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Safeline Warwick
Company Limited by Guarantee
Financial Statements
31 March 2023
COMPANY REGISTRATION NUMBER: 03529271
CHARITY REGISTRATION NUMBER: 1070854

Safeline Warwick
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2023

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Safeline Warwick
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Trustees' Annual Report (Incorporating the Director's Report)
Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Chair's report

Welcome to this, our Annual Report and Accounts for Safeline's 28th year. I was recruited as a Trustee in 2018 and am now in my fifth year as a Trustee. A key motivation for wanting to be part of Safeline initially was my growing awareness of the issue of widespread sexual violence, against both men and women. Not only the scale of the issue, but also that it knew no boundaries and was present in all walks of life, included many of our most respected institutions, which was clear from the increasingly frequent reports in the media. The challenge faced by Safeline was (and remains) enormous and I could only see the demand for the services offered growing in the foreseeable future.

Following my appointment as a Trustee, I realised that my initial understanding was only the tip of the iceberg. Since joining Safeline, I have gained a deeper appreciation of the issues we face in society and a much better understanding of the services we offer. Everything I have learned in the last five years has served to emphasise the importance of the support and guidance offered to an increasingly broad spectrum of clients now using our services. Elsewhere in this Report you will find our CEO's report on activities, successes, and achievements during the year. Not only does it detail our activities, it also contains unsolicited quotes from clients about the support they received. Many of these comments are shocking and uplifting at the same time but all provide an insight into the issues clients face and are a tremendous tribute to the work done by Safeline.

I know that my concerns, enthusiasm, and commitment to the work done by Safeline is shared by all our Trustees. I can truly say it is an honour and privilege to work with all of them. Between us we have a diverse range of skills and experience, which is important, but perhaps more important is our shared vision and commitment to the objectives of Safeline. This allows us to discuss difficult issues openly and honestly and to support the collective decisions we make. With two Trustees who were previously clients of Safeline, we also have a unique insight into the services we offer, which adds tremendous value to our discussions. We have a clear, shared understanding of our role as Trustees and work hard to support and encourage our staff to deliver the best service possible.

We do not get involved with the operational aspects of Safeline, that is delegated to Neil Henderson, our CEO, and his Executive team. Our role is to set the general direction of the charity and monitor the outcomes. We are responsible for ensuring sound management of the professional, ethical, legal, and financial affairs of the Charity. In partnership with the executive team and staff, we set the direction, agree the vision and the strategies and policies to fulfill that vision, and monitor progress to ensure that outcomes are consistent with the agreed overall strategy.

We have come a long way since the pre pandemic age of 2018, but our fundamental approach as Trustees has not changed. Our aim is to empower and enable all staff, including volunteers, to deliver the very highest standards of quality for all our services. We meet formally as a Board at least four times during the year and have introduced processes designed to remove unnecessary obstacles and speed up decision making, whilst retaining the facility to challenge and discuss any proposals requiring our input. This works well because of the mutual trust and confidence existing between Trustees and the Executive Team.

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A cornerstone of that trust and confidence is a shared understanding that Safeline is only as good as the people delivering the services. Our staff, whether employees or volunteers, are our most important asset; it is they who determine our success. As an organisation we conduct regular staff surveys to encourage feedback. Staff meet regularly and Trustees are encouraged to attend the meetings where issues are discussed openly and suggestions for improvements are encouraged and welcomed. The innovation and enthusiasm shown in these meetings is a credit to all staff and we listen to their suggestions and feedback and, more importantly, act on it to mutual benefit. My experience of attending these meetings has always been positive and I have been humbled by the enthusiasm and commitment shown by all staff. I know this is shared by all trustees who have attended.

Our innovative and multi-faceted delivery continues to benefit a widening range of clients. Increasingly our focus is also on avoidance, through our prevention team working with young people, parents, and schools, which is something, if not unique to Safeline, is not a common feature of other, similar organisations. Providing support for victims and survivors is essential but if we can prevent people, particularly young people, from being exploited in the first case, that is a key objective.

Of course, none of this would be possible without funding and the year also saw an increase in this area. Again, the entire team have done a magnificent job in identifying funding streams and putting together detailed, high-quality bid documents. The bar has been set high, and we look forward to continuing success and progress in the foreseeable future.

Looking to the future, we are determined to continue to deliver the best possible support we can offer to our clients and victims. The quality of the services we provide is externally assessed independently and we are justifiably proud of our awards resulting from those assessments. However, we are not complacent, and work is ongoing to develop our next three-year strategic plan. Trustees have a role in this process but, again, we understand how important it is to engage with our staff who have the in-depth knowledge and experience on which we depend for our continued success.

In summary, the year was another successful one for Safeline on many levels and our thanks go to all our staff (including volunteers), executive team and supporters, whose contribution is so vital to our success. Finally, I must pay tribute to and thank my fellow trustees whose support and commitment is so important and who give their time freely and deploy their vast experience to the benefit of Safeline.

Eric Hogg, Chair of Board of Trustees

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Year ended 31 March 2023

Reference and administrative details

Registered charity name	Safeline Warwick
Charity registration number	1070854
Company registration number	03529271
Principal office and registered office	6 New Street Warwick CV34 4RX

The trustees

L Ward	
L J Scott OBE	
M E T Davies CVO DL	
E Hogg - Chair	
R Jenkinson	
B Patel	
S Thurlow	(Resigned 4 October 2023)
S Shoreman	(Appointed 12 October 2022)
C L Moynihan	(Appointed 12 October 2022)
M M Mullins	(Appointed 29 June 2023)

Auditor	Edwards Pearson & White (Audit) Limited Chartered Certified Accountants & statutory auditor 8 Jury Street Warwick CV34 4EW
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Bankers	The Co-operative Bank
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Structure, governance and management

Governing Document:

Safeline was established in 1994. It became a Company Limited by Guarantee on 17th March 1998 and a Registered Charity on 4th August 1998. As a charitable company it has Memorandum and Articles of Association as its governing document. These were amended in 2001 and 2007. On 25th November 2010 these were updated with Trustee names on them. The Memorandum and Articles of Association established Safeline objects and powers.

