



Saving Lives
Changing Lives

Annual Report
and Accounts
2020

advance 

Advance
Advocacy and
Non Violence
Community
Education



advance

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Chair's and Chief Executive's Introduction



Christine Losecaat MBE

Chair



Niki Scordi

Chief Executive Officer

We are more determined than ever and passionately committed to our vision of a world where women and girls can lead safe, violence-free and equal lives.

These have been particularly challenging and worrying time for the women and children we support, as well as for our colleagues and partners, as the Covid-19 pandemic began at the start of 2020 and the end of this reporting period. With social distancing and lockdown in place, women and children were even more isolated and faced additional barriers to support. Women and children being abused were locked down at home, often with their abuser, becoming increasingly unsafe and unable to leave or to get help. Many were released from prison with nowhere to go and with no health or financial support. Poverty and digital inequality made a difficult and unsafe situation even more so. Women and their families lacked essentials such as food, clothing, hygiene items and medication, and had no phones nor access to wi-fi to contact Advance and other services for help throughout the crisis.

Because of the dedication and determination of our team at Advance, we were able to adapt our life-saving and life-changing services quickly and without disruption. Our values of listening, empowerment, innovation, collaboration and accountability were at the centre of Advance's response. Whilst working remotely from home, we ensured women and children were able to call our helplines and receive one-to-one holistic and tailored support, both practical and emotional, by our domestic abuse advocates, outreach community workers and children and young people specialists. We developed innovative solutions to continue our support groups and mentoring online, rather than at our women centres. Guided by our founding principle of partnership working through a coordinated community response, we worked even more closely with our voluntary and statutory partners, to respond to the needs of and improve the outcomes for the most vulnerable and marginalised women and children in our community.

As the country came together during this crisis, we were joined by many more, from foundations and trusts, to companies and individuals, who donated funds, expertise, essential packages and their time; we thank you all.

During the course of the year, we were able to secure existing and new funding to not only continue our current support, but to reach more women and children through new services. We expanded our domestic abuse services into Ealing and increased our specialist support for young women across Central and West London. We launched the London Diversion Service for women at point of arrest in North and South London and

extended our housing support for domestic abuse survivors in the community. We reached out to over 6,000 women and children during the year with positive impact.

We continued to amplify the voices of women and girls with lived experiences through press and social media and share our best-practice approaches to services that respond to their needs. Advance launched the Whole Justice Approach to improve outcomes for domestic abuse survivors through the criminal justice system in November 2019. In March 2020 we launched the research report, 'A Place To Go Like This', about mothers in contact with the criminal justice system who are also domestic abuse survivors, aiming to end intergenerational harm.

As the Domestic Abuse Bill makes its way through Parliament and probation services are being reformed, we continue to work with Government and others, at local and national level, sharing our practice-based evidence and impact with policy-makers to highlight the need for vital specialist community-based services for survivors and for those caught in the criminal justice system, in a whole-systems approach.

Every day we are inspired by those we support, their strength and resilience against often impossible odds. Our team and Board of Trustees at Advance and our supporters and partners are more determined than ever and passionately committed to our vision of a world where women and girls can lead safe, violence-free and equal lives.

Christine Losecaat MBE, Chair
Niki Scordi, Chief Executive Officer

“

We reached out to
over 6,000 women
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Annual Report 2020

Annual report of the board of trustees

The Trustees (who are also the Directors of the charitable company for the purposes of the Companies Act) present their combined Directors' report and Trustees' annual report, as required by company law, together with the audited financial statements of Advance Advocacy and Non Violence Community Education (the Charity) for the year ended 31 March 2020. The Trustees confirm that the annual report and financial statements

of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).


Our activities in delivering our mission and impact

We know that women affected by domestic abuse face a devastating and often long-lasting impact on many aspects of their lives. Women who have committed crime also often experience trauma themselves, with more than half of the women reporting being victims of domestic abuse, highlighting the link between domestic abuse and offending behaviour.

The impact on the children, young people and families can be significant and long-term. Children are not only witnesses but also victims of domestic abuse themselves. The lives of children, whose mothers – usually their primary care-givers - are in custody even for a short time, are disrupted and directly impacted.


Each woman and girl is not only a victim or an offender – she is a whole person. **Our approach is holistic and centred on the woman or girl, working with her to develop a safety and support plan that responds to her needs and empowers her on the often long journey to recovery from the trauma of her experience.**

We cannot do this alone and our **whole-system approach is aligned with our values of collaboration and innovation**, partnering with other statutory and non-statutory providers, to deliver a coordinated community and gendered response, improving access to services across the whole system, enabling consistency and continuity of support throughout her journey. Through our advocacy and awareness-raising work, we focus on systemic change and sustainable impact to meet women's needs and improve outcomes for them.



A world where women and children lead safe, violence-free and equal lives so that they can flourish and actively contribute to society.

Our vision



Saving and changing lives, by working with women who experience domestic abuse to be safe and take control of their lives, and women who have committed crime or are at risk of offending to break the cycle.

Our Mission



Advance continues to support women and children to end domestic abuse and other forms of gendered violence



95%

women said that they felt safer, as a result of the support we provided.

Domestic Abuse Services and impact



01

Services to women and children

Advance continues to support women and children to end domestic abuse and other forms of gendered violence, enabling them to be safer and lead a better quality of life. There is an increasing high level of need for support for survivors of domestic abuse, with 4,996 referrals made to Advance this year.

As the journey for survivors of domestic abuse can often be long as they rebuild their lives, we remain focused on ensuring we can provide support at each stage that meets the survivors' needs through our services:

- **Support and safety planning** for women and children at all levels of risk of domestic abuse, through our Independent Domestic Abuse Advisor (IDVA) services, accredited by SafeLives "Leading Lights".
- Advocacy and support for women accessing local authority services for help through our **co-located Advocates in statutory settings** and working in a coordinated community response, to remove barriers to access of services and improve outcomes for survivors.
- Emotional and practical help for survivors of domestic abuse and violence **through the criminal justice system**, through our Criminal Justice IDVAs, often liaising with the Police, Courts and Crown Prosecution Service.
- Providing specialist support **to families and children and young people** from the age of 5 to 18 affected by experiences of domestic abuse, through our co-located Social Care IDVAs and Children & Young Persons advocates in collaboration with Children's Services.
- **Housing solutions and support**, through Outreach Mobile Advocates and co-located Housing IDVAs, supporting survivors of domestic abuse to be safe in the current or new home.
- Advocacy and support for women accessing **health services**, in partnership with clinicians in General Practice and hospital settings, through our Health IDVAs and IRIS Advocates/ Educators.
- Holistic and often longer-term support for women and girls affected by domestic abuse, with **multiple and complex needs**, through our Domestic Abuse Outreach Advocates and our Women's Centres.

02

Whole system approach and systemic change

We work in partnership with professionals and organisations, in statutory and non-statutory settings in a whole-system approach to raise awareness and deliver systems changes needed to improve the response to and outcomes for survivors of domestic abuse.

Aligned with our Strategy 2018 – 2022, we focused on developing our whole-system approach for ending violence against women and girls, through:

- **VAWG integrated services, including domestic abuse**, ensuring that women and children are able to access holistic support, through our Angelou Partnership of ten specialist VAWG partners led by Advance, ensuring specialist support for minoritised groups, including LGBT+ and Black, Asian and Minority Ethnic survivors.
- **Wraparound support for multiple disadvantages**, through our Meeting Survivors Where They Are programme, providing holistic community-based and longer-term support to women and young women survivors of domestic abuse with multiple disadvantages, including homelessness, mental health and problematic substance use needs.
- **Criminal Justice approach and the Impact Model**, in partnership with the Metropolitan Police, the Crown Prosecution Service, the London Borough of Hammersmith and Fulham and the Mayor's Office for Policing and Crime (MOPAC), was shared with stakeholders, including practitioners, policy makers and funders at The Old Bailey event in November 2019. (<https://www.advancecharity.org.uk/what-we-do/domestic-abuse-services/whole-justice-approach/>)
- **Whole Housing for Domestic Abuse Survivors Model and Toolkit**, developed by Advance and national partners including Standing Together Against Domestic Abuse and local authorities in London and across England, and supported by the Ministry of Housing, Communities, and Local Government (MHCLG). (<https://www.advancecharity.org.uk/what-we-do/domestic-abuse-services/whole-housing-approach/>)

Through these models and our work, we aim to improve:

- **Preventative education and awareness of domestic abuse**, through events, such as Advance's Whole Justice Approach event, supported by the new Domestic Abuse Commissioner. We provide training in communities, statutory and non-statutory settings, as well as in partnership with other organisations, in order to improve the response to all forms of violence and abuse against women and girls
- **Earlier intervention education and engagement**, improving understanding of domestic abuse and its impact through workshops and individual consultation sessions with professionals in statutory and non-statutory settings, improving their response and enabling access to support for survivors.
- **Best practice service delivery models and resources**, such as our Whole Housing Approach best practice toolkit and our Whole Justice Approach model, for statutory and voluntary sector professionals and practitioners to provide solutions and services to meet the needs of survivors and improve outcomes.
- **Raise awareness at national level of the issues, by amplifying the voices of survivors and influencing policy**. We contributed to the consultations on the Domestic Abuse Bill, responding to evidence calls, engaging with policy-makers and raising awareness through the media. We actively supported the "Invest to end abuse" campaign, calling for a statutory duty to fund services for all survivors, including community-based support services.

