

# Respect

## **RESPECT PROJECT (KNOWN AS "RESPECT")**

(Company limited by guarantee no. 07582438  
registered charity no. 1141636)

### **REPORT AND FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2020**



# **RESPECT PROJECT (KNOWN AS "RESPECT")**

(Company limited by guarantee no. 07582438, registered charity no. 1141636)

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## **REPORT AND FINANCIAL STATEMENTS**

For the year ended 31 March 2020

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## RESPECT PROJECT (KNOWN AS "RESPECT")

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 31 March 2020

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<b>Patron</b>	Vera Baird QC	
<b>Chair of Trustees</b>	Sarah Mullen	
<b>Board of Trustees</b>	<b><i>Sustainability subgroup</i></b> Sarah Mullen, Chair Peter Llewellyn, Vice Chair * Rachel Morrison, Treasurer  <b><i>Development subgroup</i></b> Helen Bonnick (appointed 8 October 2019) Emma Goding (resigned 8 October 2019) * James Rowlands Marianna Tortell (resigned 8 October 2019)  <b><i>Influence subgroup</i></b> Samantha Darby Erin Godbold (resigned 24 January 2020) Amy Klein (resigned 24 January 2020) * Diane Scott  * <i>Chair of subgroup</i>	
<b>Board Secretary</b>	Ippo Panteloudakis (Head of Services)	
<b>Chief Executive Officer</b>	Jo Todd	
<b>Company reg. no.</b>	07582438	
<b>Charity reg. no.</b>	1141636	
<b>Registered office</b>	The Green House 244-254 Cambridge Heath Road London E2 9DA	
<b>Auditors</b>	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD	
<b>Bankers</b>	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	Barclays Bank Plc 75 King Street Hammersmith London W6 9HY

TRUSTEES’ REPORT

For the year ended 31 March 2020



The Board of Trustees, who are also directors of the Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their combined directors' and trustees' annual report and the financial statements of The Respect Project (known as "Respect") for the year ended 31 March 2020. The Board of Trustees confirms that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (FRS 102). The Company has taken advantage from the exemptions available to smaller entities.

## Structure, Governance and Management

Respect is a registered charity (number 1141636) and company limited by guarantee (number 7582438). Respect's governing document is its Memorandum and Articles of Association.

The Board of Trustees is bound by Respect's Articles of Association and is elected at the Annual General Meeting. There are three elected officer posts — Chair, Vice Chair and Treasurer — and up to 12 other representatives. We encourage our member organisations to join the board but following a review with our members there is no longer a requirement for 4 members to sit on the board in our Articles of Association. This change was agreed at our AGM in November 2019.

Trustees complete a register of interests annually and declare any conflicts of interest at each Board and subgroup meeting.

The Board of Trustees meets quarterly to oversee and agree all areas of governance and strategy. Trustees also have an annual 'away day' to discuss and develop strategy and review their performance as a Board. There are currently 3 subgroups of the Board which meet at least quarterly:

- Sustainability Group — oversight of finances, funding, governance, performance, risk, legal and HR issues
- Influence Group — oversight of public affairs, communications and fundraising
- Development Group — oversight of our services, development and research projects

We recruit Trustees using an open advertisement process across our networks. Applications are reviewed against need and shortlisted candidates are interviewed by a panel led by the Chair of Trustees. Respect's Trustees come from across the private, public and voluntary sectors.

Skills and experience of Board members include:

- Strategy and policy development
- Operational performance, change and risk oversight
- Financial control and oversight
- Service leadership and delivery
- Domestic and sexual violence work
- Domestic violence perpetrator work
- Service evaluation
- Finance and fundraising
- Communications and marketing expertise
- Children and families social work

TRUSTEES’ REPORT

For the year ended 31 March 2020



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New Trustees receive an induction into the organisation including governance training covering different aspects of the trustee role and responsibilities.

Respect employs a Chief Executive Officer (CEO) to manage the organisation and drive its strategic development on behalf of the Board.

The Board of Trustees regularly monitors the risks to Respect, ensuring these are adequately managed. The key risks we have identified for the coming year are:

- The Covid-19 pandemic arrived in the UK in February 2019 and as we enter uncertain times, we must make use of newly available funding to continue our work in the face of rising demand for our support; as well as remaining abreast of any changes and impacts on our anticipated income streams.
- Capacity of our core team continues to be stretched and we have identified that our core team needs to grow to keep pace with our overall organisational growth. We have appointed a Head of Finance and will be appointing an Operations Director in 2020/2021 (funded by Esmée Fairburn Foundation). We will continue to work to secure further funding to support our central operations.
- Our new 3 year strategy was due to be launched in April 2020. Throughout 2019/20 we faced uncertainty about the future of three of our largest projects (which have subsequently been funded into, and beyond 2020/2021). In addition to this, we also faced the outbreak of the Covid-19 pandemic. Instead of launching a strategy in a time of uncertainty we developed a roadmap to reaching a new strategy to ensure that we were responsive to our challenges and are ready to launch in April 2021.

### Systems to monitor and mitigate risk:

- The Senior Leadership Team (SLT) identifies and discusses risks on an operational level and ways to mitigate them at the weekly Senior Leadership Meeting
- Management accounts are prepared and reviewed quarterly against budget
- Our internal controls include:
  - cashflow analysis is reviewed regularly and we undertake a quarterly forward look at expected cashflow
  - a debtors' procedure is followed monthly
  - the use of petty cash is restricted to the absolute minimum
- We have a robust expenses policy that includes the monitoring of expenses claimed by staff and external associates. All expenses are authorised by project managers, with associated receipts, and claims are submitted within 3 months
- Payments to suppliers and contractors are agreed by project managers against budget, are input on our online banking facility by the Finance Officer and authorised by two separate members of SLT
- Access to specialist advice:
  - Respect uses the services of external providers for specialist HR and IT support

TRUSTEES’ REPORT

For the year ended 31 March 2020



- We have continued to receive legal advice on a pro bono basis from Baker McKenzie, a global firm of solicitors, who we would like to thank for their continued support
- The Board's sub-groups meet quarterly to discuss emerging issues, identified risks, mitigations and provide strategic oversight
- Board meetings review the highest risks and their mitigation

## Objectives and activities

Respect is a membership organisation. We develop, deliver and support effective services for:

- male and female perpetrators of domestic violence
- young people who use violence and abuse at home and in relationships
- men who are victims of domestic violence

## Respect's objects as outlined in the Articles of Association are:

To relieve the distress and suffering caused by domestic violence and abuse, in particular, but not exclusively, by educating people who work with, or who are otherwise involved with, the perpetrators of and those suffering from domestic violence (practitioners), with a view to increasing the physical safety and mental well-being of people who have experienced such violence or abuse.

## Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. We provide a range of identifiable benefits to the public or a section of the public through the following activities:

- Providing high quality training and practice support, ensuring those working around the UK have access to information, research and resources to improve and develop their work
- Managing accreditation of domestic abuse prevention programmes, supporting organisations to meet high standards and achieve best practice
- Developing and delivering services across all 3 strands of work (perpetrators, young people and male victims):
  - Respect Phoneline — running the national helpline directly supporting perpetrators of domestic abuse to take the first step in changing their behaviour
  - Men's Advice Line — running the national helpline offering support, information and practical advice to male victims of domestic abuse
  - Drive — developing interventions with perpetrators causing the highest levels of harm with our partners Safe Lives and Social Finance
  - Make a Change — a community based, early response for those using abusive behaviours in their intimate relationships, with our partner Women's Aid Federation England
  - Change that Lasts Wales — a community based, early response for those using abusive behaviours in their intimate relationships, with our partner with our partner Welsh Women's Aid

TRUSTEES’ REPORT

For the year ended 31 March 2020



- Respect Young People's Programme — supporting organisations to deliver services to families where there is adolescent to parent violence and abuse
  - Safe and Together – Developing Social Work Practice in responding to Perpetrators of Domestic Abuse
- Collaborating with researchers, practitioners and policy makers to extend our evidence base and ensure it is embedded in practice and policy
- Influencing public policy and providing a national voice on domestic abuse perpetrators, male victims and young people, with the aim of ensuring that interventions are available, safe, effective and accountable and place survivor safety at the heart of the intervention

## Financial review

Respect recorded an overall deficit in income over expenditure this year of £22,694 compared to a surplus of £126,933 in the previous year. There was a deficit on unrestricted funds of £5,922. This was a purposeful decision by our board to invest in key projects such as training, communications and accreditation to ‘future proof’ our position as sector lead in our areas of work. There was also a deficit on restricted funds of £16,772. This is after the net transfer of £20,628 to unrestricted funds. The transfer includes £37,158 of Project Drive funding that was agreed with the funder to be transferred to designated funds to support accreditation process in new sites over the course of next two years.

Total income increased by 4% to £1,587,643 largely due to our three restricted fund partnership projects Change that Lasts (Wales), Make a Change (England) and Drive. This demonstrates increasing demand for our work and reflects the success in our fundraising.

Total expenditure increased by 16% to £1,610,337 this is higher than income due to the decision taken by our board of trustees to invest in key operational areas.

Key financial issues for 2020/21 and beyond include:

- The need to continue to build unrestricted reserves as our cost base grows. We will:
  - Generate additional working capital and ensure we have sufficient funds to maintain good cashflow. This will help to cope with the increasing tendency for grant providers to fund projects in arrears (typically quarterly in arrears) and manage late payments from funders.
  - Where possible, enable investment to improve the quality and timeliness of our core services to our members and the broader sector
  - Ensure our restricted projects contribute sufficiently to our core funds so we have the infrastructure to support project work
- The need to grow and diversify our sources of income so that we have a better balance between unrestricted and restricted income. This year 16% of income was unrestricted (compared to over 18% last year). This decrease is due in part to our success in securing funding for key restricted projects but is something we are actively seeking to address.
- We are facing further economic uncertainty as the impact of Brexit in 2020/21 works through the economy and we anticipate an on-going impact from the Covid-19 pandemic. We will ensure we make prudent financial decisions to ensure our sustainability.

TRUSTEES’ REPORT

For the year ended 31 March 2020



Respect’s reserve policy is to hold reserves to the value of ten percent of audited turnover, but such reserves to be limited to three months’ core costs. As at March 31st, 2020 this would amount to a reserve requirement of £158,764. At the year end, free reserves amounted to £156,657. This amount excludes restricted funds and designated funds. This is just below the level set out in Respects reserve policy. We are working to build on our reserves position and have already met this challenge in the first six months of 2020/2021.

## Achievements and performance

Respect continues to move from strength to strength in terms of our reputation and the demand on our time. As a UK-wide membership organisation we have a key role in leading the development of domestic abuse responses in the UK and providing support to the wider sector.

In order to evolve as an organisation in 2019/2020 we started to work on re-clarifying our core priorities and values (due for completion 2020/2021), so that we can prioritise our work and make the best use of our time. As a result, we have a good understanding of our strengths and opportunities and continue to work in partnership so that we have a reach across our sector. As well as improving our reach, we have the opportunity to learn from others and develop as an organisation.

The end of 2019/2020 saw the announcement of successful bids to sustain and grow three of our big projects (Change that Lasts in Wales, Make a Change and Drive). This means that we move into 2020/2021 with funding secured, particularly in the case of Make a Change and Drive, for a longer period of time. We will continue to build our infrastructure to meet the needs of a larger organisation. As mentioned in our ‘risks’ Respect’s Board and SLT decided to delay the launch of our new strategic plan by a year. We developed a roadmap to a refreshed three-year strategy and will launch the strategy in April 2021. This allows us to better respond to the uncertainty caused by the Covid-19 pandemic and to have a better view on our long-term funding and future growth.

## Projects:

### Helplines

Our helplines team provide a high-quality service to a variety of users including survivors, perpetrators, family, friends and professionals. Our skilled advisors provided information, advice and support via the telephone, email and webchat services.