Recruitment and Appointment of Management Committee:

Trustees of the Charity are also Company Directors and under the company's Articles are known as members of the Board. Under requirements of the Memorandum and Articles, members of the Board serve for an annual period and retire by rotation at each Annual General Meeting.

Safeline's strategic plan details our strategic objectives over a 3-year period. As part of the strategic planning process, we undertake a systematic assessment of the Board's skills and knowledge each year and a needs analysis to identify any requirements for new skills/knowledge, training, or personal development that will support the successful delivery of our strategic plan.

Once the Organisation's needs have been identified, we target and recruit Trustees with the suitable skills, using established networks and advertising to attract suitable candidates. The Chair of Trustees is accountable for leading this process with support from the Senior Leadership Team and all other Trustees. Candidates are shortlisted and interviewed. Candidates that are successful in the interview have to meet the full Trustee Board who decide if someone should be confirmed as a Safeline Trustee.

Trustees Induction and Training:

New Trustees are given a detailed Safeline induction by the Chair, other Trustees, the Chief Executive and Safeline staff and are issued with a Trustee Handbook that outlines the vision, mission and values of the organisation as well as what it means to be a trustee with roles and responsibilities highlighted.

Organisational Structure:

Safeline has a provision for a maximum of ten Trustees and the Board meets at least four times a year. Trustees are responsible for the effective governance of the charity, ensuring it achieves its charitable objectives, as well as maintaining high legal and ethical standards in the eyes of its service users, regulatory bodies and the wider community.

Trustees delegate the day-to-day operational management of Safeline to the Chief Executive (Neil Henderson) to ensure anyone supported by the charity receives the best possible support available.

Risk Management:

Trustees regularly review major risks to which the charity is exposed, and the mitigating actions designed to effectively manage these risks. External funding risks are reduced by investing in fundraising resource to grow and diversify its income and increase the proportion of unrestricted funds. Internal risks are minimised by the reviewing and updating internal policies and procedures and ensuring these are consistently deployed and complied with across all aspects of the charity.

Public Benefit Test:

As part of the updated Charities Act 2006 all charities need to promote and show how public benefit is being addressed. All activities are undertaken to further the charity's purposes for the public benefit; Trustees have had regard to the Charity Commission's guidance on public benefit. Safeline aims to protect and support anyone at risk of sexual abuse and support those already affected. Services include free and timely counselling

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(face-to-face, by phone and online), creative therapies, a free telephone and online service, prevention projects and one to one support for vulnerable children and young people, support for anyone wanting to report their abuse to the police and pursue it through the criminal justice process and training for parents and professionals who want to protect people affected by sexual abuse.

Objectives and activities

Safeline's vision is that:

"Everyone affected by or at risk of sexual abuse and rape feels supported and empowered"

Safeline's mission is to provide specialist, tailored free support for anyone affected by or at risk of sexual violence and abuse, that empowers them to make choices about the lives they want and helps prevent abuse.

The charitable objectives are:

- To help prevent sexual abuse, rape, and sexual exploitation and to promote and protect the good health of all survivors throughout England and Wales.
- To provide qualified Counsellors, Psychotherapists, Creative therapists, ISVAs, Early Intervention coordinators, Emotional Support Advisors, and general Support staff to support and advise anyone at risk of or affected by sexual abuse, rape and sexual exploitation throughout England and Wales on how to cope with and move beyond their unwanted sexual experiences.
- To provide evidence based early intervention and therapeutic support services to all survivors of sexual abuse, rape, and sexual exploitation throughout England and Wales.
- To increase awareness and promote understanding of the importance of early intervention initiatives and the effects of sexual abuse on survivors in society through training, education and working in partnership with community organisations and statutory services.
- To provide education, training and awareness raising campaigns around the issue of sexual abuse, rape, and sexual exploitation of people of all ages and backgrounds and continue to learn from our work and respond effectively to new knowledge and identified needs.

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Objectives and activities (continued)

Fundraising

Safeline recognises that for success to be achieved, mission, delivery, and income must be interconnected. We employ skilled fundraising professionals with a strategic vision who are dedicated to the charity and its clients. The Head of Development is a key member of our Senior Leadership Team and has a remit that includes marketing and communications.

Generating income to support the activities of the charity is an ongoing effort, not a 'start-stop' activity. The presence of dedicated, in-house fundraisers allows for the continuous identification and pursuit of income opportunities.

We firmly believe that this approach enhances the quality of our fundraising and increases the probability of success. A profound understanding and emotional connection to the charity's work make fundraising requests more authentic, and reflective of what we do. Our fundraisers are better equipped to articulate need and outcomes because they witness first-hand the impact our work has on beneficiaries, have ready access to internal experts and are constantly learning.

The tasks that can be performed by employed fundraisers is far more comprehensive than that of freelance fundraiser which helps make our fundraising approach more effective. We currently have three full-time fundraisers, and they perform a wide range of fundraising and other activities.

Safeline fully complies with the Fundraising Regulator's Code of Fundraising Practice. Safeline has never received a complaint regarding its fundraising activities.

- Our Head of Development is accountable for leading and directing the fundraising team. Creating Safeline's fundraising strategy and coordinating and writing major bids. They are responsible for creating a 'whole-team approach' to fundraising across Safeline, ensuring everyone is effectively engaged in shaping any funding request. Build relationships with funders/supporters. Is accountable for increasing awareness of the Safeline brand, enhancing its reputation, and spearheading and implementing a social media strategy. They take ownership of the design/effectiveness of our website. Ensures fundraising is heard/supported at Executive and Board level.

- Our Development Coordinators are both Full-time. They are accountable for identifying potential funding opportunities, writing funding bids, recruiting fundraising volunteers and supporting volunteer fundraising events. Organising Safeline fundraising/awareness raising events, contributing to/managing social media, maintaining our Customer Relationship Management system, building relationships with supporters locally and nationally and internally with staff.

Safeline has 4 key fundraising objectives:

- Grow income to increase our capacity to help more people with high-quality support.- Diversify income to ensure we are not over-reliant on any one stream.- Increase longer-term funding, e.g., more than 12-months, so we can plan with confidence.- Increase unrestricted income so we have greater flexibility to allocate these resources how and when we like.

