

RESPOND
(A company limited by guarantee)

**DIRECTORS' AND TRUSTEES' REPORT
AND ACCOUNTS**

FOR THE YEAR ENDED 31ST MARCH 2020

Company No: 2337300
Charity No: 800862

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**REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2020**

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OFFICERS AND FINANCIAL ADVISORS
FOR THE YEAR ENDED 31ST MARCH 2020

| | |
|-------------------------------|---|
| Trustees | Neil Myerson - Chair (resigned 1 April 2019) Charles Taylor - Chair Joanne Dooney (appointed 1 August 2019) Emma Suzanne Harewood (appointed 3 September 2019) Jane Caldwell Alison Kahn Oliver Lewis (appointed 11 December 2019) Angela Hassiotis Murphy Hopkins-Hubbard (appointed 8 May 2019) |
| Senior Management Team | Noelle Blackman - Chief Executive Officer Rosie Creer - Clinical Director Adam Alive - Operations Manager Fiona Kerr - Development Manager (resigned November 2019) Eric Dupin - Finance Manager (resigned February 2020) Uche Maidoh - Finance Manager (started February 2020) |
| Company Number | 2337300 |
| Charity Number | 800862 |
| Registered Office | Windover House St. Ann Street Salisbury SP1 2DR |
| Auditors | Fawcetts LLP Chartered Accountants and Statutory Auditors Windover House St. Ann Street Salisbury SP1 2DR |
| Bankers | CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ The Co-operative Bank Plc. P.O. Box 250 Skelmersdale WN8 6WT |
| Solicitors | Russell-Cooke Solicitors 2 Putney Hill London SW15 6AB |

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DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2020

The Directors/Trustees present their report and audited accounts for the year ended 31 March 2020.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, applicable law, and the requirements of the Statement of Recommended Practice, "Accounting and Reporting by Charities" issued in July 2014.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Respond is registered under the Companies Act 2006 as a company limited by guarantee and not having a capital divided by shares.

The company was incorporated on 23 January 1989 and registered as a charity constituted as a limited company under the Memorandum and Articles of Association on 31 January 1991. The charity registration number is 800862 and the company registration number is 2337300.

Recruitment and appointment of Trustees

As set out in the Articles of Association the chair of the Board of Trustees is elected by the board. The Members of the Board are also the charity Trustees for the purposes of charity law.

The Board of Trustees has the power to appoint additional Trustees as it considers fit.

The Trustees in office in the year are set out on page 2. They have no beneficial interest in the company other than as members. All of the Trustees are members of the company and guarantee to contribute £1 in event of winding up.

Trustee induction and training

New Trustees are provided with the governing documents (Memorandum and Articles of Association), minutes of last meeting, latest accounts, business plan, copies of recent publications and budgets. Trustees are encouraged to attend appropriate external training events.

A skills audit is regularly updated of and by the Board to ensure the Board has the appropriate mix of relevant skills, knowledge, and experience to ensure good governance and to lead Respond to a sustainable financial future and continuously develop the services for beneficiaries.

Organisation

The Board of Trustees agrees Respond's strategy with the Chief Executive and ensures that it is implemented through regular CEO reports and representations and through the line management system. During this year, the Development Manager and the Finance Manager resigned, we recruited a new Finance Manager in February 2020 and developed the New post of Operations Manager which we recruited to in November 2019. This newly configured directorate team meets regularly to plan, develop, and guide the future Business Plan of Respond and support the Board. Additionally, other Respond managers and co-ordinators have developed their skills in generating earned and grant income for their services and in being more involved in developing specific strategies for their services with support from the directorate team and a freelance expert in grant applications and reporting. The decisions for the day to day operations of Respond are made by the Chief Executive in consultation with the Directorate. Major decisions affecting the future of the organisation are discussed and planned with the Board of Trustees/Directors who make the final decision.

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DIRECTORS' AND TRUSTEES' REPORT (Continued)

FOR THE YEAR ENDED 31ST MARCH 2020

Related parties

The charity works closely with other similar organisations as detailed in the achievements and performance section of the Directors' and Trustees' Report below.