03

Our impact for women and children survivors

Thousands of women and girls every year transform their lives with our services and this positively impacts directly and indirectly on hundreds more children too.

We enable women and children to be safer and develop a better quality of life by supporting them to end domestic abuse. In doing this, women achieve increased safety for them and their children, more secure housing, increased knowledge of their rights and improved health, confidence and self-esteem, enabling them to regain control and rebuild their lives, so that they can actively participate in their communities.

Women referred to Advance came from all age groups and communities throughout London, including the eight Central and West London

Boroughs where we deliver domestic abuse and other VAWG services. The number of women and children being referred for support and using our services continues to increase.

In 2019/20 Advance received **4,996 direct referrals** across all domestic abuse services from the survivors themselves, the MARAC, the Police, Social Care, Health, Housing agencies and other service providers across London. Of those referred to Advance who met the criteria for our services, **71%** were contacted and **80%** engaged with the services offered by our Advocates.



A call to action for domestic abuse survivors during the pandemic

The Covid-19 pandemic at the end of this financial year to March 2020 exacerbated the already adverse impact of domestic abuse on the lives of women and children. **Advance's advocates were there throughout lockdown and beyond**, offering both practical and emotional support. Miriam (not her name) was supported by Advance and contributed to our evidence-based research on the impact of the pandemic on women and children suffering domestic abuse and gendered violence. Our findings are **a call for urgent action to ensure vital and often life-saving support is available** to all those who need it through these challenging times and beyond, as a result of the current crisis.

"Miriam has been married for 8 years and has two young children. During lockdown she and the children were at home with her abusive husband.

I cannot pinpoint a date when the abuse began. It started with him putting me down and then laughing when I would become anxious, calling me 'worthless'. I could not see what he was doing was not alright, instead I felt there was something wrong with me.

Before I fell pregnant, my husband was charming and open but then everything changed when I was carrying my first child. He would make comments about the way I looked and say that no one could find me attractive. His temper became worse and even the smallest things would upset him. He would punch walls, smash and throw things. He then became jealous and suspicious when I went back to work, because my manager was a man.

As my anxiety became worse, I went to the doctor who listened to how my husband treated me and told me that his behaviour was not normal. He suggested talking to a professional domestic abuse worker. This was the first time domestic abuse had been mentioned and at first I didn't want to believe the relationship was abusive, as he is the



father of my children. Eventually I agreed to speak to someone at Advance, just before the government implemented lockdown.

When we went into lockdown, I was devastated. My husband and I would be home all the time and I would have no freedom. I would have to use my daily hour exercise to talk discreetly to my (Advance) advocate once a week. I would have to pretend my domestic abuse advocate was my doctor. My husband would insist I do all the chores he had listed for me when I was supposed to be working. When I do not do what my husband says, he becomes enraged.

Although I made the decision during lockdown to leave, my worries have kept me here. I am scared he will take the house; I am scared he will take the children, I am worried I will have to leave my job as he will find me there and hurt me. I worry about the things I need to put in place before I leave, such as separating finances and informing my children's school without him knowing. The idea of defying him and leaving with the children is terrifying.

*For many years my husband would blame me for everything including our finances, his career and the children making too much noise when he was around. **Advance has given me the confidence to question the way my children and I are treated,** to reach out to my doctor when my mental health deteriorated as lockdown extended further. With Advance's help, I am planning to safely leave with my children after lockdown restrictions are eased. I need to leave to feel safe again. But I know I will have to make many changes including within my family and that scares me. **It will be a long journey, I must quietly prepare.***

‘Advance’s Minerva Approach offers women in contact with the criminal justice system holistic, consistent support in women-only safe spaces.



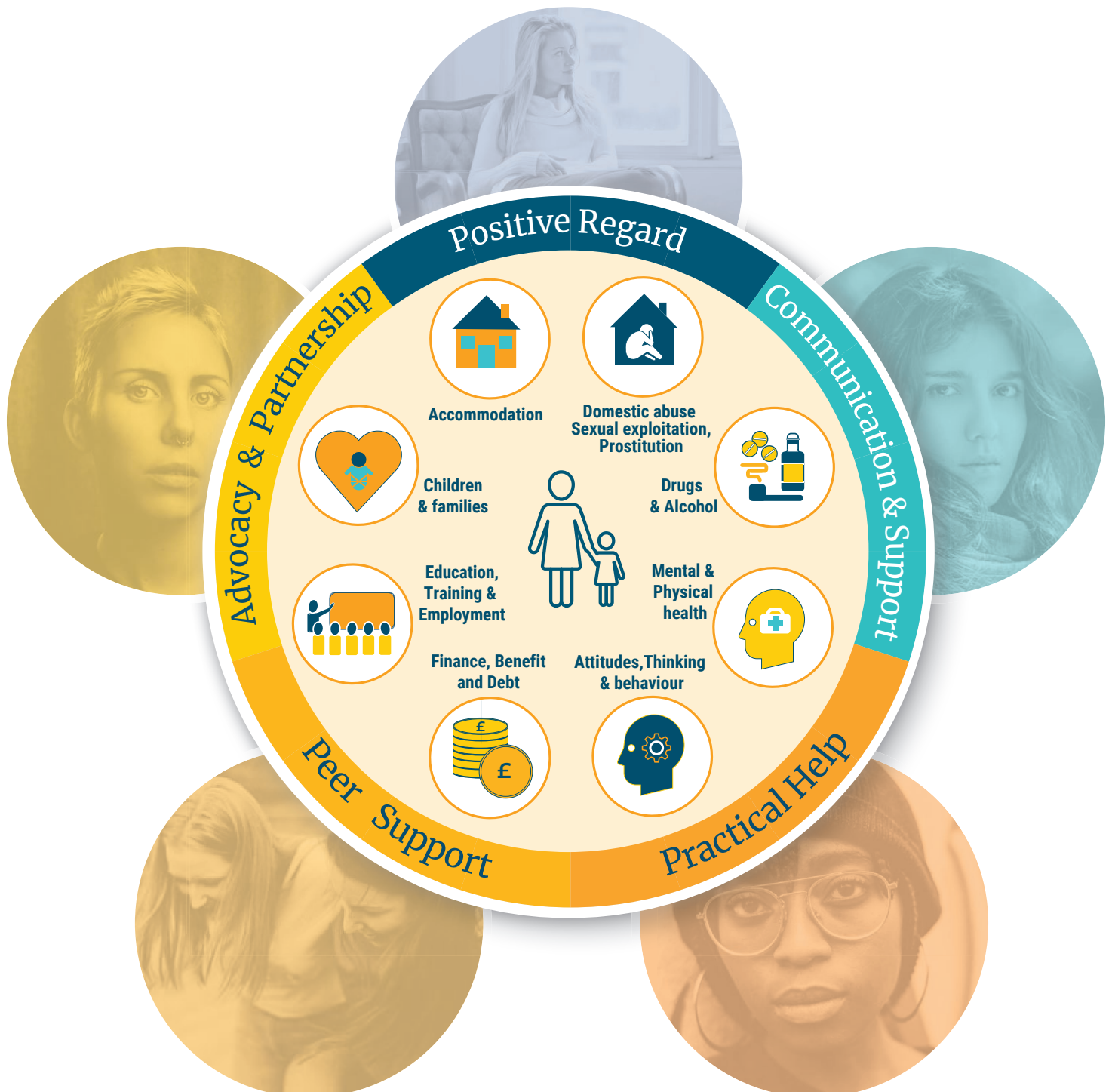
82%

women reported
improved health due
to our support

Criminal Justice Services and Impact

01 Services to women and young women

Advance's Minerva Approach Model offers women and young women in contact with the criminal justice system holistic, consistent support through dedicated keyworkers, groups and activities in women-only safe spaces, meeting their individual needs over a longer period of time, empowering them to break the cycle of re-offending and preventing the breakdown of families.