During this period:

- The Respect Phonenumber supported 4,493 service users via 2503 calls, 1324 emails and 666 webchat exchanges
- The Men’s Advice Line supported 18,124 service users via 11,177 calls, 4,460 emails and 2,487 via webchat exchanges
- We continued to receive high satisfaction feedback from our service user evaluation survey, with questions around accessibility of the service, knowledge, skills and expertise of the advisors, outcomes of the helpline interaction and ways to improve our service
- We rebranded and relaunched the websites for both our helplines, which led to increased awareness of our services and use of our website resources.



TRUSTEES’ REPORT

For the year ended 31 March 2020



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We also published two reports, following research on the helplines:

- The voices of male victims: Understanding men's experiences of the Men's Advice Line. An evaluation for Respect. London: Respect. Westmarland, N. and Burrell, S.R.
- Perpetrators in the early stages of help-seeking: Views of service users. An evaluation of the Respect Phoneline. London: Respect. Westmarland, N. and Burrell, S.R.

As well as our Home Office funding we also receive a contribution to our helplines through the Scottish Government and from London Councils, through the Ascent project.

### Respect Young People's Services

Respect's intervention for young people using violence and abuse towards family members continued to expand. The careful work over the past few years in developing this intervention, evidencing its effectiveness and supporting implementation has provided a solid platform for continued growth.

The Respect Young People's Programme continued to have a strong presence in the North of England with coverage across the whole of Northumbria and North Yorkshire with both areas considering the whole system response to Child and Adolescent to Parent Violence and Abuse (CAPVA). Respect undertook training with Police Officers in Northumbria and with front line staff across the spectrum of agencies who support families. In North Yorkshire a deep dive on the risk and needs profiles of young people referred to the intervention showed a high number of young people with an autism and/or ADHD diagnosis and Respect sought funding from the Youth Endowment Fund to design interventions to respond to the needs of this cohort of young people and their families.

Respect recruited a Young People's Services Manager in September 2019 to provide a greater level of support to our partners and to take the service forward over the coming years.

### Make a Change - Perpetrator Response in partnership with Women's Aid Federation England

Respect and Women's Aid Federation England worked with OPCC, Police and Local Authority commissioners in East Sussex (including Brighton and Hove) and Lincolnshire to develop and deliver a community focussed early response to perpetrators that included:

- An intervention for those using abuse and support for their (ex)partners
- Workforce development
- Community awareness raising

Stirling University undertook an evaluation of the implementation and delivery of the intervention - due in June 2020. Over the course of the year, funding was secured from the National Lottery Community Foundation to continue work in Lincolnshire and roll out into three new sites (awarded early March 2020). This funding will see our work sustained in Lincolnshire until 2023 and roll out into three new areas until 2025. The business model involves a sustainability plan that sees each area contributing to the ongoing delivery.

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For the year ended 31 March 2020



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Change that Lasts – Perpetrator Response Wales (CLEAR)

Funded by the Police Transformation Fund via the South Wales OPCC this project adds a perpetrator strand of work to the existing Change that Lasts model developed and implemented by Welsh Women’s Aid. This work is well underway, training focussing on the identification and referral of perpetrators is being delivered as part of the Welsh Women’s Aid Trusted Professional training and a short awareness raising course for men concerned about their behaviour towards women is being delivered. We continue to work with Welsh Women’s Aid and have secured funding for 2020-2021 to continue this work.

Drive

Drive is a partnership formed of three organisations Respect, Safe lives and Social Finance, initially set up to deliver a three-year pilot intervention working with high harm, serial Domestic Abuse Perpetrators. After the successful completion of this pilot, in 2017 we received funding for Drive to expand to deliver in additional sites in the West Midlands, London, South Wales and West Mercia. These sites were all set up and established between November 2017 and November 2018 and have been successfully running since.

In 2019 the Drive partnerships started exploring funding possibilities for further expansion, rolling out to additional sites to deliver the intervention and the newly established second strand aimed at public affairs and systems change. In 2019 we applied to the National Lottery Community fund and secured further funding until March 2023 to deliver this work.

Safe and Together

Respect, together with the London Borough of Waltham Forest and Hackney, formed a partnership to implement the Safe and Together model across both boroughs. The Safe and Together model is an approach designed to improve the way that children’s safeguarding systems respond to children affected by domestic abuse. It provides a framework for partnering with domestic abuse victims and intervening with domestic abuse perpetrators to enhance the safety and wellbeing of children. Safe and Together has had international success in changing children’s services’ responses to domestic abuse, increasing the number of children who remain safely with their non-abusive parent and decreasing re-referral rates.

Respect employs an Implementation Lead, working across both boroughs to support social workers and others to implement the model as well as evaluating the impact on practice. The Safe and Together Partnership aims to share learning and outcomes from this project to influence and improve children’s safeguarding systems.

Quality Assurance, supporting and improving practice:

Accreditation

The year ending 31<sup>st</sup> March 2020 saw a significant increase in the number of services seeking accreditation and reaccreditation. This success is due to a number of factors:

- the momentum created following the launch of the 3rd edition of the Respect Standard
- employing a full time Accreditation Manager
- support from Lloyds Bank Foundation

TRUSTEES’ REPORT

For the year ended 31 March 2020



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The Respect 3<sup>rd</sup> Edition of the Standard now applies across the full spectrum of interventions with perpetrators. Initially we experienced a backlog in organisations awaiting accreditation. The appointment of a full time Accreditation Manager is having a positive impact on this service as we now have more capacity to address issues and answer questions. This translates to offering a better and more robust service to organisations.

In addition to this, Lloyds Bank foundation supported 10 services to engage in accreditation and enabled them to work together as a group of organisations on their accreditation process.

By the end of the year we had awarded full accreditation to 15 services, 11 achieved stage one and a further 10 services are moving through the process.

In 2020/2021 we will be undertaking a further review of our accreditation processes to ensure it represents good value for money and is operationally sustainable.