Pro bono support

Respond has been fortunate over the year to have the pro bono support of excellent individuals and organisations and we thank them for their commitment and support of the organisation.

Risk Management

The Trustees have examined the major strategic, business, and operational risks which the charity faces and confirms that systems have been established to enable regular reports to be produced so that necessary steps can be taken to lessen these risks.

Volunteers

We wish to thank all of the wonderful volunteers who have supported the team at Respond over the last 12 months through the COSA project, Survivors service, family support services and fundraising teams.

OBJECTIVES AND ACTIVITIES

Mission Statement

To bring about positive change that enables people with learning disabilities, autism or both who have experienced abuse, violence, or trauma to live richer, more resilient lives.

Core Purpose

Respond seeks to bring about positive change that enables people with learning disabilities, autism or both who have experienced abuse, violence or trauma to live richer, more resilient lives. Respond works through psychotherapy, advocacy, campaigning and other support and aims to prevent abuse from happening by providing training and consultancy and collaborating in relevant research.

How we work

Psychotherapy is at the heart of our work at Respond, we work with both the individual in therapy and with their network of support. Respond uses a psychodynamic, system focused model that allows the intervention to take place within a safe environment, while providing support and a flow of communication with the client's family (where appropriate) and professional network. This model is applied to all our services not just the psychotherapy. The aim of the systemic component of this model is to consider the role of the network in enabling change and to support them to become more able to support the client at the end of their time with Respond, this enables the full benefit of the intervention to become embedded through an informed environment. Our staff is multi-skilled, and we pride ourselves on our ability to support individuals with learning disabilities, autism or both who have experienced a wide variety of traumatic experiences some of whom may also cause harm to others, to bring about change and live more positive lives. As part of our campaigning role, Respond informs and influences government policies and creates opportunities for autistic people, people with learning disabilities and their families to have their voice heard and their points of view included in developments that affect their lives.

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DIRECTORS' AND TRUSTEES' REPORT (Cont'd)

FOR THE YEAR ENDED 31ST MARCH 2020

ACHIEVEMENTS AND PERFORMANCE

Respond's Services

Respond has been pioneering Disability Psychotherapy for thirty years. Providing psychotherapy for people with learning disabilities has always been contentious with many regulatory bodies and training courses often overlook this client group within their training placements. However, Respond works hard to change this, we have supported many trainee therapists from the creative therapy training courses over the last few years and this year we have been reaching out to some of the more established training courses. We met with Janine Sternberg Clinical Course Director of the Independent Psychoanalytic Child & Adolescent Psychotherapy Association to discuss our work and to see whether we could establish an alliance. This resulted in planning and preparing a joint conference for their trainees to be held the following year (Dec 2020). This is a really positive start to gaining the interest of more training organisations to see our client group as valuable training patients and adding specialised Disability Psychotherapy on their curriculum.

Respond provides counselling, psychotherapy and advocacy services for adults and young people with a wide range of learning disabilities, autism or both and their families. Our Head Quarters and clinic are based in London and we run services in schools and community settings in London. Many of the people who are referred to Respond have substantial experience of abuse and/or neglect. The purpose of therapy is to focus on trying to undo some of the psychological damage caused by the trauma and therefore enable people to live more fulfilling lives. We also provide a variety of advocacy services that provide psychosocial and practical support. We provide training, consultancy and clinical supervision which are informed by our many years of experience in this specialised field.

This year we were very fortunate to receive funding from NHSE to run a pilot project for one year in the West Midlands. This was to further develop and trial a new trauma informed model that we were developing in London. The model is focussed on safely supporting people who have become 'stuck' in mental health hospitals, to move back to the community and remain there for the long-term living more fulfilled lives. This project has been successful and has also enabled Respond to build a presence in the Midlands. (see more on this in the Cosa and Midlands service reports below).