We continued to develop and expand our services available to women from 15 years old at all levels of risk and need across London, **reaching out to 1,042 women and young women** with sentences in custody or in the community.

We do this through **a whole-system and trauma-informed approach** and provide:

- **Outreach support in the community** for women subject to probation supervision, through dedicated Minerva keyworkers, focusing on empowerment, providing support to recover from trauma and preventing re-offending. Our support is based on our five principles of positive regard, enhanced communication and support, advocacy in partnership, practical help and peer support, working with women with lived experiences of the criminal justice system.
- **Wraparound dedicated support** specific to each woman that addresses all her needs and impact from trauma, based on the pathways to offending, diverting them away from the criminal justice system and breaking the 'revolving door' cycle. We offer one-to-one emotional and practical support, counselling, mentoring and group-work programs focusing on mental health and well-being, domestic abuse and other forms of abuse, problematic substance use issues, children and families, employability and finances, building networks, empowering women to access support for their needs and break the cycle of re-offending.
- **Diversion for Women Service**, launched in September 2019, aims to offer alternatives to prosecution for women who have committed low-harm offences, by working with the Police and diverting women at the point of arrest into support services. Advance, leading a partnership of four women's specialist organisations across London, offers trauma-informed and gender-specific support to women with often multiple disadvantages and needs, breaking the cycle of offending and reducing the overall demand on the police and the criminal justice system.
- **Women's Centre-based support in safe women-only spaces**, where women can address their needs in the way that they want, at our West and North London centres and our local hubs across 15 boroughs, to enable our advocates to support women in their communities.
- **Specialist support for young women aged 15 to 24**, in order to improve engagement and access to support of statutory and other services, for this harder to reach group that have often experienced trauma and abuse themselves
- **Specialist housing advocacy and support** for women involved in the criminal justice system who often are or become homeless, in order to improve the response and access to support by statutory services and organisations.
- Advocacy and support for women accessing local authority services for help, such as children's services, housing, acute or mental health services, **working in a coordinated community response with statutory agencies** to provide an improved response to women involved in the criminal justice system.

02 Whole system approach and systemic change

We deliver systems' change by working in partnership within statutory and non-statutory settings, as well as with other organisations, aiming to improve responses and outcomes for women in contact with the criminal justice system, through:

- Identifying and developing **best practice responses to diverting women from the criminal justice system** at the earliest point. Advance launched London's Diversion for Women in September 2019, in partnership with the Mayor's Office for Policing and Crime (MOPAC), the Police and other specialist organisations. We offer alternatives to custody at point of arrest for the Police and the criminal justice system, by providing women with access to our specialist services, through one-to-one and group support in safe women-only spaces within the community to address their needs, as well as training for police officers and practitioners on Advance's trauma-informed gendered approach. (<https://www.advancecharity.org.uk/what-we-do/criminal-justice-services/diversion-for-women/>)
- Developing **specialist responses to women who are mothers in the criminal justice system, and also survivors of domestic abuse** themselves. Our report "A Place To Go Like This", launched in March 2020, supported by London's Violence Reduction Unit and MOPAC, provided evidence-based research to inform the development of practice, policy and commissioning, in order to better meet the needs of women and their children and prevent inter-generational harm. (<https://www.advancecharity.org.uk/what-we-do/criminal-justice-services/mothers-and-criminal-justice/>)
- **Raising awareness** of women involved in the criminal justice system and its impact on them and their communities, through workshops and individual consultation sessions with professionals in statutory and non-statutory settings, improving their response through a trauma-informed approach.

03 Our impact for women and young women in the Criminal Justice System

We enable women to break the cycle of offending and lead a better quality of life, by supporting them across their needs. Our service provides tailored holistic support based on each woman's needs, including issues related to housing, mental health, domestic abuse, employability, finances and debt, parenting, families and social inclusion.

As such, women achieve increased safety, improved confidence, self-esteem and life skills, and are better able to rebuild their lives and engage positively in their communities.

This year we **received 1,042 referrals** of women and young women aged 15 years old and over to our Minerva and related services for support. Of the women referred to Advance who met the criteria for the services, including women with multiple disadvantages and complex needs, **95%** were contacted and **68%** engaged with the services

offered, which included one-to-one support of up to 18 months and groups and workshops, delivered in partnership with seven specialist organisations.

The women we have supported through our Minerva services say that the support they received has impacted them positively, including:



A call to action for mothers in contact with criminal justice system

Advance's evidence-based research and report **"A Place To Go Like This"** explores how violence against women and girls has a direct impact on women's offending and lies at the heart of the intergenerational cycle of harm, including links with serious youth violence. The findings of the report are a call for action by government and those in contact with women in the criminal justice system for systemic change and urgent investment, in order to **improve the response to mothers involved in offending**, often survivors of domestic abuse themselves, and **break the cycle of violence and harm to them and their children**.

Sam's story (not her name) is taken from interviews as part of the research and report. Sam started offending as a child. Her mother had drug and alcohol problems and was a victim of domestic abuse, which Sam witnessed.

Sam spent much of her childhood in local authority care. She has a history of drug and alcohol use and mental health problems. As a child living in care, she started getting involved in fights and petty offending.

'I didn't feel wanted and looked after as a child...Over the years I've had so many different social workers and so many different homes and foster carers...They used to stick me in secure units all the time, so from 14 I was basically in jail... It's like instead of helping this girl out, it's like, 'Where can we put her so she's out of our way for a bit, keep her out of our hair for a bit?'



Sam's story

Sam became pregnant at 17. Her son is now six years old and is looked after by her mother under a special guardianship order. Sam has regular contact with him and they have a close relationship. Sam is grateful to her mother but also resents the fact that she was not supported to care for her son herself. **Sam feels that she was stigmatised for her mental health needs**, and that if she had received the right support she could have been more involved with her son's care.

'Every time mental health is mentioned... bad news, because people are not trained enough in it. '... if her son's away from her then even better because she can't be around children if she's like this with bipolar and violent outbursts and all this sort of stuff', not, 'Right, maybe she needs anger management, maybe she needs a referral to a mental health place and do all this stuff and start bringing her and her son together.'

Sam was involved in abusive relationships for **many years** and her offending, drug use and mental health problems continued.

I've just literally followed in my Mum's footsteps, you know going from abusive relationship to abusive relationship, taking as many drugs as I could, constantly getting arrested for fighting and ... in and out of being sectioned and stuff like that.

Sam regrets the trauma her son has experienced when witnessing her being arrested, and feels that the police did not make any effort to protect him.

They don't care...it's your fault for what you're doing...you're pinning me to the ground in front of my screaming child rather than letting me ... calm him down... And if they're searching the house, they'll break up the stuff in his bedroom, they don't care that he's there screaming or whatever. Previously when I was a child they didn't care if I was screaming...

For about 15 years, Sam did not feel she had a positive experience in court and feels her son's interests were not taken into account:

'It's your fault, you've done this to your kid' rather than, 'Hold up, why is this girl acting out the way she is? What's behind all of this? Let's see if we can work towards getting this better for her and bring her and her son...' None of that is looked at.

However about four years ago, Sam received a community order which led her to the Advance Minerva service.

... my solicitor told me the judge had got my pre-sentence report and had actually taken a lot of it into consideration... I was really grateful for that time because then it led me here (to Advance).

Sam has not offended since then, has completed her support by Advance and is now working as a peer mentor, supporting other women as part of Advance's Minerva service. She attributes her success to the support she has received from the Advance Minerva service, as well as the judge's decision.

[My keyworker at Advance] was so amazing and so helpful, like it's the first time that I've got to where I've got to today and I do believe it's got a lot to do with Minerva (service) and Advance. And the judge giving me a bit of a break.

'A place to go like this' report by Advance, March 2020

<https://www.advancecharity.org.uk/wp-content/uploads/2020/05/Advance-A-place-to-go-like-this-Full-Report-and-Appendix-Web-1.pdf>



Delivering public benefit

Advance positively impacts the lives of women and their families, by reducing or diverting women from offending, reducing domestic violence incidents and risk of harm, increasing the safety and improving the quality of life of women, young women and children supported by our services.

During the year we were also able to deliver public benefit through further development and innovation, by extending our services across new geographic areas and offering new services to women and children, as well as sharing best practice with

practitioners, policy-makers and organisations working with women and children affected by violence and abuse.

We continue to build our partnership working and deliver a coordinated community response to violence and abuse against women and girls, by participating in strategic and operational networks, locally and nationally, and developing and leading service delivery partnerships in London and nationally.