Performance against these 4 objectives has been very good.

Growth: Between 2015 and 2023, income grew from £400,000 to £1,320,101, an increase of £920,101, (+230%). For every £1 invested in dedicated fundraising staff, we generate £18.

Diversification: In 2015, 96% of all income came from central Government. This was the time of austerity and Government cuts, and because of this our income was high risk. In 2022, the percentage of income received from central Government was 71%, a 25-percentage point reduction from 2015. Income from non-statutory grants, individual/community giving, corporate donations have all increased substantially.

Long-term funding: In 2015, 97% of all income was for 12-months only. In 2022, 70% of all income is for more than 12-months.

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Objectives and activities *(continued)*

Unrestricted Income: In 2015, 6% of total income was unrestricted, in 2023 unrestricted income accounted for 14%.

Volunteers

Safeline has 30 volunteers:

- We have 6 volunteer counsellors, fully trained by Safeline, that support victims/survivors of sexual violence with person centred trauma informed counselling.
- We have 7 volunteers that support our Prevention and Early intervention team providing support to children and young people impacted by or at risk of sexual violence.
- We have 16 volunteer fundraisers, that organise their own fundraising events on behalf of Safeline or support Safeline fund raising/awareness raising events.
- We have 1 admin volunteer who supports with reception and undertakes various admin tasks.

In 2016 Safeline was awarded the Queens Award for Voluntary service, the highest award a voluntary group can receive in the UK, the equivalent of an MBE. We received the Queens Award for the way we enabled our volunteers to provide support to the community to empower others.

Achievements and performance

I am so proud of what our people have achieved this year for the thousands of clients that have accessed our services. Safeline's objectives are clear; we help prevent sexual violence and we support those already affected. Every individual connected to Safeline, whether directly or indirectly- including our clinical support teams, fundraiser, back-office staff, receptionists, partners, suppliers, trustees, and supporters- is deeply committed to safeguarding highly vulnerable people and supporting victims/survivors in coping with and recovering from the profound impacts of abuse.

This clarity of purpose and collective responsibility has enabled us to deliver incredible outcomes for our beneficiaries this year. We emerged from the pandemic a more confident, experienced, knowledgeable, resilient, and collaborative organisation. We used these strengths to further enhance and improve client outcomes. We did everything we needed to do to support more people with high-quality support and we executed it very well.

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- We grew income and utilised some of our restricted reserves to significantly increase our investment in frontline services, enabling us to support record numbers of people (estimated 27,000 across England and Wales), and maintain high-quality support, (Free, timely, long-term).

- We effectively managed our finances, keeping overheads to a minimum. Our reserves policy struck the right balance, ensuring we didn't tie up funds unnecessarily, allowing us to use them to support people, while maintaining sufficient funds to cover any liabilities in the event of a financial crisis.

- We recruited additional staff and volunteers who brought new skills, experience, expertise, and ideas to the organisation and we retained all our existing highly experienced, fully trained staff; excellent people are critical to delivering our consistent, high-quality support.

- We invested in our people, with training and wellbeing support, so they had the skills, expertise, and resilience to support anyone impacted by sexual violence. During the year we significantly increased the number of people supported from marginalised/under-represented groups; 52% of all our clients stated they had one or more disabilities, 39% said they were non-white British.

- We worked effectively, nationally, and locally with partners to ensure more referral agencies knew how to signpost people to our services. Last year, Safeline supported victims/survivors from every PCC area in England and Wales. Operating our person-centred, trauma informed services in an effective and efficient way delivered exceptional outcomes for our clients.

- We use the 14-item scale Warwick-Edinburgh Mental Wellbeing Scale to measure changes in the mental health/wellbeing of our clients before and after support. The scoring range for each item is 1-5, the higher the score, the better the client's mental health/wellbeing; the scoring range is 14-70. Research by Warwick University highlighted any improvement more than 3-points is regarded as meaningful, 8-points is unequivocally meaningful, Safeline averaged an 18-points improvement over the year.

- 99% of all Face-to-Face Counselling clients rated our support as 'Very good or excellent' at meeting their support needs. - ISVA/CHISVA (Independent Sexual Violence Advocate) clients rated their support 9.5 out of 10.

- 97% of helpline clients rated our support as 'Very good or excellent' at meeting their support needs, 100% said they would recommend the service to others.

- 100% of Children and Young People accessing our Prevention and Early Intervention services reported improved mental health, reduced risk ratings.

The acid test for any agency like ours is what clients say about the support they received; did it protect them, did it help them cope and recover, did they get their lives back on track. We encourage everyone that uses our services, to provide feedback on how our support affects them personally. The 'Voices of our clients' are so powerful and meaningful and tell us so much more about our impact than we ever could. The following statements reflect some of the feedback we received during the year. All the clients have given us permission to use their words.

"Before I started, I was constantly angry and anxious and at times suicidal. Fast forward to today and things couldn't be more different. I am no longer angry, I am no longer anxious, I am not trying to please others to keep my environment safe and I am no longer contemplating suicide, (the thought of it seems crazy), I'm now happy". Adult Female face-to-face counselling client

"Started being able to work part time. Put support in place to start eating well and exercising. Suicidal thoughts have 99% stopped. Self-harming has 100% stopped. Have been able to start supporting fellow survivors as a facilitator of an online group. Have put support in place so I'm now washing regularly, have clean clothes available and am getting dressed. All things that weren't happening before counselling". Adult Male face-to-face counselling client

"My counsellor was nothing short of excellent and has kept me alive". Teenage Female face-to-face counselling client

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"I have overdosed 3 times in the last 2 years and feel had I not found Safeline, I would be dead". Adult Male face-to-face counselling client

Fact: People who are sexually abused as children are three times more likely than others to try to kill themselves as adults.

- 80% of Safeline's new face-to-face counselling clients, 53% of Telephone/Online counselling clients, 83% of male survivors contacting our National Male Helpline presented with suicidal ideation or attempted suicide.

- 74% of children and young (CYP) people attending Safeline's Prevention and Early Intervention services, disclosed self-harm or attempted suicide.