### Membership

This year we introduced a new, secure, membership platform, which enables members to log in, service their account and buy discounted places on training and events. We restructured the membership categories to make it easier to understand eligibility and to offer benefits to more members.

We continue to offer a number of member benefits that include practice development, a forum for our accredited members and exclusive resources on research topics, practice guidance and policy briefings.

Throughout March 2020, the new reality imposed by the Covid-19 pandemic forced us to quickly adjust and offer new ways to support our members. It is unknown what impact the pandemic will have in the mid and long-term for our members, but we are working to secure our sustainability and support our members through these challenging times.

### Training

Our training courses are aimed at both specialists and non-specialists, and range from 1-day awareness courses to advanced skills 5-day courses over all of our areas of work.

This year we delivered 31 training courses: 12 commissioned, 9 open-access and 10 under the London Councils - ASCENT funding stream.

This year, we started reviewing and refreshing our entire training programme, so that it's up to date and relevant for learners. We have also committed to offering all our training courses as CPD-accredited. Our 1-day Working with Male Victims of Domestic Abuse training course is the first to become CPD-accredited and others will follow. Next year we have developed a plan to ensure we can continue to improve our training and develop a suite of online training packages to complement our current training.

### Events

This year we held two annual conferences focused on male victims and perpetrators of domestic abuse. As we move into 2020/2021 it is uncertain how the Covid-19 pandemic will affect our events

TRUSTEES’ REPORT

For the year ended 31 March 2020



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programme. We are looking at the format of events and adapting to online environments to address this.

### Influence:

#### Public affairs

One of Respect's key roles is to influence public policy regarding domestic abuse perpetrators, male victims and young people, to represent the voice of survivors, of sector specialists, members and partners.

Our CEO sits on the National Oversight Group, chaired by the Home Secretary and Respect staff work closely with a range of government departments and public sector bodies to promote safe and effective policy making, commissioning and funding.

Through the Drive project partnership, we have led on a sector wide call for a perpetrator strategy, which is supported by 80+ organisations, academics and survivor activists. It Respect's intention in 2020/2021 to increase our Public Affairs capacity to greater influence both national and local policy.

#### The Domestic Abuse Bill

The Domestic Abuse Bill continued to travel through consultation and government in this financial year. We have worked to influence this, calling for a perpetrator strategy, improving the quality of perpetrator interventions, influencing the planning and policy decisions around DAPOs, re-housing of perpetrators, and the need for properly funded services. We will continue this work as we move into 2020/2021 and also know that the Covid-19 pandemic will have a significant impact on our sector and the associated public affairs work required.

#### All Party Parliamentary Group on Perpetrators of Domestic Abuse (APPG)

Respect provides the secretariat for the APPG which was launched in May 2018 and is chaired by Thangam Debonnaire MP. As the Domestic Abuse bill has slowly progressed, the APPG has acted as a source of information for MPs and Peers wishing to engage in parliamentary debates on the issue. The APPG has faced interruption from the prorogation of parliament but was held in January 2020. It has subsequently been delayed by the Covid-19 pandemic but there is a commitment from parliament and our sector to continue this vital work.

### Research

#### Reprovide Research Project

Respect is a partner in 'Reprovide' which is funded by the UK National Institute for Health Research (NIHR) programme grants for applied research. The research tests the effectiveness of a group work intervention for those who perpetrate domestic abuse via a randomised control trial. It started in February 2016 and will run until July 2022.

This year has seen the project complete its pilot phase, test the methodology, and recruit and train service providers who will take part in the full trial. The start of the full trial has been disrupted by the pandemic but not halted. Outcomes from the research have the potential to be hugely significant for future work with perpetrators of domestic abuse.

TRUSTEES’ REPORT

For the year ended 31 March 2020



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Advance Research Project

Advance is led by King’s College London, together with colleagues from the Universities of Worcester, Manchester, Bristol and York, as well as Respect, the South London and the Maudsley NHS Foundation Trusts, and Rochester Institute of Technology. It is a 60-month project, aiming to ‘advance’ theory and treatment approaches for men in substance misuse treatment who perpetrate intimate partner violence. The design, development and implementation of the intervention has been completed and delivery continues.

Partnerships

London VAWG Consortium ASCENT-London Support

Respect continues to take an active role in the London VAWG consortium. This group, coordinated by Women’s Resource Centre, is working towards establishing as a single legal entity. As part of this, it has established a number of governance subgroups. Respect is part of the membership subgroup assessing new member applications, being available to hold members to account should the need arise and developing a clear membership process. The Consortium continues to identify and apply for additional contracts.

Having a position on the London VAWG Consortium enables Respect to bring the perpetrator and male victim perspective to the sector, to build and maintain relationships with colleagues in the women’s sector, and means that our contributions are presented to London Council by the London VAWG Consortium.

Work with Perpetrators - European Network WWP-EN

Respect continued to be an active participant in the European Network for organisations working with perpetrators of domestic abuse. As a network, it has continued to grow and evolve. Respect’s Development Director was the Chair of the network since it was founded in 2014, stepping down in Autumn 2019. During the year Respect member services and staff attended the 2-day WWP-EN annual meeting in Crete and presented workshops on working with sexual abuse in the context of domestic abuse.

Trustees' responsibilities statement

The Trustees (who are also directors of Respect Project for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company end of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and accounting estimates that are reasonable and prudent

TRUSTEES’ REPORT

For the year ended 31 March 2020



- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### Disclosure of Information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- So far as each Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- Each Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information

This report was approved by the Trustees on 1 December 2020 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'S Mullen', with a long horizontal flourish extending to the right.

Sarah Mullen

Chair of Trustees

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2020**

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**Opinion**

We have audited the financial statements of Respect Project (known as "Respect") (the 'charitable company') for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

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

**Conclusions relating to going concern**

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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2020**

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(Continued)

**Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report, which includes the directors' report [and the strategic 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 strategic report 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 [strategic report or the] directors' report included within 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.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report].

**Responsibilities of trustees**

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

In preparing the financial statements, the trustees are responsible for assessing the 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: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.



