Well: Whole

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Picture training, supported by the Home Office. Participants say they found this a thought-provoking and challenging experience. After training:

- 91% of respondents felt they understood (very or extremely well) how living with fear impacts the decisions of victims and what can be done to increase their space for action, compared to 35% beforehand.
- 92% felt they had a very or extremely good understanding of the tactics perpetrators of domestic abuse use to keep their victim(s) within a relationship and prevent them from leaving.

The pilots have provided strong evidence of the benefits of taking a whole family approach and have shown that a cultural change programme can build social workers' knowledge and confidence to take a more proactive and holistic approach to keeping children safe. We are now adapting the programme in line with the evaluation findings and would love to see the next iteration adopted more widely.

We are delighted that an increasing number of commercial organisations are also starting to reach out to us for support so that they can respond to the needs of their workforce and their customers. We are helping them develop their own domestic abuse policies and train managers and staff to spot potential signs of abuse amongst employees and customers and know how best to guide them to support – an opportunity to make a huge practical impact on the lives of hundreds of thousands of people.

We are proud to have worked with companies like NatWest, Aviva, Linklaters, Arsenal Football Club, HSBC and Lloyds Bank to grow understanding of domestic abuse. We are delighted that our relationship with NatWest, which began through a joint training programme on economic abuse with Surviving Economic Abuse for their vulnerable customer team, has led to a £1m donation from NatWest to provide direct small grants to survivors of such abuse over the next three years to help them on the route to recovery. We are co-creating the programme with survivors now and expect to trial the scheme in autumn 2020.

COVID-19 response: Staying Safe at Home

Our Staying Safe at Home and Safe at Home in Scotland taskforces, established at the outset of the pandemic, have continued our mission to end domestic abuse, by supporting families and frontline services and working to ensure the sustainability of the sector.

Covid-19 has presented serious challenges to the safety and wellbeing of families and services. We established our Staying Safe at Home project at the very outset of the pandemic, quickly identifying the increased risks and responding to multiple services across the UK who were contacting us seeking reassurance, advice and support on how they could continue to operate safely and protect the whole family. In Scotland, we were also been invited by the Scottish Government to support their response, via our Safe at Home in Scotland project.

Since March 2020, we have worked to address the changing demands on local frontline and strategic leads, focussing on three broad priorities:

- Keeping individuals and families safe during increased isolation
- Supporting staff and frontline practitioners
- Ensuring the sustainability of the specialist domestic abuse sector

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Our four key public messages have been:

- For victims and survivors: **'You are not alone'** – now adopted as the national message by the Home Office.
- For friends, family, neighbours and the wider community: **'Domestic abuse is everyone's problem'**.
- For perpetrators: **'There is no excuse for abuse'** – in tandem with Respect, our partners on Drive.
- For everyone: **'Reach In'** – our campaign, proposed and developed by our Pioneers and launched by our Patron, HRH The Duchess of Cornwall, to encourage everyone involved in supporting their local community to check in on those who they might be worried about and who might not easily be able to reach out for support.

Since the start of the pandemic we have supported effective multi-agency working with partners across the UK, and we immediately set up weekly CEO calls with accredited Leading Lights Domestic Abuse services, to provide a vital touchpoint with frontline and survivor experience, as well as serving the growing membership of the SafeLives on-line professionals' Community, which grew quickly to more than 2,300 members during the pandemic.

Together, informed by rolling surveys with survivors and services, we have tackled a huge range of issues, including how to:

- Safely contact clients whilst on lockdown with perpetrators – we have also won longer-term Government commitment for 'Ask Ani' a new codeword scheme we have developed with the sector, which will be rolled out with pharmacies this autumn
- Access PPE (personal protective equipment)
- Access key worker recognition – securing key worker status for domestic abuse workers was an early win in our discussions with Government
- Use schools as a safe place to deliver work with children and young people
- Conduct risk assessments for reopening community-based services
- Safely deliver support to families online

We have also actively contributed our advice and expertise to a huge range of national meetings and networks, and we have been in regular contact with the UK and Scottish Governments to share a clear picture of what's happening on the ground and to make the case for emergency funding for the sector. This has resulted in support from Government, though we continue to make the case for a longer-term funding package.

Our Pioneer, Natasha, and Kim, an Idva based in Gwent, opened the Prime Minister Boris Johnson's Hidden Harms summit, making a powerful case for better multi-agency working and for the role of the Idva. In response, the Prime Minister said:

During the summit, you highlighted the important work of Independent Domestic Violence Advisers on their ability to offer support that is tailored to the needs of victims. We are determined to make this into a reality, so we will be looking at how to encourage better collaboration between Independent Domestic Violence Advisers and Independent Sexual Violence Advisers. We will also increase the availability of services through more sustainable funding for the sector.

The Rt Hon Boris Johnson MP, Prime Minister

Our collective insight has also allowed us to work at speed to influence the evolution of the response by services and wider society across the UK. Our Covid-19 related advisory materials on a wide range of issues

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from child safeguarding to working with perpetrators have been highly valued by frontline staff and services. Our survivor materials have been downloaded almost 7,000 times, specialist guidance 2,500 times, and podcasts listened to nearly 8,000 times. Our website traffic has increased by almost 50% between February and June 2020.

[What we've heard from survivors, frontline services and Maracs \(Multi-agency risk assessment conferences\) during the pandemic:](#)

What survivors told us:

- Almost two thirds of respondents (61%) had not asked for help since Covid-19 restrictions. The most common reasons for this were respondents finding it difficult to reach out for support as a result of lockdown restrictions or feeling let down previously by professionals.
- The most common response to concerns around safety, was a fear of the perpetrator (39%).
- Almost one in ten respondents who were concerned about their own safety said they couldn't escape or were in isolation.
- 76% also had concerns about their mental health, 56% had concerns around finances and 52% feared for the safety of their children.

What specialist domestic abuse services told us:

- Over one third have seen an increase in caseloads. The majority of those (83%) said this was due to an increase in numbers of clients being referred and 29% said that it was because of staff absence meaning that other workers have to take on additional cases.
- Over one in ten (13%) said they have unsafe staffing levels at present. Over a third of those (38%) said that this would affect their ability to deliver a safe service.

What Marac practitioners told us:

- 32% noticed a reduction in the attendance of agencies since lockdown
- 37% said that referrals were lower than usual
- 44% said it had been more difficult for the Idva/Idaa to contact the victim during lockdown
- 49% reported changes to action planning during lockdown

One of the most pressing issues for frontline specialist services was a practical one – they couldn't access enough basic equipment for their staff to work from home. We were delighted to secure £20,000 from a philanthropic trust to make sure nearly 20 of the smallest Leading Lights services were able to buy smartphones and laptops for their staff. We also worked with digital partners through the Catalyst (a charitable initiative to increase the resilience and responsiveness of UK civil society, through digital, design and data) to identify and share support for services.

Strategic Priority 4: Support people to live the life they want after harm occurs

We firmly believe there is no 'them and us'. Only us. We are passionate about supporting survivors to live the life they want and everything we do is informed by lived experience, alongside data-driven evidence and practice-based expertise.

We know that the story doesn't end when immediate danger is over. Abuse can still be perpetrated through child contact and economic abuse. The mental and physical effects of abuse can be long-lasting for adults and children if they aren't properly addressed.

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We are immensely proud of our internal and external Pioneers – survivors and experts by experience, who work with us to ensure survivor voice is at the heart of all we do. In the last year we have welcomed four new Pioneers. We also have a Pioneer on our board of Trustees – as well as a number of other Trustees who use their own experiences in their role. During the last twelve months, Pioneers have co-created, offered expertise, or lent their voice to virtually all our projects.

Together, we are starting a movement; challenging preconceptions about what a 'victim' or a 'survivor' is. We are connecting people with lived experience of domestic abuse, making sure no one feels alone. We aim to inspire people to know that you don't need to be defined by your experience.

Our 2020 Valentine's campaign built on #ImASurvivor and celebrated all the things that our Pioneers and survivors love.

As well as exploring the attitudes of men and boys, noted in Strategic Priority 1, we also surveyed male survivors across the UK. More than 200 responded. We found:

- The average length of abuse for men is four years
- 80% said the behaviour they experienced affected their mental health a lot
- Nearly two thirds said the behaviours experienced led to them feeling suicidal or having suicidal thoughts
- 26% didn't tell anyone about the abuse or get support. The most common reason why being shame or embarrassment – showing how much work is still needed to increase awareness and understanding.