"It has enabled me to create clear boundaries between myself and others. This has allowed me to use that energy for positive things such as my son and my work" Adult Female Telephone Counselling client

"I am no longer preoccupied with my childhood abuse. My mind has been freed up for new thoughts, aspirations, and dreams for my life". Adult Male Telephone Counselling client

"I was in a very dark place when I started therapy and am leaving feeling like a different person, with a new job to start and the next positive chapter of my life ahead. Thank you Safeline". Adult Female Online counselling client

Fact:

- 50% of people sexually abused as a child experience Domestic Abuse later in life.

- 49% of all Safeline clients during 2022/23 were aged 17-and-under.

"I find it very difficult to talk about the sexual abuse I went through as a child to anyone. I have kept it to myself for so many years. When I came across this, I felt as though I could open up". Adult Male, National Male Helpline Text User

"You listened, made me feel that you felt my pain and genuinely wanted to help". Adult Male, National Male Helpline Telephone User

"I don't self-harm as much, I pick up the phone instead" Adult Male, National Male Helpline Telephone User

"It's like having a best friend that understands everything that is going on and can reassure you whatever happens you have done the right thing". Male ISVA Client

Fact: In certain contexts, more males are abused than females.

- A study into 'Men's Unwanted Sexual Experiences' Published January 2023, identified two thirds (65%) of the men who participated had more than one unwanted sexual experience, with sexual assault and sexual harassment most reported.

- During 2022/23 40% of all Safeline clients were men and boys.

"Just wanted to send you a message to thank you so much for your help during the case. You have always been there, even at 3 in the morning when I sent you emails, you always replied and always supported me. I just want to say without you there is no way I was ever going to manage getting to court. Thank you so much for your support, you are simply a legend and a star". Female ISVA client

"I have learned lots about keeping safe online. The course has made me a better person as I am more careful about what I say and how I treat others." 12-year-old boy Secondary school Prevention project

"I've really enjoyed taking part in this course. It has helped me learn certain things such as consent, online

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safety, and signs of abuse. When I started this course, I was unable to say no towards a situation because I was scared it would affect a relationship I had with the other person. But this has helped me learn that saying no is ok and you will need to say it in certain situations. I really hope children like me can get the help I managed to get so their life will be easier and they can understand what you need to do to manage in life." 13-year-old boy Safer Relationships project

"The course has helped me to keep all my online accounts on private, I have loved the project, it has helped my mental health and taught me about bullying, supporting someone being bullied. The staff are lovely, kind and it is fun. I wouldn't change anything about the project, it is perfect". 10-year-old Girl Primary School Keeping Safe Project

Fact: Sexual Violence and Homelessness are inextricably linked.

- 65% of chronically homeless women report childhood sexual abuse.
- 42% of homeless youth report being sexually abused prior to leaving home.
- 92% of homeless women have experienced severe physical and/or sexual violence in their lifetime.

The role played by our staff and volunteers in delivering these outcomes, cannot be overstated. Safeline implemented a people strategy that has successfully driven employee/volunteer engagement, retention, professional development, and performance. We have an annual staff and volunteer survey to obtain feedback to gauge morale, identify possible improvements, measure the effectiveness of our communication etc. The results obtained this year evidence we are leading our people in a way that inspires, motivates, and supports them.

2022 Staff Survey results

- 67% response rate (2021 58%)
- 95% of staff said they were 'Proud to Work for Safeline
- 90% said they were motivated to go above and beyond for Safeline.
- 83% said they receive sufficient training/learning opportunities to help them do their jobs.
- 93% said they are given the opportunity and freedom to do what they do best every day.
- 84% of staff feel connected to their colleagues.
- 90% said they received the right amount of recognition for the work and the contribution they make.
- 88% felt supported by their line manager.

Volunteer survey results

- 80% response rate
- Volunteers rated the support from Safeline as 9.6 out of 10.
- 100% felt able to raise any concerns about organisational/client matters. Volunteer comments:

'I value Safeline's ethos, passion, and friendliness. it is a very warm supportive environment to be part of'.

'I most value how there is very little distinction made between management, staff, and counsellors. This transmits a real unity and friendly atmosphere to work in and makes you feel you are playing an important part of the organisation'.

'I value the autonomy, support, Continuous Professional Development and counselling environment and organisational culture'.

The feedback from the people we support and from our staff and volunteers, tells me that everyone associated with Safeline is doing a great job, doing it in the right way and for the right reasons. That is so humbling, inspiring, and fulfilling.

Neil Henderson CEO Safeline

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Financial review

Financial review

Total income for the year was £1,320,996, compared to £1,234,433, the previous year, an increase of £86,563 (+7%). Achieving growth in a year when substantial government financial support for the COVID pandemic ceased, the impact of the cost-of-living crisis adversely affected the amount of donations, and competition for limited funds increased exponentially, is very satisfying.

Charitable expenditure for the year was £1,362,489 compared to £1,273,178, the previous year, an increase of £89,311 (7%). This is the highest level of expenditure we have ever invested in our frontline services demonstrating our commitment to supporting vulnerable people at a time when demand for support has never been greater.

Expenditure for the year exceeded income by £41,494, this deficit was a planned use of brought forward funds and therefore expected. Safeline delivered an operating surplus of £279,561 in the 2020/21 financial year which generated restricted funds of £523,233 which were carried forward for future committed spend. Restricted funds are given to us by funders in good faith that they will be used to support people affected by sexual violence. Not using these would undermine the trust invested in us by funders and it would also be immoral when so many victims/survivors need support. We utilised these funds this year to retain experienced staff within the organisation and increase our capacity to help support more people with free, high-quality, timely, long-term support.

Total funds carried forward decreased from £696,809, to £655,314, a decrease of £41,495, (-6%), which was better than planned because of the income growth generated in the year. Restricted funds decreased from £500,281, to £436,062 a reduction of £64,219, and unrestricted funds increased from £196,528, to £219,253, an increase of £22,725.