RESPECT PROJECT (KNOWN AS "RESPECT") (registered company no. 07582438)

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2020**

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(Continued)

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.

*Kevin Lally*

Kevin Lally (Senior Statutory Auditor)

For and on behalf of:

**Knox Cropper LLP**

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

1 December 2020

# RESPECT PROJECT (KNOWN AS "RESPECT")

## STATEMENT OF FINANCIAL ACTIVITIES (incorporating the Income and Expenditure Account) For the year ended 31 March 2020

	Note	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and legacies	2	8,578	-	8,578	5,344
Charitable activities	4	244,441	1,334,584	1,579,025	1,515,038
Investments	3	40	-	40	11
<b>TOTAL</b>		<b>253,059</b>	<b>1,334,584</b>	<b>1,587,643</b>	<b>1,520,393</b>
<b>EXPENDITURE ON:</b>					
Raising funds					
Costs of generating voluntary income		27,107	-	27,107	8,625
Charitable activities		252,502	1,330,728	1,583,230	1,384,835
<b>TOTAL EXPENDITURE</b>	5	<b>279,609</b>	<b>1,330,728</b>	<b>1,610,337</b>	<b>1,393,460</b>
Net (expenditure)/income		(26,550)	3,856	(22,694)	126,933
Transfer between funds	13	20,628	(20,628)	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>(5,922)</b>	<b>(16,772)</b>	<b>(22,694)</b>	<b>126,933</b>
<b>RECONCILIATION OF FUNDS:</b>					
TOTAL FUNDS AT 1 APRIL 2019		201,383	33,277	234,660	107,727
<b>TOTAL FUNDS AT 31 MARCH 2020</b>		<b>£ 195,461</b>	<b>£ 16,505</b>	<b>£ 211,966</b>	<b>£ 234,660</b>

All activities relate to continuing operations

**RESPECT PROJECT (KNOWN AS "RESPECT")**

Company limited by guarantee (registered company no. 07582438)

**BALANCE SHEET****As at 31 March 2020**

	Notes	2020 £	2019 £
<b>FIXED ASSETS</b>			
Tangible assets	10	<u>1,647</u>	<u>1</u>
		<u>1,647</u>	<u>1</u>
<b>CURRENT ASSETS</b>			
Debtors	11	332,257	506,866
Cash at bank and in hand		144,002	131,371
		<u>476,259</u>	<u>638,237</u>
<b>CREDITORS: amounts falling due within one year</b>	12	(265,940)	(403,578)
<b>NET CURRENT ASSETS</b>		<u>210,319</u>	<u>234,659</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		211,966	234,660
<b>TOTAL NET ASSETS</b>		<u>£ 211,966</u>	<u>£ 234,660</u>
<b>FUNDS</b>			
Unrestricted funds:			
Designated funds	13	38,804	-
General fund	13	<u>156,657</u>	<u>201,383</u>
		195,461	201,383
Restricted funds	13	16,505	33,277
		<u>£ 211,966</u>	<u>£ 234,660</u>

The financial statements have been prepared in accordance with the special provisions in Part 15 of the Companies Act 2006 relating to small companies and the Financial Reporting Standard 102.

The financial statements were approved, and authorised for issue, by the Board of Trustees on 1 December 2020 and signed on their behalf by:-



SARAH MULLEN, Trustee

The annexed notes form part of these financial statements

# RESPECT PROJECT (KNOWN AS "RESPECT")

## CASH FLOW STATEMENT

For the year ended 31 March 2020

	2020 £	2019 £
<b>Cash flows from operating activities</b>		
(Deficit)/surplus for the financial year	(22,694)	126,933
Adjustments for:		
Depreciation	822	-
Decrease/(increase) in debtors	174,609	(335,498)
((Decrease))/increase in creditors	(137,638)	215,617
Investment income	(40)	(11)
	<u>15,059</u>	<u>7,041</u>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(2,468)	-
Return on investment - interest receivable	40	11
	<u>(2,428)</u>	<u>11</u>
<b>Net increase in cash and cash equivalents</b>	<u>12,631</u>	<u>7,052</u>
Cash and cash equivalents at 1 April 2019	131,371	124,319
<b>Cash and cash equivalents at 31 March 2020</b>	<u>£ 144,002</u>	<u>£ 131,371</u>
<b>Components of cash and cash equivalents</b>		
	At 1 April 2019	Cashflows
		At 31 March 2020
Cash at bank and in hand	<u>£ 131,371</u>	<u>£ 144,002</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

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1. ACCOUNTING POLICIES

***Basis of preparation of financial statements***

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared under the historical cost convention. They have been prepared in accordance with applicable United Kingdom accounting standards, the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2015), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities and the Charities Act 2011. The presentational currency of the financial statements is Pound Sterling (£).

The Charity is dependent upon grant income and the Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

***Company status***

Respect Project (known as "Respect") is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

***Fund accounting***

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. Statutory grants which are given as contributions towards the Charity's core services are treated as unrestricted.

***Incoming resources***

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specific future period, in which case they are deferred. All other incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Investment Income is recognised on an accruals basis.

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Membership subscriptions are recognised evenly over the year the membership relates to.

Income tax recoverable in relation to investment income or Gift Aid donations is recognised at the time the relevant income is receivable.

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2020**

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***Resources Expended***

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Support costs, including governance costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities. Governance costs include the costs of servicing Trustees' meetings, audit and strategic planning.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

***Tangible fixed assets and depreciation***

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office Equipment	-	4 years
Computer equipment	-	3 years
Other fixed assets	-	3 years

Full year depreciation is charged to the additions during the year. Website development costs are capitalised where they will deliver clear economic benefits and/or charitable/campaigning benefits of a value at least as great as the amount capitalised.

***Debtors***

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

***Cash at bank and in hand***

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

***Creditors and provisions***

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

***Financial Instruments***

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

***Pensions***

The charity is part of a defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

## RESPECT PROJECT (KNOWN AS "RESPECT")

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

#### ***Judgements and key sources of estimation uncertainty***

Judgements and key sources of estimation uncertainty are detailed in the above accounting policies, where applicable.