Working with our Patron, HRH, The Duchess of Cornwall

Our Pioneers have been influential in our work with our new Patron The Duchess of Cornwall. Eleven Pioneers and survivors attended our 15th anniversary birthday celebration, which the Duchess generously hosted for us at Clarence House. We were delighted to have her support, with HRH and many of our Pioneers speaking to journalists to raise awareness of domestic abuse and support available, and appearing in coverage including The Daily Mail and Hello magazine.

Pioneers Celia Peachey and Naomi Donald met with the Duchess a second time this year, at the Women of the World event, to mark International Women's Day, where they supported calls to make domestic abuse #EveryonesProblem. HRH has continued to support our work with Pioneers, launching our #ReachIn campaign to encourage friends and neighbours to check on anyone they are worried about.

Influencing change

Pioneers have used their voices to influence change on many occasions this year. They were invited to brief the 'Public Sector Top 100' leaders at three sessions in November, December and January. The audience included the heads of NHS Trusts, Chiefs of Defence Staff, local authority Chief Executives and Permanent Secretaries. Our sessions were consistently rated the best of any of the week-long programme provided by Cabinet Office, and we have been invited to repeat our input in 2020/21.

Authentic voice continues to weave through all our external engagement. Many of the survivors who have got in touch with us have never had any support, and many of the young people have never before been asked for their views. Extensive media coverage of our work has also brought survivors' stories and voices to the wider public, including the front page of national media ([Daily Mail](#), and [Hello](#), and an [Observer article](#) on

responses to our Covid-19-related surveys); while the Call to Action for a perpetrator strategy, for which we're a founding signatory, received widespread coverage including the [BBC](#) and our CEO's appearance on the Today Programme.

We were proud to play an active role in the Prime Minister's Hidden Harms summit in May – which was described by the Prime Minister as 'phenomenal'. As a result of the comments made about the role of Idvas in the courts, court listings for England and Wales will now be shared with Idvas, Isvas and other domestic abuse professionals, which will be of significant benefit to victims and survivors.

Strategic Priority 5: SafeLives continues to be an effective and sustainable organisation

Our goal is to end domestic abuse for everyone and for good. We work with a fantastic team of staff, associates, Trustees and Pioneers to secure our Whole Picture strategy, delivering what you would want for your best friend.

Equity, equality, diversity and inclusion

At SafeLives, we hold the privilege of being listened to. We want to acknowledge that, and change the dynamics of the way we listen, reflect and act on what we hear and what we learn, increasing the extent to which we share or make space for individuals and organisations who hold expertise that we don't, but also becoming more representative ourselves of the full range of communities we aim to serve.

In the last year, we have held conversations as an organisation about structural racism, equity, equality, diversity and inclusion. As we ended our reporting year 2019/20, our team challenged us to go further, faster, and with more visibility, structure and leadership. We published our equity, equality, diversity and inclusion action plan on 1 July 2020 to signal our intent to live up to this. The plan sets out concrete actions for 2020/21 which we will be reporting back on.

Our staffing picture

Our staff team are talented, passionate and committed. Each new starter receives domestic abuse awareness training, and we are also running leadership training for all managers, as well as delivering learning and development on communications, project management, equality and diversity, mental health first aid and economic abuse.

The last few months have seen us place even greater focus on supporting our staff through the coronavirus crisis. We have quickly mobilised to home working, making greater use of digital platforms to stay connected with each other. We are continuing to monitor the situation and are working closely with the team to ensure everyone feels supported and safe. We are also proud to work with a fantastic team of associates who help extend our work and impact. A huge thanks to everyone for their hard work this year.

We continue to work across the UK. Our team in Scotland are going from strength to strength, building new relationships and exploring exciting new areas of work. We have a formal Practice Lead for Wales and hope to soon be working in partnership with key colleagues there more closely. At the moment we don't have

Trustees' annual report

For the year ended 30 June 2020

capacity to work in Northern Ireland, but we continue to provide advice and assistance where we can and doing more remains an aspiration.

Our Trustees continue to have overall responsibility for the management of the charity and guide us with their wide experience from a range of fields. As well as our formal Trustees, we have grown our Scottish Advisory Group, and are extremely appreciative of their time and input.

Partnerships

We continue to develop our partnerships and grow our strategic intent to be an ally to other organisations, including the smallest and most specialist. We are proud to have secured grants for smaller sector members during the Covid-19 crisis, and we continue to be a voice for those who need it. We still have work to do in this area and are particularly keen to grow our relationships with mental health organisations and serious violence leads in particular, in the coming year.

Our supporters

We would like to send a special thanks to each and every person who has supported us over 2019/20, with individual donations, challenge events, fundraising events, volunteering and through lending their experience in lots of different ways.

A **huge** thank you to everyone who has supported SafeLives' work this year. We cannot end domestic abuse alone. Through the support of trusts and foundations, corporates, Governments and individual givers we have been able to help thousands of families affected by domestic abuse, saving lives and helping people to live the lives they want in safety.

Archer's Mark
Aurum Trust
Childwick Trust
CHK Charities
City Bridge Trust
Content Design
Comic Relief
Dulverton Trust
Esmée Fairbairn Foundation
FleishmannHillard Fishburn
Garfield Weston Foundation
Gaudio Family Foundation
Greenwood Place
Home Office
John Ellerman Foundation
Lloyds Bank Foundation for England and Wales
Lloyds Banking Group
Mills & Reeve Charitable Trust

National Lottery Community Fund
National Lottery Community Fund Scotland
NatWest
Oak Foundation
Peter Cundill Foundation
Queen Anne's Gate Foundation
The Julia and Hans Rausing Trust
Rothesay Life Foundation
Scottish Government
The Segelman Trust
The Tudor Trust
Vodafone
Kate Wilkinson and Harry Gaskell
Jeanne and Randy Work

If you would like to support our work please get in touch – we'd love to hear your fundraising ideas! You can contact us on fundraising@safelives.org.uk

3. Plans for future periods

In October 2018, we launched our new strategy which seeks to provide a Whole Picture response to domestic abuse.

Our strategy sets out that during 2018-21 we will:

- Build our evidence and understanding to develop approaches that stop abuse from happening in the first place.
- Use our emerging evidence and practice to increase and improve responses that challenge harmful behaviour.
- Support and strengthen the work which protects people from abuse, increasing safety and wellbeing quickly and effectively.
- Improve and expand the support for everyone impacted by abuse, for all forms that impact takes.

In everything we do, the expert voice of frontline practitioners and the authentic voice of survivors will be a prominent and vital part. We will keep expanding the opportunities for those with lived experience to speak for themselves, in their own voices, and be heard by those who can make change.

Strategic Priority One: Act before someone harms or is harmed

To end domestic abuse for good, we work to stop harm before it begins.

84% of survivors told us they never talked about domestic abuse when they were growing up. Our data shows that fewer than half of girls and boys being abusive in their own intimate relationships are known to children's services.

75% of suicides in the UK are men; 95% of high-harm perpetrators of abuse are men. There is growing evidence that those who pose a risk to others also pose a risk to themselves.

49% of boys aged 13-14 thought that hitting a partner would be 'okay' in at least one of twelve scenarios they were presented with.

We will:

- Gather and build evidence about how abuse can be prevented from happening in the first place – including through hearing the voices of those who have used abuse.
- Work with partners to research how the early experiences of children and young people influences whether they go on to use abuse in their own relationships.
- Work with partners to listen to and share the voices of young men – building our understanding of how to challenge and deconstruct constricting stereotypes of masculinity.
- Develop practical approaches and increase the proportion of domestic abuse work that tackles the root causes of abuse.
- Build on previous primary prevention work and work with partners across traditional sector boundaries to recognise the complexity of domestic abuse and its links to other experiences.
- Support initiatives which increase the likelihood of individuals and communities spotting the early risk factors and warning signs of abuse.

In 2020/21 through our new Safe Young Lives programme, we will conduct further research and develop new interventions. We will support those who might be experiencing abuse themselves or are worried about a friend, and we will test the links between harm experienced at home and harm carried out into the world, in first intimate relationships and through other types of crime associated with young people.