Overall Financial Health

Safeline's overall financial health is good. We have implemented a plan to generate further income growth in 2023/24 which is already delivering success. In December 2022, we were informed that we were successful in our bid to deliver the Warwickshire Police and Crime Commissioners Sexual Abuse and Violence Recovery services contract worth £870,000 over three years. The contract commences 1 April 2023, year one income is £315,000. We also successfully increased the funding we receive from the Home Office's Support for Victims and Survivors of Child Sexual Abuse Fund (SVSCSA) from £279,564 to £476,100 over three years, an increase of £196,536. This contract commenced August 2022. Income is forecast to grow substantially in 2023/24.

We continue to successfully diversify our income to make us less reliant on any single income stream. Income from one-off/regular givers, non-statutory grants, corporate donations, and community fundraising is growing. As awareness of Safeline grows, more donations are being received nationally/internationally. We continue to increase the amount of long-term funding we receive. In 2022/23, 70% of all income was for 12-months or more, in 2023/24, we anticipate this will grow to 75%, this allows us to think and plan longer-term. Approximately 14% of our total income is unrestricted, this represents significant growth compared to previous years, but more needs to be done to increase this further. Safeline will celebrate its 30th anniversary in 2023/24 and we will use this as a catalyst to try and generate more unrestricted income.

We have healthy levels of restricted (£436,061), and unrestricted reserves, (£219,253). However, in 2023/24, we will be recruiting significant numbers of new staff to help fulfil the obligations of the new contracts we have won. Consequently, we will need to review the level of unrestricted reserves we hold to ensure we have sufficient funds to cover liabilities in the event of a financial crisis; increasing the level of unrestricted reserves will be a key objective for 2023/24. In terms of cash, we have a strong cash position, cash at bank and in hand is £548,192.

Our financial planning and management processes are rigorous and robust and are independently audited annually. Independent audits confirm that we fully comply with our financial protocols, they also identify gaps/improvement opportunities which further strengthen our financial controls. Safeline is prudent with its finances and ensures the maximum amount is invested in supporting its clients. Safeline's overheads are 14% of

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total income, in a good performing business, an overhead percentage that does not exceed 35% of total income is considered favourable.

Despite our good financial health, a considerable amount of risk remains. Competition for grants, (Statutory and non-Statutory) is the most competitive it has ever been. According to the Charities Aid Foundation an estimated 4.9 million fewer people in the UK are giving to charities. The cost-of-living crisis has added over £100,000 to the running costs of the charity and one of our government grants worth £244,000 is at potential risk. Steps have already been taken to try and mitigate these risks and the Board reviews these risks/mitigating actions bi-monthly. These risks come at a time when demand for our services is growing faster than it ever has.

Reserves

Reserves are critical to Safeline's Financial Planning and management processes. Trustees have adopted a progressive policy that strikes a good balance between tying up money unnecessarily, which limits the number of people we can support, and not having sufficient funds, which affects our ability to meet our liabilities in the event of a financial crisis. It is good financial Governance/Practice that any level of reserves should reflect the individual circumstances of a charity. In determining the level of unrestricted reserves Safeline should hold, Trustees consider the following factors:

- Liabilities: The level of financial exposure in the event of insolvency or a major funding reduction. Outside of potential redundancy costs, Safeline has very few financial liabilities.
- Cash flow: The risk of falling short of cash. Safeline has a very healthy working capital position because a significant proportion of the income we receive is paid in advance of any expenditure. We also have rigorous and robust procedures to manage cash.
- The nature of the funds: Considerations include the source of funding, length of funding, how secure it is, and the level of unrestricted funds which can be spent on any purpose of the charity or used as reserves. Approximately, 75% of all our income comes from central/local Government which is reasonably secure. 70% of income is currently for more than one year, and we have a reasonable level of unrestricted income, currently 14%. Based on these considerations, our income is relatively low risk given its source, and its duration.
- Future spending plans: The need to fund unfunded posts/potential new services. New posts are only implemented when we have secured income to fully fund it.
- Financial controls: Our financial controls are robust/rigorous, independently audited annually and we have high compliance with our protocols.

Given this situation, the Senior Management Team and Trustees have agreed that there should be a minimum unrestricted reserves level of £170,000. Our current level of unrestricted reserves is £219,253.

Safeline Warwick
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

Financial review *(continued)*

Approach to remuneration

Safeline has a remuneration policy which is reviewed and signed off annually by the Board of Trustees.

Attracting and retaining staff is a major priority for Safeline because of skills shortages within the sector. Since COVID, the demand for clinically trained staff, (Counsellors, mental health experts etc), has grown exponentially especially from organisations that can afford to pay people more.

The key principle underpinning our Remuneration policy is 'Comparative rates of Pay'. This approach means that no person, in another organisation, doing a similar type of role in our geographic area, will be paid more than Safeline staff. This helps remove pay as a risk to retaining/attracting staff.

Salaries are reviewed annually against local/other appropriate benchmarks. If gaps are identified between our staffs pay and benchmarks, proposals to increase salaries are developed and submitted to the board for sign-off. These need to be considered alongside affordability. The annual salary review also scopes cost-of-living increases to ensure the disposable income of our people isn't diluted by inflationary increases and creates retention risks.

This approach was implemented September 2019, since then, no member of staff has left the organisation because of pay and our ability to attract high-quality staff/candidates has improved significantly.

In the 2022 staff survey, 85% of all staff agreed that they are fairly remunerated in line with the market rates for similar jobs in my area

Safeline Warwick
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

Plans for future periods

Plans for future periods

We are currently creating a new strategic plan which will define our direction, goals, priorities, resource allocation etc. over the next three years. Victims/survivors, staff, volunteers, trustees, partners have been actively engaged in the development of the plan.

We have absolute clarity around the aims and objectives of Safeline and given the exponential increase in the demand for all our services, our ambition over the next few years is to support even more people with high-quality, specialist support that delivers exceptional outcomes. We want to do more, and we want to do it better.

We have already secured substantial new funding for next financial year from the Warwickshire Police and Crime Commissioner and the Home Office, these contracts will be fully/effectively mobilised in 2023/24. It is estimated that this funding will enable us to increase the number of clients supported by circa 25%. Our aim is to support 80,000 people over the next 3-years.