Our values are at the centre of Advance's response



*Advance was founded
on the principles
of partnership and
collaboration*



91%

women said that
quality of life and well
being had improved
due to our support

**Systemic
change through
Partnerships and
Collaboration**

Systemic change through Partnerships and Collaboration

Advance was founded on the principles of partnership and collaboration. For over twenty years, our work has been focused on improving the response to, and outcomes for, survivors through a coordinated community response (CCR) to domestic abuse and violence against women and girls, including reducing and preventing women's contact with the criminal justice system. We engage the entire community, to develop a shared understanding of violence against women and girls and to change systemic and social norms that contribute to this.

The development of a community-wide CCR strategy and action plan ensures multi-disciplinary partners, both statutory and voluntary, respond in a consistent and comprehensive way and are held accountable. **Working in partnership, based on shared leadership and a strengths-based approach**, recognises each partner's expertise and specialism. Through cross training and information sharing, developing protocols and raising community awareness, we deliver a coherent integrated response to survivors, while recognising each partner's goals and specific communities' needs.

Collaboration and partnership working meets the needs of survivors more effectively and holds perpetrators to account, by taking collective responsibility for survivors' access to services, improving referral pathways and survivors' experience throughout their journey, including the criminal justice system, immediate and longer-term support services (such as health, housing, social care, probation) and prevention.

We continue to build networks locally, regionally and nationally to help achieve our aim of supporting and empowering women. This includes being represented on the Home Office Violence Against Women and Girls Stakeholder Group, The Mayor of London's Office for Policing and Crime (MOPAC) Blueprint for Women in CJS and VAWG Boards, the London VAWG Consortium, Community Safety Partnership Boards and other local, regional and national partnerships.

Since 2015, Advance has developed and led service-delivery partnerships with over twenty women's voluntary organisations and other statutory and non-statutory partners, which have been **recognised as innovative 'best-practice' models** for delivering specialist VAWG integrated services and wrap-around criminal justice services (CJS) to women and girls.

Working in partnership, based on shared leadership and a strengths-based approach



1

VAWG integrated services: Angelou Partnership

Advance lead and coordinate the Angelou partnership (AP), a VAWG partnership of 10 specialist voluntary organisations, delivering specialist services including to BAME and LGBT+ communities in Central and West London boroughs since 2015 and which receives over 3,000 referrals of women and children each year, as well as provides specialist advice to professionals and practitioners.



Art created by survivors of domestic abuse, supported by Advance and the AP.

“The AP works effectively with a range of multiple partners at operational and strategic levels across the three boroughs to deliver services. Partners benefited from the well-targeted nature of services delivered, ease of access for service users, the user-led response, the specialist services provided, expertise brought by the individual members of the AP and the unified response provided by the AP in comparison with responses of statutory agencies” according to the Safelives evaluation (2018/19).

The impact of a partnership approach to service delivery by AP:

Nine out of ten service-users interviewed by Safelives (Evaluation 2018/19) were overwhelmingly positive about the service and support they received by AP.

“I think with Advance what they do is build up your confidence. Because before you can even think about another relationship you’ve got to heal. And we’ve got to get our own identity back and that’s what Advance do, they nurture you here.”

Service user affected by domestic abuse

“it’s been amazing, it’s been the best help I have. I think what’s really useful is that [the ISVA] always chases things up for me, she always does exactly what she says, she always rings me when she says she will. She’s always there if I’m... if I get scared about something I can just give her a ring or I can arrange to meet her. I think it makes me feel not lost about the whole thing.”

Service user affected by sexual violence

“It’s that bringing together of specialist services and that ease of access, that equality of access...for all communities” Angelou Partnership stakeholder



1.1

The benefits of the AP to service users and potential service users include:

- » New or broadened service provision that was not there before at all
- » Contacting a broader VAWG service can still lead to specialist provision, meeting their needs, including young people, BAME and LGBT+ communities.
- » Access to additional services provided by AP members, funded through other sources

1.2

The benefits for service provision for local authorities are

- » Provision of a single coordinated, seamless service
- » Quality, empowering, practical advocacy and support responsive to survivor needs
- » Created, sustained or increased service provision in specialist areas
- » Development of a professional network of organisations to support each other
- » Shared expertise and learning, supporting each other's work and thereby helping survivors effectively.

“One of the challenges is, because it is so comprehensive and so well publicised, and because there has been so much training to various organisations and partners, part of the work that they do, that awareness raising, it has increased the number of referrals compared with what we would have had before the contract. So, it's kind of a victim of its own success.... It's great to have that comprehensive service, so far reaching, but at the same time the challenge is that it is trying to work beyond its own capacity”

Angelou Partnership stakeholder

1.3

Challenges to meet needs for service users and potential service users:

- » Insufficient frontline capacity to meet demand, which can lead to waiting lists or higher thresholds having to be set.
- » Some gaps in provision in some areas, such as non-MARAC high-risk clients, due to funding gaps.

1.4

Challenges to service delivery include:

- » Referrals far exceeding funded capacity
- » a lack of funding for innovation, development, outreach or awareness raising, and
- » Sufficient resourcing of the overall programme management role of the lead partner.

2 CJS wraparound services: London Women's Services partnership

In 2018, Advance developed and led a London Women's Services partnership of eight specialist voluntary organisations, as well as 15 North, East and West London boroughs, the London National Probation Service (NPS) and London CRC, aiming to deliver wraparound services to women in the Criminal Justice System (CJS), as part of its innovative Minerva WrapAround service.

The service provides enhanced long-term holistic support to women and girls, aged 15 and above, with multiple and often complex needs, including mental health, domestic abuse, homelessness and problematic substance use, who have offended and are at risk of re-offending. The service is a "whole system" response to women in the CJS, with diverse referral pathways with statutory and voluntary agencies, providing wraparound support services including keyworker support, group-work, mentoring, and other specialist interventions.

Advance and its partners bring together expertise and specialisms, enabling them to deliver a holistic and integrated trauma-informed support service, meeting each woman's individual needs:

- **Outreach support and advocacy**, including specialist support for specific groups:

- » One-to-one support across all pathways to offending and advocacy with statutory agencies and other services by Advance Minerva keyworkers, ensuring improved access to services and continued longer-term support through the often long-journey to recover from the impact of trauma and abuse.
- » Specialist support for young women (15-24 years old) addressing issues such as emotional management, healthy relationships and self-esteem.

- » Support for Foreign Nationals (including trafficked women), and those with no recourse to public funds
- » Housing specialist support, offering in-depth knowledge of legislation and housing options in each borough
- » experienced trauma and abuse themselves

- **Safe women-only spaces**, through:

- » 2 regional Women Centres (North/East and West London) as central hubs offering safe, women-only spaces for one to one support and group-work
- » 15 borough-specific hubs, in collaboration with Local Authorities, where women can be supported in their communities



Systemic change through partnerships

- **Groups, workshops and activities by specialist partner organisations** with established expertise of supporting women in the criminal justice system, addressing the needs of women that are often linked to offending, including financial management, employability, mental health and domestic abuse, families and social networks.
- **Peer Mentoring support**, supported by women with lived experience of the criminal justice system, and providing one-to-one ad hoc and regular support to women.
- **Awareness-raising workshops and consultations** with the judiciary and criminal justice partners (including probation and prisons), to strengthen public accountability and promote gender-informed community-based sentencing options and support.

Advance and its partners have continued to work together to improve outcomes for women, building on their learnings and approach developed in 2018.

In 2019, Advance and its partners continued to share their expertise and best-practice approach with MOPAC and the Prison Reform Trust, as part of the development of the London Blueprint for Women in Contact with the Criminal Justice System, and launched at an event hosted by Advance. We advocated for systemic change, calling for statutory partners and policy-makers to embed a Whole Systems Approach and trauma-informed response to women.

In 2019/20, Advance and its partners developed and launched the new London Diversion for Women, in partnership with the Metropolitan Police and MOPAC, aiming to divert women and young women away from the criminal justice system and custodial sentences, and provide community-based alternatives through dedicated support services tailored to their needs across four London boroughs.



Sophie Linden, London's Deputy Mayor for Policing and Crime launching the London Blueprint for Women, July 2019



Supporting Our Activities

Advance continued to face significant funding pressures and changes as a result of the commissioning landscape faced by the women's sector, which have been further exacerbated by the current Covid-19 pandemic in late 2019/20.

We have benefited from our work to strengthen our strategic leadership and expertise, as well as our operational and financial systems and processes, and placed us in a strong position from which to maximise opportunities that arose in 2019/20.