Strategic Priority Two: Identify and stop harmful behaviours

We look at long-term solutions to tackle domestic abuse. To reduce the number of victims, we must challenge perpetrators to stop.

Currently, only 1% of perpetrators of abuse get a specialist intervention to change.

We will:

- Build a picture of what works to stop someone's abusive behaviour – including through the voices of those who have used abuse.
- Ensure that legislation, both recent and proposed, becomes a reality and enables services to identify and stop harmful behaviours.
- Increase and improve responses that challenge and change abusive behaviour. In partnership with Respect and Social Finance, we will continue to deliver and expand the Drive project and work with partners in our Beacon sites on responses that challenge abusive behaviour when a couple intends to stay in a relationship.
- Continue to influence the public conversation around abuse so that responsibility and the requirement to change are directed where they belong – with the person being abusive.

Strategic Priority Three: Increase safety for those at risk

80% of victims never call the police about their abuse. When they do reach out for support, in whatever form that takes, we will work to ensure they get the help they need.

We will:

- Ensure the needs of survivors, both adults and children, are kept at the centre of protective responses, even when those responses are under pressure. We will train and champion specialist frontline professionals and support best practice in multi-agency forums.
- Ensure that the protective response to children and young people is made more comprehensive and far better coordinated with the response to adults. Working with services in our Beacon sites, we will deliver new interventions that provide tailored support for all members of the family affected by abuse. We will also use what we learn about children's early experiences to improve the support they receive.
- Work with others to change and improve a flawed system to better protect people from multiple types of harm. Building on our One Front Door approach, we will break down silos so that people are simply treated as people – not as one or a set of individual issues.
- Support work which highlights for individuals, families, communities, businesses and employers the risks to safety posed by those who use abuse, and the role each of those groups can play in protecting the safety and wellbeing of others.
- Continue highlighting the people and communities who face additional barriers to accessing support.

Strategic Priority Four: Support people to live the life they want after harm occurs

We firmly believe there is no 'them and us'. Only us. We are passionate about supporting survivors to live the life they want.

We will:

- Work with others, including through interventions in our Beacon sites, to improve the range, suitability and accessibility of support for all people impacted by abuse – survivors and all family members.
- Support campaigning work to radically improve the experiences people have when an abusive situation is supposed to be over but is still being perpetrated through child contact or economic abuse.
- Create opportunities for our Pioneers and other adult and child survivors to engage in peer networks and be part of other positive change they can create from their experiences.
- Support work by colleague organisations to improve the practical response to survivors, for examples in their health and housing and financial situation, so their chance to thrive isn't compromised.

4. Structure, governance & management

SafeLives is a charitable company limited by guarantee, incorporated on 11 August 2004 and registered as a charity on 18 November 2004. The organisation was established under a Memorandum of Association, which established the objects and powers of the organisation, and is now governed by its Articles of Association (as updated in 2018).

Apart from 1 Trustee who is remunerated for her services as a Trustee and as a Pioneer, all Trustees give their time voluntarily, and receive no benefits from the charity. The Charity's governing document permits the payment of Trustees, and this was also cleared with the Charity Commission. Details of this remuneration, and of expenses reclaimed from the charity are set out in note 7 to the financial statements.

Governance

Trustees are appointed for a 3 year term that may be renewed for another 3 years. Trustees are selected on the basis of their skills and experience, and to ensure an appropriate mix of skills and diversity in the Board. There is a full induction programme for new Trustees and the chance to observe different activities of SafeLives.

The Trustees are responsible for the governance of the charity according to the terms of the Articles of Association. They have delegated authority for the day-to-day running of the charity to the CEO. They have created a Finance Committee that is responsible for overseeing the finances of the charity and for making recommendations to the full Board. The CEO, the Chief Operating Officer and the Head of Finance and other senior managers (latter as needed) attend the Finance Committee meetings.

The Trustees have also established a Remuneration Committee of up to four Trustees that is responsible for approving the overall remuneration policy of the charity and, in particular, the remuneration of the CEO and the Directors. The Remuneration Committee meets when necessary but at least once a year. The Remuneration Committee reviews the remuneration of the CEO and the CEO's recommendations for the Executive team. Salaries are periodically benchmarked externally.

The Nominations Committee oversees and makes recommendations to the Board with respect to Trustee appointments, and reviews the size, mix and composition of skills and experience of the Board. This Committee also advises the Board on the recruitment of the Chief Executive, and on succession planning with respect to Trustees and key management personnel.

Full Trustee and Finance Committee Meetings are held on a quarterly basis.

Organisational Structure and Management

The charity is led by the CEO and the Senior Leadership Team of Executive Directors. We have a strong operational management team consisting of the heads of each team who are responsible for the creation and delivery of our operating plan, the tight oversight of our finances and development and support of our staff.

The average number of employees, on a full-time equivalent basis, for the year reduced slightly from 76 to 73.

Risk Management

Risk management remains one of the most important responsibilities of the Board of Trustees. The charity maintains a Risk Register, which tracks a range of risks to the organisation, including those posed by changes in the sector, demand for services, levels of funding and staffing. The Register is reviewed at every quarterly Trustee meeting and any changes in risk levels are noted and a mitigation plan is in place for each.

The Risk Register considers the risks facing the charity grouped into 6 categories: organisational resilience – people; organisational resilience – systems; partnerships; environment; funding and delivery. Within these categories new sections have been added covering governance and civil contingencies (which would include pandemics).

The highest risks currently on the Risk Register are as follows:

Organisational Resilience – People: The Covid-19 Pandemic has put the staff team under a lot of new and unexpected pressures, and has meant that we have had to quickly adapt and work in new and different ways. As we went into the pandemic, we were also concluding a major re-structuring and re-shaping of the Practice Team. The staff team have responded remarkably well to the unprecedented challenges of this year, and continue to work effectively on the new strategy.

Environment, funding and delivery. These inter-related risks continue to have a high score. The Covid-19 pandemic has disrupted and changed many things, including a significant impact on our ability to deliver 'in-person training', though we are now pivoting at speed to online alternatives where we can, and the development of and clarity around the UK and Scottish governments' policies and funding for our sector. We will therefore continue to work with UK Government departments, and the Scottish Governments to influence their policies and encourage their continued funding of vital programmes and initiatives in our sector.

Safeguarding, Serious and Critical Incidents

We continue to take our responsibility for the safety of those who are experiencing or have experienced domestic abuse among our staff, associate team, Pioneers and Trustees seriously. We know that many of us have personal experience of domestic abuse. Jo Gordon (Chief Operating Officer) is the designated safeguarding lead. Susie Hay (Head of Research, Evaluation and Analysis) is the deputy designated safeguarding officer. Both are experienced in working with safeguarding issues and have regular update training. We have a team of safeguarding champions who are trained to be the first point of contact for any member of staff with any safeguarding concerns. All staff have regular training and know what they need to do when they have any concern about someone's welfare. This system works effectively and we report to the Board any issues that have been raised on a quarterly basis.

We also report on any critical incidents and explain what action has been taken to review and learn. There were 5 such reports made in 2019/20.

There have been no serious incidents to be referred to the Charity Commission reported by SafeLives either in its own right, or in connection with any of our projects being carried out with project partners, during the last 12 months.

5. Financial Review

Total income in the year to June 2020 was £6,991k, representing an increase of £517k or 7.9% on the prior year. The main year on year income changes are as follows:

Income £000's		2019/20	2018/19	Change
Capacity building	Training	1,308	1,737	(429)
	Knowledge Hub	663	581	82
	Consultancy	124	233	(109)
Innovation	Drive	954	1,718	(764)
	Beacons	1,352	1,335	17
	Other	164	103	61
Research		269	323	(54)
Influencing		80	75	5
Unrestricted grants & Donations		518	359	159
Investment income		13	10	3
Sub-total		5,445	6,474	(1,029)
Natwest Survivor Fund		1,000	-	1,000
Covid-19 grants and donations		546	-	546
Total income		6,991	6,474	517

Income from our "traditional" sources fell by £1,029k from £6,474k in 2018/19 to £5,445k in 2019/20.

The biggest two reductions in these income sources were Drive income, and training income.

Drive income fell by £764k this year, not because we are doing less work in Drive, but due to more of our delivery partners in Drive sites now accessing their funds directly, rather than their funds being routed through us. This income reduction is therefore largely offset by a of £593k reduction in costs paid out to project partners on Drive.