Right at the end of the financial year, the pandemic brought new challenges for the whole world and our organisation. With less than a week's notice we had to move our services online as our offices closed and we went into lockdown. This made us discover new ways of working that perhaps we did not think were possible for us as clinicians and our clients. We were able to move 90% of our services successfully online within 2 weeks of the lockdown.

Advocacy Service

The ISVA service received 52 adult referrals and six young women's referrals during this period, an increase of around 25% on the previous year, and 25 other clients were also supported by the service. The ISVA service has begun a transition to a broader advocacy service and supported the action group and women's group members who wanted to take a more activist role.

This year was a positive one as partnerships were made with Solace and Women and Girls Network (WGN). This development resulted in consultation, joint case work and training to other agencies as part of the Ascent network, along with the addition of a young women's specialist advocate (YWA) to the team. The YWA is funded by Mopac and is part of WGN's Courageous project and supports young women who have experienced gender-based violence within London.

Support and advice have also been offered to individuals and organisations outside London as other enquiries continue to come into the service.

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Circles of Support and Accountability (COSA)

"I'd spent many years inside [a forensic mental health unit] so coming out was pretty scary but having the Circle to go to every week really helped. It's kept me out of risky situations. The volunteers, they listened. They really were there because they cared. They weren't afraid to challenge me, but I always felt they believed in me. It was good to be able to talk about my feelings. I think I learned to listen better, and to be more honest. If you are honest, people can help you. Some professionals said I'd be back in the unit within three months, but it's been nearly two years since I came out now and they say I'm doing well. I am still in touch with Respond. Not so long ago, I helped deliver some training to some new Circle volunteers." (A former Circle core member).

2019 – 2020 was another year of successful outcomes for the core members of its Circles of Support & Accountability (COSA) which work with people with learning disabilities, autism, or both, who have committed sexual offences or who are at risk of so doing. The service has continued to support its core members to strengthen those desistance factors that make offending less likely, namely improved communication skills, experience of positive relationships, better understanding of triggers to offending, greater sexual knowledge and improved confidence and independence.

Over 50% of former core members continue to maintain relationships with some of their volunteers beyond the 18-months life of the Circle. In this way, these positive relationships persist in the longer term either through annual Circle reunions or avenues of informal support around specific issues like interviews, travel or accessing advice. The labour market is a particularly harsh environment for former COSA core members and one response is the formulation of a joint approach, in conjunction with The Prison Trust and The Elfrida Society to targeted employers.

The COSA service continues its commitment to sharing learning and best practice at a regional and national level about its unique model. During this year it has pioneered thinking and a joined up approach for practitioners in this field to improve the standard of care for this client group. This forum was launched at the symposium event in June 2019 entitled **Sexuality, Learning Disability, and the Law: Thinking Together**. This event organised jointly with the Howard League for Penal Reform and Doughty Street Barristers' Chambers brought together over 100 practitioners in the fields of criminal justice, social and health care providers, and mental health as well as 'experts by experience' and learning disabilities campaigning organisations to focus on sharing knowledge and new forms of practice, increasing knowledge of the needs of this group and improving standards across the field. The last year has again been one of challenge and opportunity. The challenge continues to be to secure funding arrangements for Circles for prospective core members at a time where monies are increasingly scarce and services like the Probation Service are at their lowest ebb. On the other hand, positive collaborative engagements with professionals in forensic and mental health settings are leading to repeat referrals and enquiries about the service from week-to-week from a range of agencies: health and social care, criminal justice mental health practitioners, schools, and family members.

Work to apply the COSA model to a new cohort of clients – namely those within the Transforming Care (TC) Cohort currently 'stuck' in long term detention under the Mental Health Act – continues. As well as supporting Respond's West Midlands team, the COSA team is working with two TC clients of its own. As they transition out of hospital, the Circle will play a key role in building a fulfilling and safe life for each one in the community.

Another potential new cohort of clients are young people, particularly from black and ethnic minority communities, at risk of serious violence and exploited or coerced into committing crimes. A new collaboration around a multi-agency diversionary scheme located within the Youth Offender framework and which includes Respond's trauma informed COSA model is underway.