## 2. DONATIONS AND LEGACIES

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Donations	8,578	-	8,578	5,344
	<u>£ 8,578</u>	<u>£ Nil</u>	<u>£ 8,578</u>	<u>£ 5,344</u>

#### ***Comparative donations and legacies***

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
Donations	5,344	-	5,344
	<u>£ 5,344</u>	<u>£ Nil</u>	<u>£ 5,344</u>

## 3. INVESTMENT INCOME

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Interest receivable from: Bank interest	40	-	40	11
	<u>£ 40</u>	<u>£ Nil</u>	<u>£ 40</u>	<u>£ 11</u>

#### ***Comparative investment income***

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
Interest receivable from: Bank interest	11	-	11
	<u>£ 11</u>	<u>£ Nil</u>	<u>£ 11</u>

## RESPECT PROJECT (KNOWN AS "RESPECT")

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

#### 4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Grants for services	19,639	1,334,584	1,354,223	1,281,425
Fee income	224,802	-	224,802	233,613
	<u>£ 244,441</u>	<u>£ 1,334,584</u>	<u>£ 1,579,025</u>	<u>£ 1,515,038</u>

#### Analysis of the income by source

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Home Office	-	240,000	240,000	299,981
Northern Ireland Home Office	-	6,000	6,000	6,000
Scottish Government	-	27,944	27,944	27,944
Scottish Women's Aid	-	27,937	27,937	27,121
Ascent Helplines	-	10,000	10,000	10,000
London Councils	-	43,497	43,497	43,497
Esmée Fairbairn Trust	-	-	-	-
Make a change	-	437,871	437,871	467,001
Change that Lasts Wales	-	130,612	130,612	75,039
Lloyds Bank Foundation	-	24,071	24,071	24,100
Project Drive	-	283,396	283,396	286,511
South London and Maudsley NHS	6,984	-	6,984	8,232
Northumbria Office	-	45,000	45,000	-
Domestic Abuse Intervention Service	-	24,923	24,923	-
Segelman Trust	-	12,500	12,500	-
Comic Relief	-	20,833	20,833	-
NHS Bristol	12,655	-	12,655	5,999
<b>Fee income</b>				
Membership subscriptions	31,136	-	31,136	22,167
Training courses	77,177	-	77,177	93,133
Events	12,888	-	12,888	21,896
Accreditation	47,787	-	47,787	11,081
Consultancy and other fees	55,814	-	55,814	85,336
	<u>£ 244,441</u>	<u>£ 1,334,584</u>	<u>£ 1,579,025</u>	<u>£ 1,515,038</u>

#### Analysis of the income by charitable activities

	£	£	£	£
Providing High quality support and training	177,015	113,420	290,435	266,029
Managing accreditation of DV programs	47,787	24,071	71,858	35,181
Developing & running DV services	-	1,176,260	1,176,260	1,199,597
Research & Public Affairs	19,639	20,833	40,472	14,231
	<u>£ 244,441</u>	<u>£ 1,334,584</u>	<u>£ 1,579,025</u>	<u>£ 1,515,038</u>



## RESPECT PROJECT (KNOWN AS "RESPECT")

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

#### Comparative income from charitable activities

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
Grants for services	35,081	1,246,344	1,281,425
Fee income	233,613	-	233,613
	<u>£ 268,694</u>	<u>£ 1,246,344</u>	<u>£ 1,515,038</u>

#### Analysis of the income by source

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
<b>Grants for services</b>			
Home Office	-	299,981	299,981
Northern Ireland Home Office	-	6,000	6,000
Scottish Government	-	27,944	27,944
Scottish Women's Aid	-	27,121	27,121
Ascent Helplines	-	10,000	10,000
London Councils	-	43,497	43,497
Esmee Fairbairn Trust	-	-	-
Make a change	20,850	446,151	467,001
Change that Lasts Wales	-	75,039	75,039
Lloyds Bank Foundation	-	24,100	24,100
Project Drive	-	286,511	286,511
South London and Maudsley NHS	8,232	-	8,232
NHS Bristol	5,999	-	5,999
<b>Fee income</b>	-	-	-
Membership subscriptions	22,167	-	22,167
Training courses	93,133	-	93,133
Events	21,896	-	21,896
Accreditation	11,081	-	11,081
Consultancy and other fees	85,336	-	85,336
	<u>£ 268,694</u>	<u>£ 1,246,344</u>	<u>£ 1,515,038</u>

#### Analysis of the income by charitable activities

	£	£	£
Providing High quality support and training	222,532	43,497	266,029
Managing accreditation of DV programs	11,081	24,100	35,181
Developing & running DV services	20,850	1,178,747	1,199,597
Research & Public Affairs	14,231	-	14,231
	<u>£ 268,694</u>	<u>£ 1,246,344</u>	<u>£ 1,515,038</u>

## RESPECT PROJECT (KNOWN AS "RESPECT")

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

#### 5. RESOURCES EXPENDED

	Staff costs £	Other direct costs £	Support costs £	Total 2020 £	Total 2019 £
<b>Cost of charitable activities</b>					
Providing High quality support and training	195,331	43,758	50,892	<b>289,981</b>	115,540
Managing accreditation of DV programs	62,750	14,896	13,959	<b>91,605</b>	23,543
Developing & running DV services	760,050	220,433	171,692	<b>1,152,175</b>	1,235,854
Research & Public Affairs	22,899	19,038	7,532	<b>49,469</b>	9,898
Total charitable expenditure	<b>1,041,030</b>	<b>298,125</b>	<b>244,075</b>	<b>1,583,230</b>	1,384,835
Costs of generating voluntary income	23,953	57	3,097	<b>27,107</b>	8,625
	<b>£ 1,064,983</b>	<b>£ 298,182</b>	<b>£ 247,172</b>	<b>£ 1,610,337</b>	<b>£ 1,393,460</b>