Training income was adversely impacted by the Covid-19 pandemic in the 4th quarter of the year (April – June 2020). Classroom based training was suspended, and only partly replaced by online training. Training income for the first three quarters averaged £411k per quarter, and this fell by 82% to £75k in the fourth quarter. Much of the training activity originally planned for the fourth quarter of 2019/20 has been deferred into 2020/21 rather than be cancelled. We are using some of the additional Covid-19 funds which were secured in the 4th quarter of 2019/20 to improve and increase our capacity to deliver on-line training in future, and we anticipate our training customers to increasingly expect an online delivery option.

Offsetting these reductions in income, unrestricted grants and donations increased by £159k during the year, as we have continued to broaden our supporter/funder base, and as awareness of and support for tackling domestic abuse has risen (in part highlighted by the ongoing Covid-19 situation).

When the impact of Covid-19 on the charity sector in general, and on our finances in particular, became clear, several of our funders responded quickly and imaginatively by making available one -off grants and donations to help fund the extra work we have been doing in response to the pandemic, and also to help compensate us for the loss of income we would otherwise have generated (such as training income). We are extremely grateful to all these funders. £546k of emergency Covid-19 grants and donations was received up to 30th June

SafeLives

Trustees' annual report

For the year ended 30 June 2020

2020, and more has come in during the first half of 2020/21. These funds have been set aside as a separate Covid-19 designated fund, which has been partly used in 2019/20, and will continue to be used in 2020/21 to continue fund the cost of extra activities brought about by Covid-19, and make up for income which has been lost due to Covid-19. We anticipate these funds being used up by 30th June 2021.

Natwest Bank have given us a £1m donation to be used over the next 3 years to help survivors and victims of domestic abuse. These funds were received late in the year and were unspent at year end. These funds will be used to provide direct cash and in-kind support in a variety of ways to survivors and victims of domestic abuse, to help them move forward with their lives. A maximum of 5% of the £1m fund will be used each year towards the management and administration of the funds.

Costs have fallen by £965k from £7,032k in 2018/19 to £6,067k in 2019/20. The movement in costs is as follows:

Costs £000's		2019/20	2018/19	Change
Capacity Building	Training	1,282	1,275	(7)
	Knowledge Hub	633	498	(135)
	consultancy	244	213	(31)
Innovation in Practice	Drive	1,180	1,970	790
	One Front Door	9	293	284
	Beacons	1,325	1,356	31
	Other	198	131	(67)
Research		324	405	81
Influencing		315	292	(23)
Support		343	364	21
Governance		31	28	(3)
Cost of raising funds		183	207	24
Total Costs		6,067	7,032	965

As noted above, the reduction of £593k to Drive partner costs is the largest cost change this year, making up a significant proportion of the overall £790k reduction to Drive costs.

Included in Drive expenditure is £631k (2019 £1,224k) in relation to payments made to project partners; and within the Beacons project expenditure £1,050k (2019: £999k) relates to project partner costs. Excluding these payments to our delivery partners, and the £1,000k Natwest survivor fund, the income attributable directly to SafeLives own work was £4,310k (2019: £4,251k) and the related expenditure was £4,386k (2019: £4,809k).

Reserves

SafeLives holds a mix of restricted and unrestricted reserves.

Restricted reserves represent the unspent balance of restricted income received by the charity, where the funding is allocated to specific charitable activities and projects. Restricted reserves will be applied to the future funding of those specific activities and projects to which the funds were intended.

Unrestricted reserves are held to fund and support the overall operation of the charity and can be applied by the charity to fund any aspect of the charity's operations. Unrestricted reserves are also held as a buffer to

enable the charity to (a) withstand any short term cashflow and working capital shortfalls; (b) mitigate against the financial impact of risks identified and monitored in the Risk Register, and (c) to cover any unforeseen expenditure.

Additional funds granted/donated this year to help fund SafeLives through the Covid-19 pandemic have been allocated to a new designated fund, which will be used to fund the additional costs of our response to Covid-19 and to replace income which has been lost due to Covid-19.

Unrestricted reserves have fallen slightly from £896k at June 2019 to £873k at June 2020, which is over the upper end of the Trustees target unrestricted reserves range of £600k to £800k. This target range has been set by reference to the risks faced by the Charity (as documented by the Risk Register), and by reviewing the funding mix and funding risks of the Charity's operations and cost base. The closing balance of £873k is after transferring in £96k of funds from the Covid-19 designated fund.

The Covid 19 designated fund carried forward into 2020/21 is £430k. £546k of designated Covid-19 funds were received in the year, of which £20k was spent directly with frontline delivery partners, and £96k transferred to unrestricted reserves to offset additional costs and loss of other income due to Covid-19.

Restricted reserves have increased in the year from £698k to £1,214k. The new £1,000k Natwest fund has been offset by the spending down of training grant funds received in 2018/19 (£170k reduction), and Drive funds reducing with funds being paid out to partners (£277k reduction).

Total reserves have therefore increased by £924k/58% from last year end's £1,594k to stand at £2,518k this year.

Reserves continued to be invested in cash, with cash balances being placed on deposits of varying terms. Cash balances have increased this year by £1,664k from £1,929k to £3,593k, principally due to the receipt of the £1,000k Natwest funds late in the year, and the £546k of Covid-19 emergency grants in the final quarter. The Natwest funds are scheduled to be spent over the next 3 financial years, and the Covid-19 funds should be fully utilised by June 2021, with cash balances in June 2021 anticipated to be at a much lower level.

Fundraising

Historically most of our fundraising has been from trusts and statutory sources and private donors. We have continued to broaden our income streams to include events, community and corporate fundraising.

We strive to be open and transparent in our fundraising approach, and in how we obtain, store and use donor information, with the consent of the donor.

We have a fundraising complaints procedure which can be found on our website:

<http://www.safelives.org.uk/about-us/contact-us/complaints>

We also have an easy way to make a complaint directly on the fundraising area of the website. No complaints were received in 2019/20.

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For the year ended 30 June 2020

We strive for best practice in fundraising. We are registered with the [Fundraising Regulator](#), complying with its Fundraising Promise:

<https://www.fundraisingregulator.org.uk/code/fundraising-promise>

We voluntarily signed up to join the Regulator in 2017.

Responsible use of personal data is at the heart of our fundraising practice

We conducted a full review and audit of how we use and store personal data, not just for fundraising, but across the whole organisation in readiness for the EU General Data Protection Regulations (GDPR), which came into effect in May 2018, and since then have continued to keep our data protection policies and procedures up to date.

Going Concern

The Trustees have reviewed the charity's plans and forecasts and the risk register and have concluded that there are no material risks or uncertainties which would bring into doubt the charity's ability to continue to operate as a going concern into the foreseeable future.

In making this going concern assessment, the Trustees have taken into account the impact of Covid-19 on this year's actual and next year's predicted outturn. The biggest negative impact of Covid-19 was the sudden reduction in training activity and income in the final quarter of 2019/20. This training activity and income has not however been irrevocably "lost" – it has been deferred into 2020/21, and a higher proportion of it will be delivered remotely.

The charity has been very successful at securing new sources of Covid-19 emergency grant income, with £546k being recognised in 2019/20, and at the time of writing £1.3m of cumulative Covid-19 emergency grant income has been awarded. This income, together with other existing grant income sources and expected fee income will fund the charity's planned activities for 2020/21 and partway beyond then. Part of this Covid-19 grant income is being used to develop our remote training capabilities and infrastructure, which will underpin future training delivery and fee income generation.

The charity is also actively securing new income sources in 2020/21 to fund planned activities and projects into 2021/22.

The going concern assessment also takes into account the charity's flexible cost model. SafeLives was able to respond quickly to the reduced level of training income in quarter 4 by reducing the cost of associate trainers, reducing venue costs, minimising travel and subsistence costs and placing a significant number of staff on furlough. Further cost savings have also been achieved through reducing office space requirements and renegotiating office costs. In the event of Covid-19 causing material income reductions in the future, then similar cost reduction measures would be implemented again, in order to minimise the net adverse effect on cashflows and reserves.

The Trustees will also be reviewing target reserve levels ahead of 2021/22, to ensure reserves held are appropriate to our activities, ongoing Covid-19 uncertainties and other risks.