We have successfully extended our funding for the VAWG services in eight Central and West London boroughs, as well as for extending the Whole Housing VAWG services. We have also continued the pan-London Minerva specialist interventions and group work for women in the CJS funded by MOPAC, as well as secured funding for the new London Diversion service.

Future Developments

Advance delivered on its commitment for earlier intervention and prevention support through the launch of the new Diversion service model and the new VAWG service for young women, whilst continuing longer-term whole-system support to meet the needs of domestic survivors and women involved in the justice system, alongside our crisis intervention services for women at high risk.

During the year, Advance continued its focus to reach more women and children affected by domestic abuse and VAWG across Central and West London, including new domestic abuse services in Ealing, to provide longer-term support across multiple and complex needs, and to expand its co-located services and strengthen partnership working with statutory agencies, delivering holistic support for women and children.

The community-based Minerva services continued to reach women and young women in contact with the criminal justice system pan-London, by providing specialist groups in women-only safe spaces, in addition to the holistic trauma-informed support through one-to-one Minerva advocates.

**Our Strategy
and future
developments**

Our Strategy 2018–

In the second year of Advance's five-year strategy, the aim remains to continue to provide women and their families with support to be safe from abuse and violence and the turning point they need to change their lives.

During 2019/20, Advance continued to meet its annual objectives and plans against its strategic aims, including:

1

Reach more women and children experiencing domestic abuse and/or in contact with the criminal justice system, by providing independent, non-judgemental support and advocacy through new referral pathways and improved access.

This year, we:

- Extended our support to women through early intervention, meeting their often multiple needs, through our holistic, trauma-informed services, by launching **London's Diversion services** for women at the point of arrest by the police and.
- Continued to build on long-lasting meaningful partnerships with specialist women's organisations to deliver VAWG services, including **the Whole Housing Approach to Domestic Abuse survivors** as part of a national programme, and to young women affected by VAWG issues in west London, through **the Courageous service**.
- We have continued to build on our **Angelou Partnership for VAWG services** in Central and West London and to deliver our **Meeting Survivors Where They Are** programme for those affected by Domestic abuse with multiple disadvantages, as part of a coordinated community approach that is informed by women's voices and experiences.

and Plans 2022

2

Engage with the community to raise awareness of violence against women and girls, to ensure our services meet their needs and gain support of our activities.

This year we

- Launched Advance's **Whole Justice Approach for survivors of domestic abuse** and Impact service model, engaging with partners in the Metropolitan Police, the Crown Prosecution Service, MOPAC and Local Authorities to influence systemic change and improve justice outcomes for survivors, amplifying the voice of women with lived experience.
- Launched the **research report "A place to go like this"**, on the experiences of mothers in contact with the criminal justice system, often survivors of domestic abuse, and their children, aiming to prevent intergenerational harm and call for systemic changes to improve outcomes for them and their children.

3

Maximise our impact and public accountability through processes and practice that ensure we are an efficient and well-governed charity, which delivers high-quality services to women and children, their families and local communities.

We have continued to build on our Impact and Evidence reporting, fostering a **continuous learning** environment, and to **raise awareness of our work** and impact with policy-makers, donors and the public through events, consultations and briefings.

4

Build strong financial fundamentals in response to challenges in funding environment and ensure long-term sustainability. This year we implemented our new business development and fundraising plan to **diversify income streams** and built our capacity in fundraising resources, which included **strengthening our partnerships** with trusts and foundations and corporate supporters.





The impact of the Covid-19 pandemic

It has been particularly challenging and worrying times for the women and children we support, as well as our colleagues and partners, as the Covid-19 pandemic began at the start of 2020 and the end of this reporting period. With social distancing and lockdown in place, women and children were even more isolated and faced additional barriers to support, including increased risk of harm, homelessness, health and financial worries. Poverty and digital inequality made a difficult and unsafe situation even more so.

Through the dedication and determination of our team, Advance was able to adapt our life-saving and life-changing services quickly and without disruption. Our values of listening and supporting, innovation, collaboration and accountability were at the centre of Advance's response. Whilst working remotely from home, we ensured women and children were able to call our helplines and receive one-to-one, holistic and tailored support, both practical and emotional, by our team. We developed innovative solutions to continue our support groups and mentoring online, rather than at our women centres.

Guided by our founding principle of partnership working through a coordinated community response, we worked even more closely with our voluntary and statutory partners, to respond to the

needs of and improve the outcomes for the most vulnerable and marginalised women and children in our community. As the country came together during this crisis, we were joined by many more, from foundations and trusts, to companies and individuals, who donated funds, expertise, essential packages and their time.

The Trustees have considered the effect of the Covid-19 pandemic, that has been spreading throughout the world in 2020, on Advance's activities. This outbreak is likely to continue to cause some disruption to our operations, the extent and quantum of which remains uncertain.

Our communications with current and potential funders have been and continue to be very positive, with funders showing an understanding of the challenges and a willingness to be flexible with funding to support organisations like ours through these challenges as the crisis continues through 2020 and beyond.

We are optimistic about the fundraising outlook for the next 12 months and our ability to adapt our responses to the needs of the women and children we support, as well as the health and wellbeing of our staff and partners.

*We have benefited from
our work to strengthen
our strategic leadership
and expertise*



**Structure,
Governance
and
Management**

Structure, Governance and Management

Registered Company number

04064660
(England and Wales)

Registered Charity number

1086873

Registered office

PO BOX 74643,
London, W6 6JU

Auditors

Knox Cropper LLP
65 Leadenhall Street
London EC3A 2AD

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill, West Malling
Kent ME19 4JQ

Trustees

Christine Losecaat, MBE

Chair and Chair of Finance,
Fundraising and Business
Development Sub-Committee
(effective 8th September 2020)

Christine Mullin

Treasurer

Emily Midwood

Chair, Governance, Risk and
Human Resources Sub-Committee
(effective 9th October 2020)

Dr Carole Easton OBE

Tallulah Perez-Sphar

Helen Arbon

Anita Hamilton

Kate Parsley

Vanessa Challess

Karthik Mahadevan

(appointed 22nd September 2020)

Dolly Jones

(appointed 22nd September 2020)

Naomi Simpson

(appointed 22nd September 2020)

Hannah Hoare

(appointed 22nd September 2020)

Swatee Jasoria

(resigned 28th February 2020)

Pria Rai

(resigned 9th October 2020)

Senior Management

Niki Scordi

Chief Executive Officer

Melissa Altman

Director of VAWG services

Dr Summer Alston-Smith

Director of Criminal Justice services

Meghan Field

Director of Business Development
and Insights

Kim Halliday

Director of Finance and
Business Services

Governing document and Objectives

Advance is a charitable company limited by guarantee and is governed by a Memorandum and Articles of Association which was incorporated in August 2000. Advance was registered as a charity in September 2000.

Our vision is a world where women and girls can live safe, violence-free and equal lives, so that they can actively participate and contribute to society.

The objects of the charity for the public benefit in 2019/20 are:

1. The relief and support of persons, including children, who have suffered or are in danger of suffering domestic violence;
2. To advance the education of voluntary and statutory agencies and the public in all aspects of domestic violence, including without limit, its causes and prevention and the relief of its consequences;
3. Divert women from the Criminal Justice System at the earliest opportunity, reduce re-offending amongst women and encourage desistance amongst repeat offenders; and
4. Reduce the number of custodial sentences imposed on women by the Courts and prevent families breaking down as a result of offending.

The Trustees have complied with the duty in section 17(5) of the 2011 Charities Act to have paid due regard to the guidance published by the Charity Commission on public benefit. In particular the Trustees consider how planned activities contribute to the achievement of the Charity's objects.

Recruitment and appointment of new Trustees

The Directors of the company are also the charity Trustees. Trustees are appointed for the skills and experience that they bring and their ability to assist Advance in meeting its charitable objects. In 2019/20, Advance's Trustees brought diverse experience and a wide skill-base to the Board at a time of significant growth.

All new Trustees are provided with Advance's Memorandum and Articles, strategic plan, quarterly management accounts and relevant reports, as well as access to all policies via a secure online shared resource. All new Trustees are also provided with the Charity Commission's 'The Essential Trustee' and invited to discuss any queries with the Chair.

The Articles of Association state that each year one third of the elected Trustees shall retire from office and shall be those who have served longest in office. A retiring Trustee shall be eligible for re-election. The Board is able to decide how many vacancies there are subject to a minimum of three persons. Where a vacancy exists, the vacancy is openly advertised on Advance's website and networks, and applicants are interviewed and appointed by delegated Trustees.