#### RESOURCES EXPENDED IN 2019

	Staff costs £	Other direct costs £	Support costs £	Total 2019 £
<b>Cost of charitable activities</b>				
Providing High quality support and training	36,513	50,860	28,167	115,540
Managing accreditation of DV programs	11,320	5,881	6,342	23,543
Developing & running DV services	613,094	439,917	182,843	1,235,854
Research & Public Affairs	3,388	583	5,927	9,898
Total charitable expenditure	664,315	497,241	223,279	1,384,835
Costs of generating voluntary income	6,010	-	2,615	8,625
	<b>£ 670,325</b>	<b>£ 497,241</b>	<b>£ 225,894</b>	<b>£ 1,393,460</b>

#### Resources expended include:

	2020	2019
Auditors' remuneration:		
Audit fee for the year	<b>4,819</b>	4,679
Auditors' non-audit fee	<b>1,050</b>	1,150
Operating lease rentals - Land and buildings	<b>26,856</b>	26,856
Depreciation - on owned assets	<b>822</b>	-

Details of staff costs are given in Note 7. The staff costs shown in the note above are the directly attributable staff costs. The staff costs for the support activities are included in the support costs. Note 7 shows the total staff costs including costs allocated to support costs in this note.

Details of Support costs are given respectively in Notes 6.

## RESPECT PROJECT (KNOWN AS "RESPECT")

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

#### 6. SUPPORT COSTS

	<b>Total 2020 £</b>	<b>Total 2019 £</b>
Support staff costs	<b>93,990</b>	103,124
Administration costs	<b>110,349</b>	62,604
Premises & equipment costs	<b>37,699</b>	41,684
Legal and professional	<b>(1,174)</b>	12,069
Trustees & meeting expenses	<b>439</b>	584
Auditors' audit fee	<b>5,869</b>	5,829
	<b>£ 247,172</b>	<b>£ 225,894</b>

#### 7. STAFF NUMBERS AND COSTS

	<b>2020 £</b>	<b>2019 £</b>
Wages and salaries	<b>980,430</b>	641,375
Social security costs	<b>101,276</b>	64,101
Pension costs	<b>56,487</b>	38,050
Cost of contracted staff	<b>2,782</b>	5,567
Staff related other costs	<b>17,998</b>	24,356
	<b>£ 1,158,973</b>	<b>£ 773,449</b>

	<b>Number</b>	<b>Number</b>
The average number of employees during the period was:	<b>28.0</b>	19.0

No employee received remuneration of more than £60,000.

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £179,564 (2019 - £175,275).

#### 8. TRUSTEES REMUNERATION AND BENEFITS

During the year, no members of the Board of Trustees received any remuneration (2019 - £NIL).  
No members of the Board of Trustees received reimbursement of expenses (2019 - £nil).

## RESPECT PROJECT (KNOWN AS "RESPECT")

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

#### 9. Taxation

Respect Project (known as "Respect") is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to charitable purposes.

#### 10. TANGIBLE FIXED ASSETS

	Office Equipment £	Computer equipment £	Other fixed assets £	Total £
<b>Cost</b>				
At 1 April 2019	11,773	8,250	4,727	24,750
Additions	-	2,468	-	2,468
At 31 March 2020	11,773	10,718	4,727	27,218
<b>Depreciation</b>				
At 1 April 2019	11,773	8,249	4,727	24,749
Charge for the year	-	822	-	822
At 31 March 2020	11,773	9,071	4,727	25,571
<b>Net book value</b>				
At 31 March 2020	£ Nil	£ 1,647	£ Nil	£ 1,647
At 1 April 2019 and 31 March 2020	£ Nil	£ 1	£ Nil	£ 1

#### 11. DEBTORS

	2020 £	2019 £
<b>Due within one year</b>		
Trade debtors	146,815	220,159
Grant debtors	167,094	266,732
Prepayments	11,595	16,350
Other debtors	6,753	3,625
	<b>£ 332,257</b>	<b>£ 506,866</b>

## RESPECT PROJECT (KNOWN AS "RESPECT")

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

#### 12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade creditors	37,953	203,446
Deferred income	170,575	97,252
Social security and other taxes	33,715	23,534
Other creditors	(2,225)	5,965
VAT creditors	8,209	9,986
Accruals	17,713	63,395
	<u>£ 265,940</u>	<u>£ 403,578</u>

#### 13. STATEMENT OF FUNDS

	At 1 April 2019 £	Charity Incoming Resources £	Resources Expended £	Charity Transfers and investment gains/(losses) £	At 31 March 2020 £
<b>DESIGNATED FUNDS</b>					
Accreditation Fund					
Project Drive	-	-	-	37,158	37,158
Fixed Assets	-	-	(822)	2,468	1,646
	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ (822)</u>	<u>£ 39,626</u>	<u>£ 38,804</u>
<b>RESTRICTED FUNDS</b>					
Helplines	-	311,881	(317,813)	5,932	-
London Support	-	43,497	(43,497)	-	-
Northumbria Office	-	45,000	(45,000)	-	-
Project Drive	16,728	283,396	(253,424)	(37,158)	9,542
Make a change	-	437,871	(438,714)	843	-
Lloyds Bank Foundation	15,211	24,071	(37,314)	-	1,968
Change that Lasts Wales	1,338	130,612	(129,724)	2,118	4,344
Domestic Abuse					
Intervention Service	-	24,923	(32,560)	7,637	-
Segelman Trust	-	12,500	(12,500)	-	-
Tech V Abuse	-	20,833	(20,182)	-	651
	<u>£ 33,277</u>	<u>£ 1,334,584</u>	<u>£ (1,330,728)</u>	<u>£ (20,628)</u>	<u>£ 16,505</u>
<b>SUMMARY OF FUNDS</b>					
Designated Funds	-	-	(822)	39,626	38,804
General Funds	201,383	253,059	(278,787)	(18,998)	156,657
	<u>201,383</u>	<u>253,059</u>	<u>(279,609)</u>	<u>20,628</u>	<u>195,461</u>
Restricted Funds	33,277	1,334,584	(1,330,728)	(20,628)	16,505
	<u>£ 234,660</u>	<u>£ 1,587,643</u>	<u>£ (1,610,337)</u>	<u>£ Nil</u>	<u>£ 211,966</u>

The **Fixed Asset Fund** represents resources tied up in fixed assets. The fund balance carried forward is equal to the net book value of the fixed assets at the year end.