Statement of responsibilities of the trustees

The Trustees (who are also directors of SafeLives 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 Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- 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 charity will continue in operation

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 charitable 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 charitable company's auditors are 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 auditors are 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 June 2020 was 11 (2019: 9). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Small Company Exemption

The Trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

SafeLives

Trustees' annual report

For the year ended 30 June 2020

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report has been approved by the Trustees on 8th December 2020 and signed on their behalf by

Isabel Boyer
Chair
8th December 2020

Independent auditors' report

To the members of

SafeLives

Opinion

We have audited the financial statements of SafeLives (the 'charitable company') for the year ended 30 June 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 June 2020 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent

Independent auditors' report

To the members of

SafeLives

otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements
- 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 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Independent auditors' report

To the members of

SafeLives

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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independent auditors' report

To the members of

SafeLives

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 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. 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.

Fleur Holden (Senior statutory auditor)

17 December 2020

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

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

For the year ended 30 June 2020

	Note	Unrestricted £	Designated £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Income from:								
Donations	2	517,957	545,599	1,000,000	2,063,556	359,034	-	359,034
Charitable activities								
Capacity Building	3	1,340,602	-	754,102	2,094,704	1,480,716	1,069,709	2,550,425
Innovation in Practice	3	-	-	2,470,515	2,470,515	-	3,155,673	3,155,673
Research	3	52,076	-	216,681	268,757	62,774	260,712	323,486
Influencing	3	-	-	80,000	80,000	-	75,002	75,002
Investments	4	13,442	-	-	13,442	10,264	-	10,264
Total income		1,924,077	545,599	4,521,298	6,990,974	1,912,788	4,561,096	6,473,884
Expenditure on:								
Raising funds	5	190,436	-	-	190,436	214,970	-	214,970
Charitable activities								
Capacity Building	5	1,481,628	20,000	876,721	2,378,349	1,325,922	838,367	2,164,289
Innovation in Practice	5	54,965	-	2,762,715	2,817,680	50,059	3,853,200	3,903,259
Research	5	86,193	-	273,564	359,757	111,568	340,767	452,335
Influencing	5	229,271	-	91,559	320,830	233,737	63,443	297,180
Total expenditure		2,042,493	20,000	4,004,559	6,067,052	1,936,256	5,095,777	7,032,033
Net movement in funds (being net (expenditure)/income for the year)		(118,416)	525,599	516,739	923,922	(23,468)	(534,681)	(558,149)
Transfers between funds	16	95,643	(95,643)	-	-	-	-	-
Net movement in funds after transfers		(22,773)	429,956	516,739	923,922	(23,468)	(534,681)	(558,149)
Reconciliation of funds:								
Total funds brought forward	16	896,365	-	697,529	1,593,894	919,833	1,232,210	2,152,043
Total funds carried forward	16	873,592	429,956	1,214,268	2,517,816	896,365	697,529	1,593,894

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 16 to the financial statements. There were no designated funds in 2019.

SafeLives**Balance sheet**

Company no. 05203237

As at 30 June 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Tangible assets	11		-		-
Current assets:					
Debtors	12	445,511		1,121,238	
Short term cash deposits	17	1,862,996		1,005,581	
Cash at bank and in hand	17	1,730,214		923,130	
			<u>4,038,721</u>	<u>3,049,949</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	1,520,905		1,456,055	
				<u>1,456,055</u>	
Net current assets			2,517,816		1,593,894
Total net assets			2,517,816		1,593,894
The funds of the charity:					
Restricted income funds	16		1,214,268		697,529
Unrestricted income fund	16		873,592		896,365
Designated income fund	16		429,956		-
			<u>2,517,816</u>		<u>1,593,894</u>
Total charity funds			2,517,816		1,593,894

Approved by the trustees on 8th December 2020 and signed on their behalf by

Isabel Boyer
Chair

Statement of cash flows

For the year ended 30 June 2020

Reconciliation of net income / (expenditure) to net cash flow from operating activities

	Note	2020 £	2019 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		923,922	(558,149)
Depreciation charges		-	4,116
Interest from investments		(13,442)	(10,264)
Decrease/(increase) in debtors		675,727	(176,279)
Increase in creditors		64,850	350,432
Net cash provided by operating activities		1,651,057	(390,144)
Net cash used in operating activities		1,651,057	(390,144)
Cash flows from investing activities:			
Interest from investments		13,442	10,264
Net cash provided by / (used in) investing activities		13,442	10,264
Change in cash and cash equivalents in the year		1,664,499	(379,880)
Cash and cash equivalents at the beginning of the year	17	1,928,711	2,308,591
Cash and cash equivalents at the end of the year	17	3,593,210	1,928,711

Notes to the financial statements

For the year ended 30 June 2020

1 Accounting policies

a) Statutory information

SafeLives is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is Suite 2a, Whitefriars, Lewins Mead, Bristol BS1 2NT.

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

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The Trustees have reviewed the ongoing impact of the Covid-19 pandemic on the charity's operations and ability to continue as a going concern into the foreseeable future, and have concluded there are no material uncertainties in this regard.

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.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Bad and doubtful debts

SafeLives uses all reasonable endeavours to collect debts in respect of fees charged for services. Where items are over 12 months overdue and payment is looking to be extremely remote, the debt is written off in full (but will continue to be pursued). Debts which are over 90 days overdue, but under 1 year are reviewed on a regular basis, and a bad debt provision of 50% of the outstanding debt is made where appropriate.

i) 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.

Notes to the financial statements

For the year ended 30 June 2020

1 Accounting policies (continued)

j) 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 comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. Income and expenditure is allocated to four main charitable activities: Capacity Building; Innovation in Practice; Research and Influencing.
- Other expenditure represents those items not falling into any other heading.

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

k) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Allocation of support costs

Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources.

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.

m) Operating leases

Rental charges are charged on a straight line basis over the term of the lease. Rental incentives (such as rent free periods) are spread over the term of the lease.

n) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. 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:

- Leasehold improvements Over the minimum lease period

o) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

p) 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. Short term deposits are cash deposits with more than 3 months' maturity.

q) 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.

r) Financial instruments

The charity 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

s) Pensions

The charitable company makes defined contributions to personal pension plans for employees. The annual contributions payable are charged to the Statement of Financial Activities as they fall due. The company complies with the current requirements in respect of pensions auto-enrolment.

Notes to the financial statements

For the year ended 30 June 2020

2 Donations & grants

	Unrestricted £	Designated £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Grants receivable:							
Oak Foundation	106,667	-	-	106,667	106,667	-	106,667
Garfield Weston Foundation	100,000	-	-	100,000	100,000	-	100,000
Lloyds Bank plc	100,000	-	-	100,000	-	-	-
NatWest Bank plc	-	-	1,000,000	1,000,000	-	-	-
Other donations & income	211,290	-	-	211,290	152,367	-	152,367
Covid-19 grants & donations:							
Garfield Weston Foundation	-	150,000	-	150,000	-	-	-
Julius Gaudio Foundation	-	160,000	-	160,000	-	-	-
Hoare Trust	-	90,000	-	90,000	-	-	-
Lloyds Bank plc	-	50,000	-	50,000	-	-	-
Esmee Fairbairn	-	46,000	-	46,000	-	-	-
Rayne Foundation	-	20,000	-	20,000	-	-	-
Other Covid-19 grants & donations	-	29,599	-	29,599	-	-	-
	517,957	545,599	1,000,000	2,063,556	359,034	-	359,034

All Covid-19 grants and donations received in the year have been classified as designated funds. There were no such funds received in the prior year.

There were no restricted funds received in the prior year, other than those allocated to specific charitable activities, as per note 3.