Trustees are responsible for the overall direction and strategic development of the organisation. This involves overseeing the strategic plan, monitoring performance against set objectives, agreeing the annual budget, monitoring reserves, reviewing and developing policies and procedures, the recruitment of staff and managing other personnel issues that may arise.

The Board of Trustees meets quarterly and is supported by two Trustee sub-committees which also meet quarterly in-between full Board meetings, focussing on: Finance, Fundraising & Business Development; and Governance, Risk & Human Resources.

Organisational structure

The Trustees delegate the management and delivery of services to meet the charity's objects to the Chief Executive (CEO), the Business Services team led by the Director of Finance and Business Services, the Director of Human Resources and Governance and the Director of Business Development and Insights and two Service Delivery teams led by the Director of Violence Against Women and Girls (VAWG) Services and the Director of Criminal Justice Services respectively.

The senior staff remuneration at the levels below the CEO is set by the CEO in close consultation with the Board, particularly with reference to the Governance, Risk and HR sub-committee which includes the Chair and also in relation to market rates. A salary scale is used to ensure consistency in similar roles. The salary of the CEO is set by the Board and all staff are eligible to receive an annual increment up to the top of the scale.

Employees are responsible for delivering the outputs and outcomes in line with funder requirements and Advance's objectives. This includes service delivery, training, consultancy and other core areas related to administration, fundraising, finance and human resources.

Advance values diversity and welcomes applications from all sections of the community for its roles. In line with this we have developed policies to ensure that we have fair and transparent recruitment and selection processes in place that meet our equality and diversity policy.

Advance enjoys a strong working relationship with a number of partnerships, organisations and individuals and is represented on a number of working groups in order to further its charitable objectives.

Risk management

The Board of Trustees has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated quarterly, overseen by the Trustee sub-committees with a focus on services and governance, finance, fundraising and people. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. The Governance, Risk & HR Sub-Committee comprising Trustees and the Chief Executive meets quarterly through the year.

Internal control risks are minimised by the review of financial management procedures and implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, clients and visitors. The implementation of National Service Standards for domestic violence services and review and implementation of safeguarding children and adults at risk procedures ensure a consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The Board has agreed and oversees a five-year strategic business plan 2018/19 – 2022/23. This sets out plans to allow for the diversification of funding and activities and an action plan is refreshed annually.

The main risks identified and the mitigating responses to manage these risks include:

Risk identified	Response to Risk
<p>Challenging climate due to the Covid-19 pandemic, public sector cuts, leading to increasingly competitive tendering.</p>	<p>Advance continues to build on its high-quality services through innovation; aims to reach more women and girls across new geographic areas and broaden access to its services; engages with local and central government to influence provision of services needed by women; develops new services aligned to its mission and policy frameworks; collaborates with statutory and voluntary service providers to develop best-practice partnerships.</p>
<p>Increasingly competitive funding and commissioning environment.</p>	<p>Advance has built the capacity of its fundraising resources; developed and launched a new fundraising strategy; is diversifying its funding streams; continues to build and strengthen relationships with commissioners; is building on its specialist local experience and understanding of needs; ensuring continued improvement and value for money of tender proposals; monitors key performance indicators and reports regularly to the Board of Trustees.</p>
<p>Recruiting and retaining sufficient and highly-skilled staff to maintain quality of services and capacity for growth.</p>	<p>Advance has built the capacity of its human resources, finance and data insights team; developed its recruitment and people development processes; grown its service delivery management structure and team; continues to invest in training; engages and responds to team feedback through a bi-annual staff survey and frequent team days.</p>
<p>Sufficient unrestricted reserves to enable sustainability and support significant growth.</p>	<p>Advance has implemented its fundraising strategy to diversify its funding streams; continues to ensure full-cost recovery for funded services; is developing proposals to fund capacity building and core costs; is building relationships with individual donors and events with communities to raise awareness and support for its activities; monitors reserves and reports regularly to the Board of Trustees.</p>
<p>Information and systems security breach.</p>	<p>Advance uses a cloud-based data environment; has encryption in place for its systems and devices; has expert advice for its data protection processes and systems; has clear policies on confidentiality, privacy and data protection; regularly reviews systems security.</p>

Financial Overview

Following another year of significant funding pressures and changes to the commissioning landscape faced by the women's sector which were exacerbated by Covid-19, we have benefited from the work undertaken by the charity to strengthen our financial management systems, policies and procedures, enabling us to maximise opportunities that arose in 2019/20.

Funding sources

Our success in securing existing contracts and obtaining additional funding to extend service delivery into new areas demonstrates the confidence commissioners and funders have in our delivery and approach. Our fundraising strategy complements our success in achieving restricted funding by targeting designated and unrestricted funding towards our business services and other core costs.

The principal funding sources for the charity in 2019/20 were from the following:

- London Borough of Brent
- London Borough of Ealing
- London Borough of Hammersmith & Fulham
- Royal Borough of Kensington & Chelsea
- Westminster City Council
- Greater London Authority
- London's Violence Reduction Unit

- Mayor's Office for Policing & Crime (MOPAC)
- London Community Rehabilitation Company (MTC Novo)
- Department for Digital, Culture, Media and Sport
- Ministry of Housing, Communities and Local Government
- Insurance Industry Charitable Foundation (IICF) UK
- BCBN
- Islamic Relief
- Safelives
- Treebeard Trust
- T&J Meyer Family Trust

Additional financial donations and contributions to help us support families using our services have been received from other donations.

Financial Review

The Trustees consider the financial performance by the charity during the year to have been satisfactory given the initial reserves position of the organisation, the funding environment and the expansion of services undertaken. The financial statements are set out on pages 42 to 55.

The annual income for 2019/20 as shown in the Statement of Financial Activities was £4,201,472 (2019: £3,421,952), an increase of 23%, with annual expenditure of £4,158,579 (2019: £3,420,329), generating an overall annual surplus of £42,893 (2019: surplus of £1,623).

Despite a challenging funding environment, the increase in income has been a result of new grants and contracts from statutory sources, including providing Diversion Services pan-London, funded by MOPAC. The increase in annual expenditure was due to the provision of new services and programmes.

The total funds at the year ended 31 March 2020 stands at £766,843 (2019: £723,951) of which unrestricted funds are £553,862 (2019: £514,149) and restricted are £212,981 (2019: £209,801). An increase in unrestricted reserves of £39,713 is in line with the strategic priority to grow unrestricted reserves over the next 3 years as outlined in Advance's Reserves Policy. Cash balances at the year-end were £624,226 (2019: £604,107)

Reserves policy

The Board of Trustees reviewed Advance's Reserves Policy in response to the charity's main risks and the current funding environment, and agreed that unrestricted funds held should be equivalent to up to two months of staff costs, three months of premises costs and one month of running and activities costs for all projects.

In 2019/20, Advance continued to expand its services and income, and unrestricted reserves are needed to meet the charity's working capital needs and support further development of its services. The Board has agreed a plan to increase unrestricted reserves to a target of £620,000 over the next 3 years. This is deemed realistic and will be achieved through effective financial management, focusing on boosting unrestricted income and improving the agreed level of future contributions from restricted projects towards core costs and unrestricted reserves.

Total funds at 31 March 2020 were £766,843, of which unrestricted £553,862 and restricted £212,981. The Board consider that Advance is able to continue its current activities with existing reserves.

Statement of trustees' responsibilities

The Trustees (who are also the directors of Advance for the purposes of Company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The Trustees (who are also the directors of Advance for the purposes of Company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law and Charity 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 those financial statements, the Trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

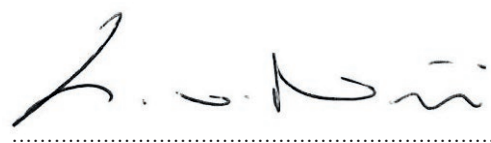
In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- 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.

Auditors

The auditors, Knox Cropper LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting. This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:



Christine Losecaat MBE, Chair
28 October 2020

Independent auditors' report to the trustees of Advance

Opinion

We have audited the financial statements of Advance for the year ended 31 March 2020 which comprise the Statement of Financial Activities (including the Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020 and of its income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditors' 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 Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

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 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' 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.