We continue to maintain a pool of 34 highly skilled and trained volunteers; 20% are from black and ethnic minority communities and 40% are male. This is crucial to ensuring that the composition of our Circles reflect the wider community and provide positive male role models. Seven of our volunteers are either in or waiting to be in their second Circle.

Respond is very grateful for generous grant funding from The Esmée Fairbairn Foundation and The Henry Smith Charity.

DIRECTORS' AND TRUSTEES' REPORT (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2020

Family Support Services

"Being a carer can be tough and it is the support of Respond that makes this a burden easier to bear and for families to feel confident that their children's insufferable situation will not last forever." (Parent)

Families of individuals with learning disabilities, autism or both who have experienced abuse, violence or trauma often find themselves in impossible situations that impact on their physical, emotional and mental health, self-esteem, and sense of agency. Trauma may begin at birth for some people with learning disabilities/autism and their families. It may be compounded by inadequate care and support, institutional abuse, sexual violence and occasionally, in extreme cases, avoidable institutional death and it is sometimes the case that families are excluded from the professional decision-making affecting their child. The family support service seeks to enable family members to be resilient, competent, and confident in fighting for the right of their loved one to live a rich and satisfying life. Our service provides individual and group support; encourages peer support; advocacy as well as family or individual therapy.

Respond were successful in securing and leading a joint bid with The Challenging Behaviour Foundation, The 3 C's and The Tizard centre to NHSE to carry out a 3 strand research and scoping project on Trauma and Families. This work was due to be completed in this financial year but in fact ran over by several months. The report on the completion of this work will be made in next year's annual report.

We were also successful in gaining funding for a project in the South West of England working with professionals and a small group of families there who had become very stuck and communication between the professionals had broken down because of the trauma they had experienced. This project aimed to work with families and professionals to better understand trauma and how it affects everyone. However, this project was very affected by the restrictions that the Pandemic brought about and ran over significantly into the next year, again the final project will be reported on in next year's report.

We finally present a case study concerning a mother who was facing the overwhelming reality of caring for both her child and her partner, diagnosed with autism and learning disability. The emotional impact and challenges of struggling to get the needs of a family member with autism and/or learning disabilities met can often be demanding and exhausting for families. She spoke about the stigma and feelings of embarrassment over her child's behaviour in public, when people judge and do not understand. She described feeling socially isolated and excluded by her family and friends; the intense grief in relation to her current parenting experience compared to the one she had imagined; the painful guilt from thinking that she might be responsible for her child's disability; and the resentment of her child and partner – and the guilt due to the resentment. Like many of our parents and families, support might include unpaid or informal support by neighbours, families, and friends or as in her case, not at all; so, she was extremely grateful to receive support from Respond through our family support service. Shockingly, like so many of our parents and families, this mother had very little support during the period of the initial diagnosis and felt that having the opportunity to talk about it for the first time was healing and empowering for her.

Forensic Service

Over the past year the forensic service has dealt with many opportunities and challenges. While the service continued to grow with a steady increase in enquiries, we had to increase our caseloads to meet demand. We continue to offer a unique service that meets the needs of autistic people and people with learning disabilities. Some of our strengths include ensuring the consistency and coherence required for clients with such complex presentations and risk, responsive and flexible staff who keep the lines of communication open as well as liaising effectively with referrers, provider services and commissioners. The service continues to be good value for money, particularly considering the high expense of treating people who offend in more restrictive environments.

Work undertaken in the last twelve months has included forensic psychotherapy treatment, risk analysis and training and reflective practice for practitioners in statutory services and the voluntary sector. We had referrals for mainly men and boys, although in the last quarter we have had a few referrals for young girls. The demand for risk analysis and subsequently treatment for young males with Autism Spectrum Disorder and ADHD continues. In 2019-20 we have dealt with over 40 enquiries for our services.