3 Income from charitable activities

3.1 Capacity Building

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Training						
Fee income	1,250,654	-	1,250,654	1,376,349	-	1,376,349
Home Office – Older Persons Abuse training grant	-	-	-	-	50,000	50,000
Home Office – Children's Social Worker training grant	-	-	-	-	220,000	220,000
Welsh Office training grants	-	50,534	50,534	-	75,695	75,695
Grant re Surviving Economic Abuse training	-	6,187	6,187	-	14,492	14,492
Sub-total for Training	1,250,654	56,721	1,307,375	1,376,349	360,187	1,736,536
Knowledge Hub						
Home Office – Core Functions grant	-	406,138	406,138	-	398,596	398,596
Scottish Government – Marac grant	-	50,000	50,000	-	50,000	50,000
Fee income	43,748	3,450	47,198	52,562	-	52,562
National Lottery Community Fund Scotland	-	82,000	82,000	-	80,157	80,157
The Fidelity UK Foundation	-	77,917	77,917	-	-	-
Sub-total for Knowledge Hub/Marac programme	43,748	619,505	663,253	52,562	528,753	581,315
Consultancy						
Comic Relief – Tech vs Abuse grant	-	25,000	25,000	-	30,050	30,050
Vodafone Foundation	-	-	-	-	45,000	45,000
Standing Together – Health Pathfinder	-	52,876	52,876	-	105,719	105,719
Fee income	46,200	-	46,200	51,805	-	51,805
Sub-total for Consultancy	46,200	77,876	124,076	51,805	180,769	232,574
Capacity Building Total	1,340,602	754,102	2,094,704	1,480,716	1,069,709	2,550,425

Notes to the financial statements

For the year ended 30 June 2020

3.2 Innovation in Practice	Unrestricted	Restricted	2020	Unrestricted	Restricted	2019
	£	£	Total	£	£	Total
			£			£
Drive						
MOPAC (Police Transformation Fund)	-	548,401	548,401	-	775,719	775,719
National Lottery Community Fund	-	205,438	205,438	-	-	-
Essex Police & Crime Commissioner	-	-	-	-	142,000	142,000
Sussex Police & Crime Commissioner	-	31,500	31,500	-	173,500	173,500
South Wales Police & Crime Commissioner	-	-	-	-	283,652	283,652
Northumbria Police (MATAC funding)	-	36,000	36,000	-	-	-
Lloyds Foundation	-	87,501	87,501	-	173,457	173,457
Comic Relief	-	-	-	-	83,250	83,250
Tudor Trust	-	12,509	12,509	-	68,280	68,280
London Community Foundation	-	31,000	31,000	-	-	-
Segelman Trust	-	-	-	-	12,500	12,500
Miscellaneous	-	2,148	2,148	-	5,196	5,196
Sub-total for Drive	-	954,497	954,497	-	1,717,554	1,717,554
Beacons						
National Lottery Community Fund (Women's Aid)	-	659,434	659,434	-	730,128	730,128
The Peter Cundill Foundation	-	103,114	103,114	-	100,441	100,441
Esmée Fairbairn Foundation	-	92,000	92,000	-	101,320	101,320
Norfolk partners	-	267,150	267,150	-	252,576	252,576
Sussex partners	-	222,335	222,335	-	150,539	150,539
Miscellaneous	-	7,997	7,997	-	83	83
Sub-total for Beacons	-	1,352,030	1,352,030	-	1,335,087	1,335,087
Aurum Trust – Incubator team	-	100,002	100,002	-	25,000	25,000
Shared Lives	-	12,000	12,000	-	43,782	43,782
Tech V Abuse	-	25,987	25,987	-	-	-
Segelman Trust re Practice	-	24,999	24,999	-	31,250	31,250
Clore Foundation	-	1,000	1,000	-	-	-
Rosa Fund	-	-	-	-	3,000	3,000
Innovation in Practice Total	-	2,470,515	2,470,515	-	3,155,673	3,155,673
3.3 Research						
	Unrestricted	Restricted	2020	Unrestricted	Restricted	2019
	£	£	Total	£	£	Total
			£			£
Core Functions	-	105,863	105,863	-	113,404	113,404
National Lottery Community Fund Scotland	-	51,000	51,000	-	50,843	50,843
Health pathfinder project	-	56,318	56,318	-	41,490	41,490
National Lottery Community Fund re Insights	-	-	-	-	54,975	54,975
Fee income	52,076	3,500	55,576	62,774	-	62,774
Research Total	52,076	216,681	268,757	62,774	260,712	323,486
3.4 Influencing						
	Unrestricted	Restricted	2020	Unrestricted	Restricted	2019
	£	£	Total	£	£	Total
			£			£
Coutts Foundation grant re public affairs	-	-	-	-	15,000	15,000
Grants re Voices of Men & Boys project	-	-	-	-	35,000	35,000
Ellerman Foundation grant re public affairs work	-	55,000	55,000	-	-	-
Donation re public affairs work	-	25,000	25,000	-	25,002	25,002
Influencing Total	-	80,000	80,000	-	75,002	75,002
4 Income from investments						
	Unrestricted	Restricted	2020	Unrestricted	Restricted	2019
	£	£	Total	£	£	Total
			£			£
Bank interest	13,442	-	13,442	10,264	-	10,264
	13,442	-	13,442	10,264	-	10,264

Notes to the financial statements

For the year ended 30 June 2020

5 Analysis of expenditure

2020	Cost of raising funds		Capacity Building		Capacity Building Total	Innovation in Practice						Research	Influencing	Governance costs	Support costs	2020 Total		
	£	Training	Knowledge Hub	Consultancy		Drive	One Front Door	Beacons	Shared Lives	Practice	Incubator						Tech V Abuse	Innovation in Practice Total
Direct Staff Costs	170,683	497,660	487,264	218,370	1,203,294	432,349	6,732	204,560	12,000	56,684	76,269	21,227	809,821	278,940	220,116	13,065	242,043	2,937,962
Other People Costs	1,124	469,098	20,514	5,849	495,461	21,207	1,024	20,094	-	365	2,415	1,278	46,383	4,919	2,031	-	-	549,918
Delivery Costs	6,791	228,990	77,341	3,804	310,135	675,528	1,121	1,082,403	-	8,776	4,881	1,619	1,774,328	12,728	58,628	1,250	15,871	2,179,731
IT Costs	306	16,247	10,732	632	27,611	20,664	-	517	-	-	-	-	21,181	7,539	14,748	-	64,816	136,201
Office Costs	2,258	50,334	28,422	12,062	90,818	21,874	349	11,509	-	3,250	4,428	1,369	42,779	14,630	4,871	-	18,271	173,627
Other Costs	1,695	19,969	8,683	2,701	31,353	8,712	74	6,088	-	2,187	936	290	18,287	5,090	14,018	17,040	2,130	89,613
	182,857	1,282,298	632,956	243,418	2,158,672	1,180,334	9,300	1,325,171	12,000	71,262	88,929	25,783	2,712,779	323,846	314,412	31,355	343,131	6,067,052
Support costs	5,219	108,099	65,890	27,884	201,873	48,117	801	26,585	-	7,512	10,233	3,166	96,414	33,617	6,008	-	(343,131)	-
Governance costs	2,360	7,382	8,518	1,904	17,804	3,284	55	3,722	-	512	698	216	8,487	2,294	410	(31,355)	-	-
Total expenditure 2020	190,436	1,397,779	707,364	273,206	2,378,349	1,231,735	10,156	1,355,478	12,000	79,286	99,860	29,165	2,817,680	359,757	320,830	-	-	6,067,052
Charged to:																		
Unrestricted income	190,436	1,207,941	78,357	195,330	1,481,628	-	-	-	-	51,787	-	3,178	54,965	86,193	229,271	-	-	2,042,493
Designated income	-	-	20,000	-	20,000	-	-	-	-	-	-	-	-	-	-	-	-	20,000
Restricted income	-	189,838	609,007	77,876	876,721	1,231,735	10,156	1,355,478	12,000	27,499	99,860	25,987	2,762,715	273,564	91,559	-	-	4,004,559
	190,436	1,397,779	707,364	273,206	2,378,349	1,231,735	10,156	1,355,478	12,000	79,286	99,860	29,165	2,817,680	359,757	320,830	-	-	6,067,052
2019																		
Direct Staff Costs	190,414	377,151	382,564	175,162	934,877	474,645	235,535	261,050	39,741	58,843	11,412	-	1,081,226	321,674	164,930	9,446	257,354	2,959,921
Other People Costs	2,767	497,251	23,017	14,426	534,694	48,197	9,582	10,925	364	1,052	147	-	70,267	18,714	3,382	-	-	629,824
Delivery Costs	8,807	320,058	61,582	13,362	395,002	1,302,155	34,529	1,059,785	3,672	9,499	30	-	2,409,670	29,785	88,964	1,500	34,771	2,968,499
IT Costs	469	9,059	7,301	190	16,550	111,072	202	642	-	156	1	-	112,073	12,087	16,763	-	51,964	209,906
Office Costs	2,271	37,235	19,676	9,170	66,081	25,109	12,426	13,821	-	3,018	451	-	54,825	16,988	2,378	-	18,246	160,789
Other Costs	2,654	34,475	4,129	856	39,460	8,933	1,155	9,619	5	1,781	43	-	21,536	5,488	15,146	16,680	2,130	103,094
	207,382	1,275,229	498,269	213,166	1,986,664	1,970,111	293,429	1,355,842	43,782	74,349	12,084	-	3,749,597	404,736	291,563	27,626	364,465	7,032,033
Support costs	5,898	90,496	49,844	24,244	164,584	65,497	32,631	36,482	-	7,981	1,190	-	143,781	44,904	5,298	-	(364,465)	-
Governance costs	1,690	5,433	6,152	1,456	13,041	3,933	1,957	3,441	-	479	71	-	9,881	2,695	319	(27,626)	-	-
Total expenditure 2019	214,970	1,371,158	554,265	238,866	2,164,289	2,039,541	328,017	1,395,765	43,782	82,809	13,345	-	3,903,259	452,335	297,180	-	-	7,032,033
Charged to:																		
Unrestricted income	214,970	1,201,396	66,429	58,097	1,325,922	-	-	-	-	50,059	-	-	50,059	111,568	233,737	-	-	1,936,256
Restricted income	-	169,762	487,836	180,769	838,367	2,039,541	328,017	1,395,765	43,782	32,750	13,345	-	3,853,200	340,767	63,443	-	-	5,095,777
	214,970	1,371,158	554,265	238,866	2,164,289	2,039,541	328,017	1,395,765	43,782	82,809	13,345	-	3,903,259	452,335	297,180	-	-	7,032,033