We are a victim led organisation and the insight gained from supporting so many people, will further inform our deep understanding of how trauma affects victims/survivors and enable us to continually develop and adapt our high-quality and effective trauma-informed practice to protect people and help them cope and recover.

We will be investing more resource in improving our evaluation frameworks, implementing new data capture systems, and developing our data analysis and decision-making expertise/capabilities to ensure that everything we do is evidenced based, driven by the needs of the people we support and focuses on the areas that will have maximum impact for them.

Safeline captures a huge amount of evidence based, high quality data/insight from the thousands of people it supports. We intend to use this much more to better educate stakeholders on how sexual violence is a key causal factor of so many other serious social health problems, (Suicide, domestic abuse, homelessness, health inequalities, long-term unemployment etc), the aim being to improve policy making and deliver genuine/sustainable social change.

Key to this is generating a much greater focus from everyone, on preventing all forms of sexual violence, particularly in schools. We are horrified by the prevalence of harmful sexual behaviours and sexual assaults in Warwickshire schools, both primary and secondary. Our practice clearly demonstrates, that left unsupported, the older children get, the more prevalent and more serious sexual violence become. We aim to increase our capacity to deliver our prevention interventions to more children and young people, both locally and nationally. We will also work with national and local stakeholders, (Safeline is a member of the Home Office's Harmful Sexual Behaviour Steering Group, Network), to encourage/persuade them to move from a system that largely provides support to victims/survivors of sexual violence to one that also tries to prevent it from happening. We will educate children and young people on how to keep themselves safe and we will equip teachers and parents with the knowledge/skills they need to identify and address harmful sexual behaviours and sexual assault.

We will continue to empower our people to deliver fantastic outcomes for our beneficiaries. This will be more challenging because we anticipate that all our teams will grow which will place bigger demands on our leaders and require them to adapt their leadership style and priorities. They will need to delegate responsibilities and decision making more, think about how they communicate across larger teams, seek out/accept feedback, identify, and nurture talent within the team etc. To enable this, more time and resource will be invested developing and supporting Senior Leadership Team performance, including creating space to regularly reflect on our work and identify areas for improvement.

Safeline Warwick
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

Qualifying indemnity provision

During the year the Charity took out Trustees Indemnity insurance.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 20 December 2023 and signed on behalf of the board of trustees by:

DocuSigned by:

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E Hogg - Chair
Trustee

Safeline Warwick
Company Limited by Guarantee
Independent Auditor's Report to the Members of Safeline Warwick
Year ended 31 March 2023

Opinion

We have audited the financial statements of Safeline Warwick (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Safeline Warwick

Company Limited by Guarantee

Independent Auditor's Report to the Members of Safeline Warwick *(continued)*

Year ended 31 March 2023

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' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Safeline Warwick
Company Limited by Guarantee
Independent Auditor's Report to the Members of Safeline Warwick *(continued)*
Year ended 31 March 2023

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our assessment focused on key laws and regulations the charity has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, United Kingdom Generally Accepted Accounting Practice, Charities SORP and relevant tax legislation.

We are not responsible for preventing irregularities. Our approach to detect irregularity included, but was not limited to, the following:

1. An understanding of the legal and regulatory framework applicable to the charity and how the charity is complying. 2. Obtaining an understanding of the charity's policies and procedures and how the charity has complied with these, through discussions and sample testing. 3. An understanding of the charity's risk assessment process, including the risk of fraud. 4. Performing audit work over the risk of management override of controls, including testing of journal entries for appropriateness.

Whilst considering how our audit work addressed the detection of irregularities, we also consider the likelihood of detection based on our approach. Irregularities from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. Also the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

Safeline Warwick

Company Limited by Guarantee

Independent Auditor's Report to the Members of Safeline Warwick *(continued)*


Year ended 31 March 2023

- 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 charity'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 charity 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.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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David Pearson (Senior Statutory Auditor)

For and on behalf of
Edwards Pearson & White (Audit) Limited
Chartered Certified Accountants & statutory auditor
8 Jury Street
Warwick
CV34 4EW

20 December 2023

Safeline Warwick
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2023

		Unrestricted funds	2023 Restricted funds	Total funds	2022 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	130,040	1,138,195	1,268,235	1,182,379
Fundraising and training income	6	47,718	2,727	50,445	50,930
Investment income	7	895	–	895	1,124
Other income	8	1,421	–	1,421	–
Total income		<u>180,074</u>	<u>1,140,922</u>	<u>1,320,996</u>	<u>1,234,433</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	9	9,931	750	10,681	10,463
Expenditure on charitable activities	10,11	147,418	1,204,391	1,351,809	1,262,715
Total expenditure		<u>157,349</u>	<u>1,205,141</u>	<u>1,362,490</u>	<u>1,273,178</u>
Net expenditure and net movement in funds					
		<u>22,725</u>	<u>(64,219)</u>	<u>(41,494)</u>	<u>(38,745)</u>
Reconciliation of funds					
Total funds brought forward		196,528	500,280	696,808	735,554
Total funds carried forward		<u>219,253</u>	<u>436,061</u>	<u>655,314</u>	<u>696,809</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 23 to 32 form part of these financial statements.

Safeline Warwick
Company Limited by Guarantee
Statement of Financial Position
31 March 2023

	Note	2023 £	£	2022 £
Fixed assets				
Tangible fixed assets	16		31,824	33,492
Current assets				
Debtors	17	101,422		96,703
Cash at bank and in hand		<u>549,087</u>		<u>606,291</u>
		650,509		702,994
Prepayments and accrued income		8,886		8,301
Creditors: amounts falling due within one year	18	<u>22,124</u>		<u>35,105</u>
Net current assets			<u>637,271</u>	<u>676,190</u>
Total assets less current liabilities			<u>669,095</u>	<u>709,682</u>
Accruals and deferred income			<u>13,781</u>	<u>12,873</u>
Net assets			<u><u>655,314</u></u>	<u><u>696,809</u></u>
Funds of the charity				
Restricted funds			436,061	500,281
Unrestricted funds			<u>219,253</u>	<u>196,528</u>
Total charity funds	20		<u><u>655,314</u></u>	<u><u>696,809</u></u>

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

These financial statements were approved by the board of trustees and authorised for issue on 20 December 2023, and are signed on behalf of the board by:

DocuSigned by:

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E Hogg - Chair
Trustee

The notes on pages 23 to 32 form part of these financial statements.