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DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
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Forensic Service (continued)

This has led to us providing long term psychotherapy for 13 people with learning disabilities and/or autism who were offenders or at risk of offending because of sexually harmful behaviour. The aims for the therapeutic treatment remain to improve their mental wellbeing as well as to decrease levels of risk. We also provided six psychotherapeutically informed risk assessments/analyses for people with learning disabilities and/or autism who have offended or

are at risk of offending. The risk assessments offer professionals working with an at-risk individual the improved knowledge of the client's perspective and provides specific recommendations that enable them to commission appropriate support, funding-dependent. A case in point is John, a 15-year boy with autism and severe ADHD. He was referred for a risk assessment due to his previous sexually harmful behaviour to ascertain the risk that he posed, and the support needed to be put in place. John was risking losing his adoption placement and had already been arrested. The risk assessment offered the opportunity and framework for all professionals to come together and discuss meaningfully what resources were necessary for this family to cope and for John to continue to live at home with his adopted family. The recommendations provided a clear indication of what the next steps should be as well as a credible prediction of what might happen if those are not in place.

As part of our case management model and the psychotherapy package, we provided training and consultancy for up to 80 professionals and supported 15 family members. Our referrals come from a variety of stakeholders and boroughs around the south east and sometimes as far away as Jersey.

We have been able to expand our services and consider referrals from a much younger population this year due to the diversity of skills and experience within our team. The age range for our clients is now between 11 and 50 years old.

Right at the end of the financial year, the pandemic brought new challenges for the whole world and our organisation. With less than a week's notice we had to move our services online as our offices closed and we went into lockdown. This made us discover new ways of working that perhaps we did not think were possible for us as clinicians and our clients. The transition online has proven to be a success and although it has not been possible for all our clients to continue online, it has opened new possibilities that would potentially help us expand further. The risk assessment/analysis has been the only service presenting difficulties when working at a distance.

In the next 12 months the forensic service is looking to increase its profile and will continue to explore working at a distance were possible to ensure that we can adapt and change with the times and current restrictions. This is a good opportunity for us to further explore creating a young men's group online, something we have wanted to do for a long time. Since there has been a notable increase of referrals for young adults and adolescents, we are exploring collaboration with an education setting and the young people's service at Respond to seek funding for further research or training into the issue of sexuality and disability with a specific focus on consent. For the past two years we have been supported by funding from City Bridge Trust, in order to fund the forensic service manager post and partial funding of the male therapist. The funding came to an end this year, we are very grateful that it has given us the opportunity to develop new ways to become more financially self-sufficient, increasing the earned income we bring into the organisation. We will also be looking to secure further funding to reach out to people that might be falling through the gaps of service provision such as people with a diagnosis of high functioning autism and ADHD.

The Midland Service

The last year has been challenging yet rewarding and one of huge development and growth. Establishing a presence in the Midlands has been enabled through funding from NHSE that enabled Respond to run a one-year innovative pilot project. We started out being based within Brooklands hospital thanks to the generosity of the team there in donating us an office and their warm hospitality, towards the end of the year we secured offices in central Birmingham which is where we are still based.

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The Midland Service (continued)

The initial pilot project saw Respond successfully deliver training across the four West Midlands Transforming Care Partnerships to over 200 people with positive feedback across the board. We also won a commission to deliver training in Derbyshire.

The pilot also allowed us to successfully support two young women to leave hospital and return to the community and lead happier and more fulfilled lives and we have been recommissioned to continue this work. The third young woman is unfortunately still in hospital due to many complexities within the system surrounding her, it is important that learning is drawn out of this young woman's experience as it is important that the failures she has experienced are not replicated. An independent evaluation will soon be available on this project.

We have worked hard to build inclusive, trusting, respectful and positive relationships with commissioners and professionals. This resulted in Respond securing several contracts including some long-term contracts that enable us to remain in the Midlands for the future. We will be supporting five more women to leave hospital, followed by supporting five men with forensic histories to leave hospital over the next year.

Starting up any new service takes resilience, organisation and thoughtfulness and we are gradually building up a strong team as the service moves forward.