Grants Payable

The following grants payable are included in the analysis of charitable expenditure above:

	2020	2019
	£	£
Grants to institutions in respect of the Drive project:		
Respect	298,335	296,674
Social Finance	74,917	173,536
Safer Merthyr Tydfil	-	352,309
Rise Mutual	28,920	-
The Change Project	10,019	238,202
The Richmond Fellowship (formerly DVIP Sussex)	179,081	99,123
	591,272	1,159,844

Support costs incurred in relation to the making and monitoring of grants are included within Drive support costs of £48,117 (2019: £65,497.)

Partner costs

£631,000 out of the £676,000 (2019: £1,224,000 of £1,302,000) Drive delivery costs relates to payments made to project partners, including amounts paid over as grants.

£1,050,000 out of the £1,082,000 (2019: £999,000 of £1,060,000) Beacons delivery costs relates to payments made to project partners.

Notes to the financial statements

For the year ended 30 June 2020

6 Net income / (expenditure) for the year

This is stated after charging:

	2020 £	2019 £
Depreciation (note 11)	-	4,116
Operating lease rentals:		
Property – lease	43,204	26,827
Property – service charges	26,987	25,251
Other	3,480	3,480
Auditors' remuneration (excluding VAT):		
Audit – current year	13,000	12,800
Other services	-	1,150
	<u> </u>	<u> </u>

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

Staff costs were as follows:

	2020 £	2019 £
Salaries and wages	2,515,213	2,571,864
Redundancy and termination costs	17,992	-
Social security costs	251,280	257,052
Employer's contribution to defined contribution pension schemes	153,477	131,003
	<u>2,937,962</u>	<u>2,959,919</u>
Costs related to self employed associates	509,304	555,516
	<u>3,447,266</u>	<u>3,515,435</u>

The following number of employees received employee benefits (excluding employer pension and national insurance costs) during the year between:

	2020 No.	2019 No.
£60,000 – £69,999	-	1
£70,000 – £79,999	3	1
£80,000 – £89,999	1	1
	<u> </u>	<u> </u>

The total employee benefits including employer pension contributions and employer's national insurance of the key management personnel were £327,374 in respect of 4 employees (2019: £315,221 in respect of 5 employees).

One Trustee, Ursula Lindenberg received remuneration during to year (a) for services provided as a Trustee and (b) for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services provided as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £460 (2019: £286) incurred by 4 (2019:3) members relating to attendance at meetings of the trustees.

Pensions

	2020 £	2019 £
Pension amounts outstanding at 30 June	16,368	17,558
	<u> </u>	<u> </u>

Notes to the financial statements

For the year ended 30 June 2020

8 Staff numbers

The average number of employees (based on headcount) during the year was 80 (2019: 76).

The average number of employees (based on full-time equivalent of staff employed) during the year was as follows:

	2020 No.	2019 No.
Fundraising	3	4
Capacity building	30	29
Innovation in practice	16	17
Research	10	12
Influencing	6	5
Support	8	9
	73	76
	73	76

9 Related party transactions

Olivia Pinkney, Trustee, is Chief Constable of Hampshire Constabulary. During the year ended 30 June 2018 a contract of £181,623 was awarded to SafeLives with respect to DA Matters training. Olivia Pinkney took no part in the decision to award the contract. £161,869 of income in relation to this contract was recognised in the 2017/18 accounts, and £19,754 in the 2018/19 accounts.

As noted in note 7 above, Ursula Lindenberg received remuneration during to year (a) for services provided as a Trustee and (b) for services provided as a Pioneer. (2019: £nil). The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services provided as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

Kelly Rust, Trustee, is a Director of The London Community Foundation. Kelly Rust took no part in the decision made by the London Community Foundation to award the Drive project a £31,000 grant (see note 3.2 above)

There were no amounts owing to or from any related party as at 30 June 2020 (2019: none).

During the year, SafeLives received no donations from connected parties (2019: none).

10 Taxation

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

11 Tangible fixed assets

	Leasehold improvements £	Total £
Cost		
At the start of the year	36,237	36,237
Additions in year	-	-
	36,237	36,237
Depreciation		
At the start of the year	36,237	36,237
Charge for the year	-	-
	36,237	36,237
Net book value		
At the end of the year	-	-
At the start of the year	-	-

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 30 June 2020

12 Debtors

	2020 £	2019 £
Trade debtors	112,783	320,310
Other debtors	42,277	27,188
Prepayments	123,483	137,079
Accrued income	166,968	636,661
	<u>445,511</u>	<u>1,121,238</u>

13 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	76,345	99,191
Taxation and social security	69,135	65,941
Other creditors	25,834	17,563
Accruals	368,985	561,511
Deferred income (note 14)	980,606	711,849
	<u>1,520,905</u>	<u>1,456,055</u>

14 Deferred income

The deferred income balance relates to income received in respect of programmes to be delivered in the next financial year.

	2020 £	2019 £
Balance at the beginning of the year	711,849	759,733
Amount released to income in the year	(711,849)	(759,733)
Amount deferred in the year	980,606	711,849
Balance at the end of the year	<u>980,606</u>	<u>711,849</u>

Deferred income is in respect of the following:

	2020 £	2019 £
Fee income (Training, Insights and Consultancy)	655,425	436,851
Other projects (grants)	325,181	274,998
	<u>980,606</u>	<u>711,849</u>

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

	General designated £	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	-	-	-	-
Net current assets	429,956	873,592	1,214,268	<u>2,517,816</u>
Net assets at 30 June 2020	<u>429,956</u>	<u>873,592</u>	<u>1,214,268</u>	<u>2,517,816</u>

Notes to the financial statements

For the year ended 30 June 2020

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

	General designated £	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	-	-	-	-
Net current assets	-	896,365	697,529	1,593,894
Net assets at 30 June 2019	-	896,365	697,529	1,593,894

16a Movements in funds (current year)