## RESPECT PROJECT (KNOWN AS "RESPECT")

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

<i>Comparative statement of funds</i>	<i>Brought Forward</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers and investment gains/(losses)</i>	<i>At 31 March 2019</i>
	£	£	£	£	£
<b>RESTRICTED FUNDS</b>					
Helplines	-	371,046	(371,046)	-	-
London Support	-	43,497	(43,497)	-	-
Esmee Fairbairn Trust	25,895	-	(25,895)	-	-
Project Drive	4,325	286,511	(274,108)	-	16,728
Make a change	2,500	446,151	(448,651)	-	-
Lloyds Bank Foundation	-	24,100	(8,889)	-	15,211
Change that Lasts Wales	-	75,039	(73,701)	-	1,338
Other restricted funds	-	-	-	-	-
	<u>£ 32,720</u>	<u>£ 1,246,344</u>	<u>£ (1,245,787)</u>	<u>£ Nil</u>	<u>£ 33,277</u>

### SUMMARY OF FUNDS

General Funds	75,007	274,049	(147,673)	-	201,383
Restricted Funds	32,720	1,246,344	(1,245,787)	-	33,277
	<u>£ 107,727</u>	<u>£ 1,520,393</u>	<u>£ (1,393,460)</u>	<u>£ Nil</u>	<u>£ 234,660</u>

**Helplines** - Respect runs 2 helplines, accredited by Helplines Partnership. The Respect Phoneline provides advice and information to people who are abusive towards their partners and the Men's Advice Line provides information and support to male victims of domestic violence.

**London Support** - A project offering advice and support to Respect London member organisations to help them achieve the Respect Accreditation Standard. The post holder also seeks to expand the sector within London, increase referrals, build capacity and improve links with the drug and alcohol sectors.

**Change that Lasts, Perpetrator Response (Wales)** is a 3 year pilot project, designed to build on the existing established survivor response model developed by Women's Aid. Working in partnership with Welsh Women's Aid this project is funded by the South Wales Police and Crime Commissioner as one workstream within their successful Police Transformation Fund grant. The project seeks to develop and test community based early intervention responses to perpetrators of violence against women using domestic abuse and sexual violence (VAWDASV) in South Wales between now and March 2020.

## RESPECT PROJECT (KNOWN AS "RESPECT")

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

#### 14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds £	General Funds £	£	£
Tangible fixed assets	1,647	-	-	1,647
Net current assets	37,157	156,657	16,505	210,319
	<u>£ 38,804</u>	<u>£ 156,657</u>	<u>£ 16,505</u>	<u>£ 211,966</u>
<i>Comparative analysis of net assets between funds</i>				
	£	£	£	£
Tangible fixed assets	-	1	-	1
Net current assets	-	201,382	33,277	234,659
	<u>£ Nil</u>	<u>£ 201,383</u>	<u>£ 33,277</u>	<u>£ 234,660</u>

#### 15. OTHER FINANCIAL COMMITMENTS

	2020 £	2019 £
At 31 March 2020 the Company had commitments under non-cancellable operating leases (all for land and buildings) as set out below:		
Operating leases which expire: within one year	<u>8,745</u>	<u>6,714</u>

#### 16. PENSION COMMITMENTS

Pension costs in note 7 relate to payments made to a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The charitable company's liability is limited to making the payments due to the scheme on a timely basis. The liability at the 31 March 2020 is £941 (2019 : £5,965).

#### 17. Section 37 Disclosure

Under Section 37 of the Government and Housing Act, the Charity is required to report specifically on grants from Local Authorities:

	2020 £	2019 £
London Councils: London Support	<u>£ 43,497</u>	<u>£ 43,497</u>

Funds received from London Councils were spent on salaries and running costs of the London Support project, for the purposes specified by the funders.

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2020**

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**18. IMPACT OF COVID-19**

Following the year end, a health pandemic had caused a significant impact on the economy of the country. The Trustees and management were prudent and has taken steps to mitigate the impact. The charity quickly adjusted to this new reality imposed by the Covid-19 and offered new ways to support its members and deliver its programmes. With the level of reserves and steps taken, the charity will continue to operate as a going concern.

**19. RELATED PARTIES**

There were no related party transactions, other than those disclosed in note 7 and 8.



**RESPECT PROJECT (KNOWN AS "RESPECT")****NOTES TO THE FINANCIAL STATEMENTS****For the year ended 31 March 2020****20 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES**

	<i>Unrestricted Funds 2019 £</i>	<i>Restricted Funds 2019 £</i>	<i>Total Funds 2019 £</i>
<b>INCOME AND ENDOWMENTS FROM:</b>			
Donations and legacies	5,344	-	5,344
Charitable activities	268,694	1,246,344	1,515,038
Investments	11	-	11
<b>TOTAL</b>	<b>274,049</b>	<b>1,246,344</b>	<b>1,520,393</b>
<b>EXPENDITURE ON:</b>			
Raising funds			
Costs of generating voluntary income	8,625	-	8,625
Charitable activities	139,048	1,245,787	1,384,835
<b>TOTAL EXPENDITURE</b>	<b>147,673</b>	<b>1,245,787</b>	<b>1,393,460</b>
Net income	126,376	557	126,933
<b>NET MOVEMENT IN FUNDS</b>	<b>126,376</b>	<b>557</b>	<b>126,933</b>
TOTAL FUNDS AT 31 MARCH 2018	75,007	32,720	107,727
<b>TOTAL FUNDS AT 31 MARCH 2019</b>	<b>£ 201,383</b>	<b>£ 33,277</b>	<b>£ 234,660</b>