Highlights have been seeing the impact of the training we have delivered across the area and being in a position of stability for the next three years, feeling safe in the knowledge that our much-needed service is embedded in the Midlands through relationships built with commissioners. However, experiencing two of our young people successfully leave hospital and living happier and more fulfilling lives in the community is the real highlight of this year's work.

Over the coming year the Midlands team will primarily be embedding the new three-year contract and continuing to support the women from the original pilot project.

Survivors' Psychotherapy Service

"Respond have been very helpful seeing my child when there was no funding Respond have been supportive to me, emailing me and talking to me, calming me down and helping me to think about the situation. Me and my child would be no where without Respond, I thank them, and we are grateful." Mother of survivor (age 8).

During 2019-20 we have continued to adapt the survivors' service to improve its provision to beneficiaries. We have provided specialist support, training, long term psychotherapy, case management and family support, whilst working in partnership with statutory services such as The Lighthouse and voluntary sector services such as Barnardo's. We have also provided training and consultancy to professionals across the UK, to NHS and voluntary sector organisations.

We have continued to work with young people who have been admitted to long stay hospitals, often in segregation, as part of the Transforming Care Agenda, supporting the client and the network to transition into the community.

We have seen 17 survivor clients in our London clinic in the year 2019-20 for both long and short-term work. The majority are in long term therapy. Our clients this year have all experienced sexual violence as an adult, childhood sexual abuse, or sexual exploitation, or a combination of all three. Not only do our clients have experiences of sexual trauma, but they also have often had experiences of being brought up in care, neglect, domestic violence, parental mental health difficulties, loss, abandonment and have been in abusive relationships. As well as complex trauma, they may suffer with depression and anxiety, struggle with suicidal thoughts or self-harm. Often our clients will present with low self-esteem and find social interaction difficult, which can make them vulnerable to isolation. We have also provided these services outside of London including as far away as the Isle of Man.

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Survivors' Psychotherapy Service (continued)

In supporting our clients, we have worked with over 60 professionals to offer support, advice, and guidance on best practice in cases relating to people with learning disabilities, autism or both who have been sexually abused. This includes offering monthly on-going reflective practice groups to three organisations and providing individual supervision to three members of staff who work with survivors of abuse and trauma across different areas of the country.

Our case management model has meant that we can support the families and professionals involved with the client which is critical to embedding changes and keeping the client engaged and safe.

One of the main challenges is the lack of funding and not being able to support people who are unable to get funding from their local CCG or social care. This is a constant source of concern and we have had to turn many people away as a result. This is something we would like to address over the coming year to fully support people who could be referred for long term psychotherapy from our ISVA and advocacy service.

We finally offer a case study of Sarah (name changed for confidentiality), age 22, who was referred to our ISVA service following an incident of sexual violence. She was subsequently referred to the survivors, psychotherapy service for long term therapy.

Sarah received her autism diagnosis late in life (at age 19) and had a very difficult childhood, with an emotionally abusive, neglectful, and punitive stepfather and a mother who struggled with her own trauma history and mental health issues and was not always able to provide the care or safety that she needed. Sarah remembers witnessing domestic violence as a young child and has no relationship with her birth father (who was the perpetrator) or her stepfather after he left.

Sarah describes moving from school to school and never making friends. The friends she did make would bully her. Sarah remembers feeling that she never fitted in, that her clothes did not fit, her hair was dirty, and she was hungry a lot of the time. She also describes feeling scared.

Sarah came to the service with severe anxiety and depression with complex trauma symptoms, including flashbacks, sleep disturbance, social anxiety, isolation, and suicidal ideation. She had disengaged from her education and was struggling to motivate herself to get out of the house. Sarah blamed herself for the sexual assaults that she had experienced and felt unlovable and worthless. She was getting herself into dangerous situations with older men who were abusive and was vulnerable to being sexually exploited.

Sarah engaged well with her therapist and has attended all 47 of her sessions so far. She has been able to talk about her history of abuse and her childhood trauma and explore the impact of these on her current life. She has been able to get in touch with difficult feelings of loss around her childhood, that she felt she never had, and has been able to express anger towards the perpetrators and her family for failing to keep her safe.