Opinion 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report, included within 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 charitable company 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 exemption from the requirement to prepare a Strategic Report or in preparing the Trustees' Report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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 company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

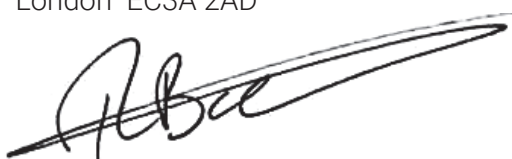
Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Richard Billingham ACA (Senior Statutory Auditor)

For and on behalf of Knox Cropper LLP
(Statutory Auditor)
65 Leadenhall Street
London EC3A 2AD



30 October 2020

*We have benefited
from our work to
strengthen our
strategic leadership
and expertise*

**Financial
Statements**

201920

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

For the year ended 31 March 2020

Year ended 31 March on given years

Statement of Financial Activities	Notes	Unrestricted Fund 2020 (£)	Restricted Fund 2020 (£)	2020 Totals (£)	2019 Totals (£)
Income:					
Charitable activities	2	38,802	4,161,759	4,200,561	3,421,485
Investment income – Interest receivable		911	-	911	467
Total incoming resources		39,713	4,161,759	4,201,472	3,421,952
Expenditure:					
Costs of Raising Funds: Fundraising costs	3	-	67,360	67,360	65,539
Expenditure on Charitable Activities: Total Charitable Activities	3	-	4,091,219	4,091,219	3,354,790
Total expenditure		-	4,158,579	4,158,579	3,420,329
Net income / (expenditure) for the year		39,713	3,180	42,893	1,623
Transfers between Funds		-	-	-	-
Net Movement in Funds for the year		39,713	3,180	42,893	1,623
Reconciliation of Funds Total Funds brought forward		514,149	209,801	723,950	722,327
Total Funds carried forward	9-10	553,862	212,981	766,843	723,950

All income and expenditure derive from continuing activities.

Balance Sheet

Advance Advocacy and Non Violence Community Education

Charity no. 1086873 Company no. 4064660

Balance Sheet	Notes	At 31 March 2020	At 31 March 2019
Fixed assets			
Tangible assets	5	69,896	86,019
Current assets			
Debtors	6	677,873	453,446
Cash at bank and in hand		624,226	604,106
		1,302,099	1,057,552
Liabilities:			
Creditors falling due within one year	7	(605,152)	(419,621)
Net current assets		696,947	637,931
Net assets	11	766,843	723,950
Funds			
Unrestricted income funds	9	553,862	514,149
Restricted funds	10	212,981	209,801
		766,843	723,950

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies. The notes on pages 45 to 55 form part of these accounts.

Approved by the Trustees and authorised for issue on 28 October 2020 and signed on their behalf by

Christine Losecaat MBE, Chair

Christine Mullin, Treasurer

Statement of Cashflows

For the year ended 31 March 2020

Year ended 31 March on given years

	2020 (£)	2019 (£)
Net Movement in Funds	42,893	1,623

Adjustments for:		
Depreciation of tangible assets	34,024	28,293
Interest received	(911)	(467)
(Increase) / decrease in debtors	(224,427)	(156,899)
Increase / (decrease) in creditors	185,531	79,487

Net Cash generated from Operating Activities	37,110	(47,963)
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Cash flows from investing activities:		
Purchase of tangible fixed assets	(17,902)	(40,014)
Interest	911	467

Net cash from investing activities	(16,991)	(39,547)
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Cash flows from financing activities		
Interest paid	-	-
Net cash used in financing activities	-	-
Net increase / (decrease) in cash and cash equivalents	20,119	(87,510)
Cash and cash equivalent at beginning of period	604,106	691,616
Cash and cash equivalent carried forward	624,226	604,106

Cash and cash equivalents can be analysed as follows		
Cash in hand	624,226	604,106

Notes to the Accounts

For the year ended 31 March 2020

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a. Basis of Preparation

The financial statements have been prepared under the historical cost convention, and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

Advance is a charitable company limited by guarantee (company number 04064660 and charity number 1086873). The registered office is PO Box 74643, London, W6 6JU.

The presentation currency of the financial statements in pound sterling (£).

b. Key Judgements and Assumptions in applying Accounting Policies

There are no key judgements or assumptions used in applying the accounting policies.

c. Preparation of the Accounts on a Going Concern basis

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern despite the impact of COVID-19 as disclosed in note 15 to these financial statements. The charity has cash resources and has no requirement for external funding. The directors have a reasonable expectation that the

charity has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

d. Incoming Resources

All income is recognised in the Statement of Financial Activities on an accruals basis once the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably. For unsolicited donations this is when received.

In particular, revenue grants are recognised as income at the earlier date of when they are received or when they are receivable, unless they relate to a specified future period or the completion of unmet performance related conditions outside the control of the charity, in which case they are deferred. Deferred income is released to income in the reporting period in which the performance-related or other conditions that limit recognition are met.

e. Resources Expended:

All expenses are accounted for on an accruals basis.

i. Fundraising costs

These costs are incurred in seeking voluntary contributions. Direct fundraising costs consist of external direct costs and a proportion of direct salary costs calculated on the basis of estimation of time spent on fundraising activities.

ii. Allocation of Support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs includes costs and services, such as finance, payroll and governance costs which support the charity's work. Support costs have been allocated directly against charitable activities.

Notes to the Accounts

for the Year Ended 31 March 2020

f. Staff Pensions

Advance operated a defined contribution pension scheme (DCS) during the year. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. At 31 March 2020, Advance had 64 (2019: 56) active members in the scheme. Total contributions to the DCS for the year were £54,840 (2019: £28,295).

g. Tangible fixed assets

Tangible fixed assets are stated in the balance sheet at cost less depreciation. These items are depreciated on a straight line basis so as to write off their cost over their estimated useful lives. The rates used are as follows:

Buildings and Refurbishments 10%

or the length of the lease whichever is shorter

Computers 33%

Fixtures & Fittings 20%

Items costing less than £200 are written off in full in the year of acquisition.

h. Debtors

Debtors are recognised when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

i. Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than 3 months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

j. Creditors

Short term creditors are measured at the transaction price. Creditors are recognised when the charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

k. Restricted funds

Restricted funds are accounted for in accordance with the particular terms of trust arising from the express or implied wishes of donors in so far as these are intended to be binding on the Trustees. Where any such wishes are not intended to be legally binding, they are taken into account and recognised in appropriately designated funds.

l. Unrestricted funds

Unrestricted funds are those which are not subject to any special restrictions and they are classed within the General fund.

m. Foreign exchange

Transactions denominated in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences arising in the ordinary course of business are included in incoming resources or resources expended. Assets and liabilities denominated in foreign currencies are translated into sterling at the exchange rates ruling at the balance sheet date.

n. Operating Leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

Notes to the Accounts

For the year ended 31 March 2020

2. Income from Charitable Activities

Year ended 31 March on given years

	Unrestricted Funds 2020 (£)	Restricted Funds 2020 (£)	2020 Totals (£)	2019 Totals (£)
Grants				
Community-based Advocacy & Support	30,000	4,161,759	4,191,759	3,403,869
Donations & gifts	8,802	-	8,802	17,616
Other income	-	-	-	-
	38,802	4,161,759	4,200,561	3,421,485

Grants received, included in the above, are as follows:

Year ended 31 March on given years

	2020 Totals (£)	2019 Totals (£)
Unrestricted Grants		
T&J Meyer Family Trust	10,000	-
Treebeard Trust	20,000	20,000
	30,000	20,000

Year ended 31 March on given years

	2020 Totals (£)	2019 Totals (£)
Restricted Grants		
London Borough of Brent	418,874	428,151
London Borough of Ealing	89,633	-
London Borough of Hammersmith & Fulham	445,200	464,603
Royal Borough of Kensington & Chelsea	557,335	513,261
Westminster City Council	224,000	242,661
Health Triage (BCBN and Islamic Relief)	49,250	-
Department for Digital, Culture, Media and Sport	25,000	100,000
Ministry of Housing, Communities and Local Government	252,000	-
Insurance Industry Charitable Foundation (IICF) UK	2,500	7,500
Mayor's Office for Policing & Crime (MOPAC)	1,286,050	833,818
London Community Rehabilitation Company (MTC Novo)	700,000	700,000
SafeLives	6,250	25,000
Women's Aid	-	6,000
Greater London Authority	12,000	-
Department for Communities and Local Government	93,667	62,875
	4,161,759	3,383,869
Total Grants Received	4,191,759	3,403,869

Notes to the Accounts

For the year ended 31 March 2020

3. Analysis of total expenditure

Year ended 31 March on given years

	Direct Costs (£)	Staff Costs (£)	Support Costs (£)	2020 Total Cost (£)	2019 Total Cost (£)
Expenditure on Charitable Activities					
Cost of generating funds:					
Fundraising costs	449	66,911	-	67,360	65,539
Charitable activities:					
Community-based Advocacy & Support	889,308	2,914,344	270,195	4,073,847	3,344,138
Governance Costs	-	-	17,372	17,372	10,652
Total Charitable activities	889,308	2,914,344	287,567	4,091,219	3,354,790
Total Expenditure 2020	889,757	2,981,255	287,567	4,158,579	
Total expenditure 2019	694,675	2,485,535	240,119		3,420,329