	At 1 July 2019 £	Income £	Expenditure £	Transfers £	At 30 June 2020 £
Restricted funds:					
Capacity Building					
Training					
Training grants	212,155	56,721	226,591	-	42,285
Knowledge Hub					
Core Functions	555	406,138	366,431	(40,262)	-
Scottish Marac	-	50,000	50,000	-	-
National Lottery Community Fund Scotland	41,228	82,000	104,456	-	18,772
Fidelity UK Foundation – re further expansion of the One Front Door programme	-	77,917	77,917	-	-
Fee income	-	3,450	3,450	-	-
Consultancy					
Comic Relief – Tech vs Abuse grant	-	25,000	25,000	-	-
Health pathfinder project	-	52,876	52,876	-	-
Capacity Building Total	253,938	754,102	906,721	(40,262)	61,057
Innovation in Practice					
Drive	335,250	954,497	1,231,735	-	58,012
Beacons	73,471	1,352,030	1,355,478	-	70,023
One Front Door	10,156	-	10,156	-	-
Aurum Trust – Incubator team	11,655	100,002	99,860	-	11,797
Shared Lives Project	-	12,000	12,000	-	-
Segelman Trust re Practice	-	24,999	24,999	-	-
Rosa Fund	1,500	-	1,500	-	-
Clore Foundation – re transformative feminist leadership programme	-	1,000	1,000	-	-
Tech V abuse – exploring how to make best use of digital technology to combat domestic abuse	-	25,987	25,987	-	-
Innovation in Practice total	432,032	2,470,515	2,762,715	-	139,832
Research					
Core Functions	-	105,863	146,125	40,262	-
National Lottery Community Fund Scotland	-	51,000	37,621	-	13,379
Health pathfinder project	-	56,318	56,318	-	-
Insights & other fee income	-	3,500	3,500	-	-
Research total	-	216,681	243,564	40,262	13,379
Influencing					
John Ellerman Foundation re Public Affairs	-	55,000	55,000	-	-
Grants re Voices of Men & Boys project	11,559	-	11,559	-	-
Donation re public affairs work	-	25,000	25,000	-	-
Influencing total	11,559	80,000	91,559	-	43

Notes to the financial statements

For the year ended 30 June 2020

Support for Victims/Survivors of Domestic Abuse

NatWest Bank plc fund to directly help survivors of domestic abuse.	-	1,000,000	-	-	1,000,000
Total restricted funds	697,529	4,521,298	4,004,559	-	1,214,268
General/unrestricted funds	896,365	1,924,077	2,042,493	95,643	873,592
Designated Covid – 19 funds	-	545,599	20,000	(95,643)	429,956
Total funds	1,593,894	6,990,974	6,067,052	-	2,517,816

Transfers between funds

The Core Functions grant was allocated 80:20 between the Knowledge Hub and the Research teams. Activity and expenditure funded by this grant turned out to be higher than anticipated in the Research team, and lower in the Knowledge Hub team, and so a transfer of £40,262 was made between the two teams.

The transfer between unrestricted funds and designated Covid-19 funds is in respect of the following:

Costs of cancelling training courses March 2020	28,727
Deficit on training activity in quarter 4	55,499
Loss of other fee income in quarter 4	11,417
Total transfer between funds	95,643

Notes to the financial statements

For the year ended 30 June 2020

16b Movements in funds (prior year)

	At 1 July 2018 £	Income £	Expenditure £	Transfers £	At 30 June 2019 £
Restricted funds					
Capacity Building					
Training					
Training bursaries	21,730	-	21,730	-	-
Training grants	-	360,187	148,032	-	212,155
Knowledge Hub					
Core Functions	866	398,596	398,907	-	555
Scottish Marac	-	50,000	50,000	-	-
National Lottery Community Fund Scotland	-	80,157	38,929	-	41,228
Consultancy					
Comic Relief – Tech vs Abuse grant	-	30,050	30,050	-	-
Vodafone Foundation	-	45,000	45,000	-	-
Health pathfinder project	-	105,719	105,719	-	-
Capacity Building Total	22,596	1,069,709	838,367	-	253,938
Innovation in Practice					
Drive	657,237	1,717,554	2,039,541	-	335,250
Beacons	134,149	1,335,087	1,395,765	-	73,471
One Front Door	338,173	-	328,017	-	10,156
Aurum Trust – Incubator team	-	25,000	13,345	-	11,655
Shared Lives Project	-	43,782	43,782	-	-
Segelman Trust re Practice	-	31,250	31,250	-	-
Rosa Fund	-	3,000	1,500	-	1,500
Innovation in Practice total	1,129,559	3,155,673	3,853,200	-	432,032
Research					
Core Functions	-	113,404	113,404	-	-
National Lottery Community Fund Scotland	-	50,843	50,843	-	-
Health pathfinder project	-	41,490	41,490	-	-
Insights	43,002	54,975	97,977	-	-
Psychological Violence	37,053	-	37,053	-	-
Research total	80,055	260,712	340,767	-	-
Influencing					
Coutts Foundation grant re public affairs	-	15,000	15,000	-	-
Grants re Voices of Men & Boys project	-	35,000	23,441	-	11,559
Donation re public affairs work	-	25,002	25,002	-	-
Influencing total	-	75,002	63,443	-	11,559
Total restricted funds	1,232,210	4,561,096	5,095,777	-	697,529
General/unrestricted funds	919,833	1,912,788	1,936,256	-	896,365
Total funds	2,152,043	6,473,884	7,032,033	-	1,593,894

16 Movements in funds (continued)

Purposes of principal restricted funds

Capacity Building

Training bursaries & grants

We have received funding for bursaries to allow practitioners from smaller charities to access our training. Grants have been received from the Home Office and the Welsh Government to fund new training, in particular training to help professionals to work better with older victims of domestic abuse, and training for social workers working in children's services.

Knowledge Hub

The Knowledge Hub provides support and resources to help Marac's and professionals working in the domestic violence sector to improve their effectiveness so that all high-risk victims of domestic abuse receive a consistent, quality response. A significant part of the Knowledge Hub's work (and some of the Research team's work) is funded via the "Core Functions" grant from the Home Office.

Health Pathfinder Project (also allocated to Research)

Funded through the Tampon Tax, the Pathfinder Consortium brings together domestic abuse systems leaders to establish comprehensive health practice in relation to domestic abuse in acute hospital trusts, mental health trusts and community based IRIS programmes in GP practices.

National Lottery Community Fund Scotland (also allocated to Research)

The funding from National Lottery Community Fund Scotland is enabling SafeLives to work closely with professionals and survivors across Scotland over 3 years, to review current service provision, analyse gaps and make improvement recommendations.

Consultancy grants (Comic Relief and Vodafone)

The Consultancy team has been awarded grants from Comic Relief and Vodafone to look into how digital and mobile phone technology can be used to help people in domestic abuse situations.

Innovation in Practice

Drive

This project (run in partnership with Respect & Social Finance and several delivery partners) addresses and challenges the behaviour of perpetrators of domestic abuse – the project is developing and testing innovative and different approaches with perpetrators across several pilot areas.

Beacons

Funding has been secured from a number of grant making trusts and commissions to develop two "Beacon" sites in Norfolk and Sussex where we are developing and testing all elements of our blueprint for change. This project will run to the summer of 2021.

One Front Door

At the end of 2015/16 we were awarded funding by the Home Office to test early intervention approaches in a range of locations across England. This funding has now been used up, and has been replaced with new funding from the Fidelity UK Foundation.

Incubator Team

This team was established towards the end of 2018/19 to come up with ideas with respect to professional practice, and to test those ideas internally initially, and then with selected partners, before seeking to go to wider audiences.

Shared Lives Project

We are working with Shared Lives Plus and are consulting survivors of domestic abuse to develop and test supportive housing options for survivors.

Segelman Trust

The Segelman Trust is helping to fund the work of the Practice team, which supports the work of professionals across our sector, including practice development.

Notes to the financial statements

For the year ended 30 June 2020

Rosa

Rosa have helped to fund some of our Practice costs, including filming work.

Clore Foundation

The grant from the Clore Foundation has been used to fund the costs of participants in the transformative feminist leadership programme.

Research**Insights**

Insights is a tried and tested tool for domestic abuse services which profiles and reviews services relative to comparable national and regional datasets, in order to highlight variances and trends, which are then explored with the service managers with the aim of improving services.

Psychological Violence

This project researched the different aspects of psychological violence, and the increasing role it is playing in domestic violence.

17 Analysis of cash and cash equivalents

	At 1 July 2019	Cash flows	Other changes	At 30 June 2020
	£	£	£	£
Cash at bank and in hand	923,130	807,084	-	1,730,214
Short term deposits	1,005,581	857,415	-	1,862,996
Total cash and cash equivalents	1,928,711	1,664,499	-	3,593,210

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases, rental element excluding services charges, is as follows for each of the following periods.

	Property		Other	
	2020	2019	2020	2019
	£	£	£	£
Less than one year	38,962	41,103	2,610	3,480
One to five years	170,016	176,198	-	2,610
Over five years	46,046	3,671	-	-
	255,024	220,972	2,610	6,090

19 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.