Safeline Warwick
Company Limited by Guarantee
Statement of Cash Flows
Year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net expenditure	(41,494)	(38,745)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	17,189	14,853
Dividends, interest and rents from investments	(895)	(1,124)
Accrued expenses/(income)	908	(801)
Other operating cash flow adjustment	(1)	-
<i>Changes in:</i>		
Trade and other debtors	(5,304)	4,637
Trade and other creditors	(12,981)	5,998
Cash generated from operations	<u>(42,578)</u>	<u>(15,182)</u>
Net cash used in operating activities	<u>(42,578)</u>	<u>(15,182)</u>
Cash flows from investing activities		
Dividends, interest and rents from investments	895	1,124
Purchase of tangible assets	(15,521)	(16,376)
Net cash used in investing activities	<u>(14,626)</u>	<u>(15,252)</u>
Net decrease in cash and cash equivalents	(57,204)	(30,434)
Cash and cash equivalents at beginning of year	606,291	636,725
Cash and cash equivalents at end of year	<u>549,087</u>	<u>606,291</u>

The notes on pages 23 to 32 form part of these financial statements.

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, company number 03529271, incorporated and registered in England and Wales and a registered charity, charity number 1070854, in England and Wales. The address of the registered office and principal place of business is 6 New Street, Warwick, CV34 4RX.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in sterling, which is the functional currency of the company and rounded to the nearest £.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

No significant judgements have had to be made in preparing these financial statements.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Leasehold Property Improvements	-	10% straight line
Fixtures & Fittings	-	15% reducing balance
Equipment	-	25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

The company only has basic financial instruments.

- Financial assets

Financial assets comprise items such as cash at bank and in hand, trade and other debtors. These are initially recorded at cost on the date they originate. The company considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognised in profit or loss.

- Financial liabilities

Financial liabilities comprise items such as corporation and other taxes, bank and bank loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable. The company considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognised in profit or loss.

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations and Regular Givers	15,056	–	15,056
Contract Income	3,475	–	3,475
CAF Income	–	–	–
Non Statutory Grants	44,460	160,268	204,728
Statutory Funding - Ministry of Justice	–	643,985	643,985
Other Statutory Funding	25,000	333,942	358,942
Corporate Funding	42,049	–	42,049
	<u>130,040</u>	<u>1,138,195</u>	<u>1,268,235</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations and Regular Givers	15,855	–	15,855
Contract Income	–	64,310	64,310
CAF Income	31,686	–	31,686
Non Statutory Grants	5,700	132,720	138,420
Statutory Funding - Ministry of Justice	–	552,138	552,138
Other Statutory Funding	25,000	349,945	374,945
Corporate Funding	5,025	–	5,025
	<u>83,266</u>	<u>1,099,113</u>	<u>1,182,379</u>

6. Fundraising and training income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Fundraising income	43,575	2,727	46,302
Training	4,143	–	4,143
	<u>47,718</u>	<u>2,727</u>	<u>50,445</u>

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

6. Fundraising and training income *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Fundraising income	42,100	4,066	46,165
Training	4,765	–	4,765
	<u>46,865</u>	<u>4,066</u>	<u>50,930</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest	895	<u>895</u>	1,124	1,124

8. Other income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Gift Aid	1,421	<u>1,421</u>	–	–

9. Costs of raising donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Costs of raising donations and legacies - Donations	9,931	750	<u>10,681</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Costs of raising donations and legacies - Donations	7,824	2,639	<u>10,463</u>

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Charitable Activities	40,642	1,057,529	1,098,171
Support costs	106,776	146,862	253,638
	<u>147,418</u>	<u>1,204,391</u>	<u>1,351,809</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable Activities	51,795	980,323	1,032,117
Support costs	87,428	143,170	230,598
	<u>139,223</u>	<u>1,123,493</u>	<u>1,262,715</u>

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
Charitable Activities	<u>1,098,171</u>	<u>253,638</u>	<u>1,351,809</u>	<u>1,262,715</u>

12. Analysis of support costs

	Charity Support Costs £	Other Accountancy Costs £	Total 2023 £	Total 2022 £
Staff costs	181,496	–	181,496	160,045
Premises	10,301	–	10,301	23,087
Communications and IT	16,579	–	16,579	13,462
Finance costs	6,000	5,301	11,301	13,569
Support costs – Professional Fees	16,771	–	16,771	20,434
	<u>231,147</u>	<u>5,301</u>	<u>236,448</u>	<u>230,597</u>

13. Net expenditure

Net expenditure is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	<u>17,189</u>	<u>14,853</u>

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023 £	2022 £
Wages and salaries	787,975	732,327
Social security costs	68,201	59,080
Employer contributions to pension plans	25,469	22,257
Other employee benefits	<u>2,493</u>	<u>6,041</u>
	<u>884,138</u>	<u>819,705</u>

The average head count of employees during the year was 34 (2022: 33). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Number of staff	<u>31</u>	<u>25</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the Trustees.

During the year a total of £22.44 (2022: £Nil) travelling expenses were paid to trustees (1 Trustee, 2022: 0).

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

16. Tangible fixed assets

	Long leasehold property £	Fixtures and fittings £	Equipment £	Total £
Cost				
At 1 April 2022	30,727	24,169	68,642	123,538
Additions	—	—	15,521	15,521
At 31 March 2023	<u>30,727</u>	<u>24,169</u>	<u>84,163</u>	<u>139,059</u>
Depreciation				
At 1 April 2022	24,467	19,173	46,406	90,046
Charge for the year	1,699	750	14,740	17,189
At 31 March 2023	<u>26,166</u>	<u>19,923</u>	<u>61,146</u>	<u>107,235</u>
Carrying amount				
At 31 March 2023	<u>4,561</u>	<u>4,246</u>	<u>23,017</u>	<u>31,824</u>
At 31 March 2022	<u>6,260</u>	<u>4,996</u>	<u>22,236</u>	<u>33,492</u>

17. Debtors

	2023	2022
	£	£
Prepayments and accrued income	8,886	8,301
Other debtors	101,422	96,703
	<u>110,308</u>	<u>105,004</u>

18. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	22,124	19,042
Social security and other taxes	—	16,063
	<u>22,124</u>	<u>35,105</u>

19. Pensions and other post retirement benefits**Defined contribution plans**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £25,469 (2022: £22,257).