Direct costs include:

Year ended 31 March on given years

	2020 Totals (£)	2019 Totals (£)
Direct costs related to community-based activities		
Partners' activities costs	610,528	469,301
Service-user activities	97,520	75,006
IT & Telecoms Costs	159,440	108,336
Other Direct Costs	21,820	40,652
	889,308	693,295

Notes to the Accounts

For the year ended 31 March 2020

Support Costs includes:

Year ended 31 March on given years

	2020 Totals (£)	2019 Totals (£)
Support costs related to community-based activities		
HR & payroll	10,020	8,030
Premises & storage	38,113	25,502
Lease costs	151,041	128,419
Staff related support costs	26,414	22,713
Other support costs	10,583	16,510
Depreciation	34,024	28,293
	270,195	229,467

Year ended 31 March on given years

	2020 Totals (£)	2019 Totals (£)
Governance costs		
Legal & Professional fees	3,226	3,669
Auditors' fees	4,600	4,500
AGM / Annual Report	2,171	2,438
Trustee and Board meeting expenses	1,075	45
Governance review	6,300	-
	17,372	10,652

Notes to the Accounts

For the year ended 31 March 2020

4. Trustees and employees

Year ended 31 March on given years

Staff costs:	2020 Totals (£)	2019 Totals (£)
Salaries	2,372,496	1,893,137
Social security costs	212,664	174,976
Pension scheme contributions	41,615	23,585
Redundancy	-	3,914
Consultants & Agency staff	192,590	359,180
Recruitment and training	161,890	30,743
	2,981,255	2,485,535

Year ended 31 March on given years

	2020 Average Number	2019 Average Number
The average number of persons employed during the year was:	82	67

The charity considers its key management personnel to comprise the Trustees and the Chief Executive. The total employment benefits including employer pension contributions and national insurance contributions of the key management personnel were £79,316 (2019 Excl. NIC: £75,532).

There was no employee with employee benefits between £60,001 and £70,000 (2019: 0).

One employee had employee benefits between £70,001 and £80,000 (2019: 1).

There were no redundancy payments in 2019/20 (2019: £nil).

The Trustees and persons connected with them have not received or obtained any remuneration or other financial benefits for the period directly or indirectly from Advance's funds. The aggregate amount of expenses reimbursed to Trustees to cover travel expenses during 2019/20 was £nil (2019: £nil).

Notes to the Accounts

For the year ended 31 March 2020

5 . Tangible fixed assets

Year ended 31 March on given years

	Buildings (£)	Fixtures & Fittings (£)	IT Equipment (£)	2019 Totals (£)
Cost				
Balance at 1 April 2019	57,119	16,165	57,626	130,910
Additions	-	4,157	13,744	17,901
Balance at 31 March 2020	57,119	20,322	71,370	148,811

Accumulated Depreciation				
Balance at 1 April 2019	16,534	3,745	24,612	44,891
Charge for period	11,424	3,755	18,845	34,024
Balance at 31 March 2020	27,958	7,500	43,457	78,915
Net book value at 31 March 2020	29,161	12,822	27,913	69,896
Net book value at 31 March 2019	40,585	12,420	33,014	86,019

6. Debtors

	At 31 March 2020	At 31 March 2019
Accrued income and grants receivable	614,144	370,682
Prepaid expenses	34,410	50,558
Other debtors: due in less than one year	29,319	32,206
	677,873	453,446

Notes to the Accounts

For the year ended 31 March 2020

7. Creditors amounts falling due within one year

	At 31 March 2020	At 31 March 2019
Trade Creditors	246,251	167,825
Taxation and social security	77,410	58,205
Accruals and Other Creditors	121,759	87,674
Deferred Income	159,732	105,917
	605,152	419,621

Deferred income reflects grants received during the year for which performance conditions have not been met at the year end. Deferred income recognised at 31 March 2020 was recognised in full in the current financial year.

8. Operating Lease Commitments land & Buildings

	At 31 March 2020	At 31 March 2019
Minimum Lease Payment Falling Due:		
Within 1 year	130,528	130,528
Within 2 to 5 year	189,717	320,245
	320,245	450,773

As of 2nd August 2017, we have signed two new 5-year leases for new premises for £107,010 per annum.

As of 1st November 2018, we have signed a new 53 months lease for new premises for £23,518 per annum.

Notes to the Accounts

For the year ended 31 March 2020

9. Unrestricted Income Funds

	Balance at 1 April 2019 (£)	Incoming/(Outgoing) Resources (£)	Balance at 31 March 2020 (£)
Advance General Fund	514,149	39,713	553,862

The Unrestricted Income Funds are classified as follows

	At 31 March 2020 (£)	At 31 March 2019 (£)
Free Reserves (incorporating General Fund)	512,463	471,889
Tangible Fixed Assets in use	41,399	42,260
Total	553,862	514,149

10. Restricted Funds

Restricted funds are accounted for in accordance with the particular terms of trust arising from the express or implied wishes of donors in so far as these are intended to be binding on the Trustees. Where any such wishes are not intended to be legally binding, they are taken into account and recognised in appropriate alternative funds, as indicated as transfers below.

	Balance at 1 April 2019	Incoming Resources (£)	Transfers	Resources expended	Balance at 31 March 2020 (£)
Domestic Abuse services	76,416	2,169,285	-	(2,140,980)	104,721
Criminal Justice services	133,385	1,992,474	-	(2,017,599)	108,260
Total	209,801	4,161,759	-	(4,158,579)	212,981

Domestic abuse services: Services are provided to the boroughs of Brent, Ealing, Hammersmith & Fulham, Kensington & Chelsea, Westminster, through a number of programmes including the Angelou Partnership VAWG Services, Social Care IDVA services, and the Criminal Justice and Police IDVA services.

Criminal Justice services: Services are provided pan-London through our Minerva programmes, including our collaboration with London Community Rehabilitation Company (LCRC) and the Mayor's Office for Policing and Crime (MOPAC).

Notes to the Accounts

For the year ended 31 March 2020

11. Analysis of the charity's net assets by Fund

	Unrestricted Fund (£)	Restricted Funds (£)	Restricted Funds (£)
Fund balances at 31 March 2020 are represented by:			
Tangible fixed assets	41,399	28,497	69,896
Debtors	63,728	614,145	677,873
Cash at bank and in hand	529,714	94,512	624,226
Creditors: amounts falling due within one year	(80,979)	(524,173)	(605,152)
	553,862	212,981	766,843

12. Taxation status

Advance is a registered charity and no taxation is payable on its income arising in the United Kingdom.

13. Related party transactions

There were no connected charity transactions during the year. There were no related party transactions during the year. None of our Trustees receive remuneration or other benefit from their work with the charity.

Notes to the Accounts

For the year ended 31 March 2020

14. Comparative 2019 Statement of Financial Activities

Year ended 31 March 2019

Statement of Financial Activities	Unrestricted Fund (£)	Restricted Fund (£)	2019 Totals (£)
Income:			
Charitable activities:			
Domestic violence advocacy projects	37,616	3,383,869	3,421,485
Investment income – Interest receivable	467	-	467
Total incoming resources	38,083	3,383,869	3,421,952
Expenditure:			
Costs of Raising Funds: Fundraising costs	65,539	-	65,539
Expenditure on Charitable Activities: Total Charitable Activities	83	3,354,707	3,354,790
Total expenditure	65,622	3,354,707	3,420,329
Net income / (expenditure) for the year	(27,539)	29,162	1,623
Transfers between Funds	65,539	(65,539)	-
Net Movement in Funds for the year	38,000	(36,377)	1,623
Reconciliation of Funds Total Funds brought forward	476,149	246,178	722,327
Total Funds carried forward	514,149	209,801	723,950

All income and expenditure derived from continuing activities.

15. Impact of COVID-19 pandemic

The Trustees have considered the effect of the Covid-19 pandemic, that has been spreading throughout the world in 2020, on the Charity's activities. This outbreak is likely to cause some disruption to the Charity's business but at the date of approval of these financial statements, the extent and quantum of the disruption remains uncertain.

Our communications with current and potential funders have been very positive, with funders showing an understanding of the challenges and a willingness to be flexible with funding to see organisations like ours through these challenges. We are optimistic about the fundraising outlook for the next 12 months.

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