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

20. Analysis of charitable funds**Unrestricted funds**

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General funds	<u>196,528</u>	<u>180,074</u>	<u>(157,349)</u>	<u>219,253</u>

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
General funds	<u>212,320</u>	<u>131,255</u>	<u>(147,047)</u>	<u>196,528</u>

Restricted funds

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
Restricted Fund	<u>500,280</u>	<u>1,140,922</u>	<u>(1,205,141)</u>	<u>436,061</u>

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
Restricted Fund	<u>523,234</u>	<u>1,103,179</u>	<u>(1,126,132)</u>	<u>500,281</u>

21. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Tangible fixed assets	11,615	20,210	31,825
Current assets	218,661	440,732	659,393
Creditors less than 1 year	<u>(11,023)</u>	<u>(24,881)</u>	<u>(35,904)</u>
Net assets	<u>219,253</u>	<u>436,061</u>	<u>655,314</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Tangible fixed assets	19,243	14,249	33,492
Current assets	193,629	517,666	711,295
Creditors less than 1 year	<u>(16,345)</u>	<u>(31,634)</u>	<u>(47,979)</u>
Net assets	<u>196,527</u>	<u>500,281</u>	<u>696,808</u>

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

22. Restricted fund balances - movements in the reporting period

	At 1 April 2022 £	Income £	Expenditure on charitable activities £	At 31 March 2023 £
Ministry of Justice - Helpline	70,501	244,887	224,363	91,026
School Contracts	51,850	-	-	51,850
SVSCSA	22,172	199,249	194,844	26,576
Stratford Town Trust	34,509	25,511	18,473	41,547
Big Lottery Fund	61,088	48,800	102,577	7,311
Ministry of Justice - Rape Support Fund	81,593	335,553	337,340	79,805
National Lottery Community Fund	28,071	-	-	28,071
Ministry of Justice - Male Rape Support	19	33,435	33,360	94
Ministry of Justice - DA/SV	-	30,110	29,868	242
Warwickshire OPCC	14,834	112,193	122,598	4,429
Other Restricted Funds	135,643	111,184	141,717	105,110
Total	500,280	1,140,922	1,205,140	436,061

23. Funds received as agent or held as custodian trustee

During the year, Safeline Warwick received grants totalling £86,223 acting as an agent on behalf of Male Survivors Partnership (UK) Ltd. The funds were distributed directly onwards to Male Survivors Partnership (UK) Ltd in full, and there were no balances held as at 31st March 2023.

24. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	At 31 Mar 2023 £
Cash at bank and in hand	606,291	(57,204)	<u>549,087</u>

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 £	2022 £
Not later than 1 year	20,850	17,576
Later than 1 year and not later than 5 years	47,738	30,000
Later than 5 years	-	1,875
	<u>68,588</u>	<u>49,451</u>

26. Limitation of auditors liability

The company on 1st November 2023 has entered into a limitation of auditors liability with the auditor limiting the auditor's liability to a maximum of £1,500,000(including interest).

Safeline Warwick
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

27. Related parties

The Trustees consider that there is no controlling party.

During the year the charity paid C L Moynihan, a trustee, £4,041.48 (2022: £Nil) for providing sessional fundraising. This was paid in accordance with the provisions set out in the Charity's governing document.

During the year, Safeline Warwick received grants totalling £86,223 acting as an agent on behalf of Male Survivors Partnership (UK) Ltd. The funds were distributed directly onwards to Male Survivors Partnership (UK) Ltd in full, and there were no balances held as at 31st March 2023.

Safeline Warwick
Company Limited by Guarantee
Management Information
Year ended 31 March 2023

The following pages do not form part of the financial statements.

Safeline Warwick
Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 31 March 2023

	2023 £	2022 £
Income and endowments		
Donations and legacies		
Donations and Regular Givers	15,056	15,855
Contract Income	3,475	64,310
CAF Income	-	31,686
Non Statutory Grants	204,728	138,420
Statutory Funding - Ministry of Justice	643,985	552,138
Other Statutory Funding	358,942	374,945
Corporate Funding	42,049	5,025
	<u>1,268,235</u>	<u>1,182,379</u>
 Fundraising and training income		
Fundraising income	46,302	46,165
Training	4,143	4,765
	<u>50,445</u>	<u>50,930</u>
 Investment income		
Bank interest	895	1,124
 Other income		
Gift Aid	1,421	-
 Total income	<u>1,320,996</u>	<u>1,234,433</u>

Safeline Warwick
Company Limited by Guarantee
Detailed Statement of Financial Activities *(continued)*
Year ended 31 March 2023

	2023 £	2022 £
Expenditure		
Costs of raising donations and legacies		
Fundraising events	10,151	8,556
Raising awareness	530	1,907
	<u>10,681</u>	<u>10,463</u>
Expenditure on charitable activities		
Wages and salaries	787,975	732,327
Employer's NIC	68,201	59,080
Pension costs	25,469	22,257
Other post-retirement benefits	2,493	6,041
Rent	27,032	23,438
Repairs and maintenance	19,400	19,136
Other establishment	8,125	5,722
Other motor/travel costs	22,049	16,765
Legal and professional fees	28,072	34,003
Telephone	16,579	13,462
Other office costs	62,368	53,850
Depreciation	17,190	14,852
Miscellaneous expenses	3,485	1,960
Young peoples projects	6,206	7,903
Clinical supervision	21,907	17,815
Sessional fees	210,773	213,255
Website costs	1,746	11,351
Room hire	4,580	2,323
Staff Training	18,159	7,175
	<u>1,351,809</u>	<u>1,262,715</u>
Total expenditure	<u>1,362,490</u>	<u>1,273,178</u>
Net expenditure	<u>(41,494)</u>	<u>(38,745)</u>