Sarah has been able to keep herself safe from abusive men and identified that social media was playing a part in her anxiety; subsequently, with the support of her therapist, she has stayed off social media for several months.

Sarah has been able to talk about a feeling and a possible repressed memory, that she was sexually abused as a child. She finds it hard to think about as she is not sure if it is real or not. Sarah tends to minimise her experience of violence and neglect and often has feelings that she does not deserve the therapy or that others are more in need. With time she has learnt to value herself and feel hopeful towards her future, her suicidal thoughts have stopped, and she is enrolled in a college course to re-take her GCSEs this year.

Sarah has been able to make links with her past to help her to understand how she can sabotage what is good in her life. Sarah has also become aware of how her trauma is held as a body memory and is keeping a diary of her triggers to explore in therapy. She has been given some psycho-education around trauma and grounding exercises to help her with her flashbacks. The work is due to finish in July 2021.

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Young People's Service

2019 – 2020 within the Young People's Service has seen our business plan become active, with all our schools from the previous academic year continuing to work with us. We were granted funding both by John Lyon's and Children in Need, for three years, allowing us to feel secure in our work. We have maintained our focus, offering specialist support to young people and their networks to enable growth, understanding and learning. We have done this by offering creative psychotherapy to 40 clients and implemented several workshops for staff in our partner schools and at another project in East London.

We ended our three-year partnership with Waltham Forrest Council, Safer London, Ashiana and Elop as planned with a video where we shared some of Respond's knowledge in a short video which was shared across our network. As part of this work, we spent time in several schools, working with teachers to support them to feel more adept in talking about sexual relationships with young people with a learning disability or autism.

Our honorary programme has been a great success, with some trainee therapists moving into their second year of working in our schools. School staff have reported that they are once again happy with this package, in its second year of existence, and those schools who were using this package have agreed to continue in 20/21. This package not only works for the needs of the school but also as a business venture for Respond; it both broadens our delivery reach as well as reducing our expenditure.

Whilst the basic package of therapy supports our current work, we have also spent time training our honorary therapists to have a better understanding of the Respond model, which allows us to develop potential future employment opportunities by embedding our thinking at the earlier stages of a therapist's career so they might be able to join our workforce when a post arises.

We have also had a positive relationship with the Lighthouse, offering specialist assessments for their clients with additional needs, and sharing our knowledge through training and clinical supervision. Similarly, we have also created a working relationship with a children's home owned by McIntyre, Wood Lands View, where we have given monthly reflective practice and ad hoc training.

Our Clinical Director is also working with one of the schools we support, offering clinical supervision to their in-house therapist.

As we continue to focus on reaching more people with training and supervision opportunities, we have still been able to keep in contact with clients' networks, ensuring we are offering a holistic approach and that the work done in therapy is supported by the client's family and professional networks.

We have also worked effectively across services this year, allowing our clients family's needs to have been met with several referrals from the YPS to the family and survivors' service.

Looking ahead, from April 2020 onwards we are in a position of strength, even though we have had to face the huge impact of the pandemic, where all our work had to move to online working within weeks. Having this experience and knowing we have been successful in keeping connected to both our clients and partners, we are hopeful that, if faced with another lock down, we have the abilities and skills to continue to reach out to those who need us most.

My Life, My Marriage- Forced Marriage Project

Aims:

To raise awareness, provide training and campaign to end forced marriage for autistic people and people with learning disabilities.

To end the harmful practice of forced marriage (FM) of people with learning disabilities (PWLD) amongst Pakistani, Indian, and Bangladeshi communities in London.

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My Life, My Marriage- Forced Marriage Project (continued)

Outcomes:

We worked with 50 individuals within communities – training peer to peer support, co-production.

We worked with 65 professionals – training, shared good practice and policy and general support around how the case of forced marriage differs from generic cases of forced marriage.

We worked with key audiences to raise awareness used for promoting the project or creating resourced that are not already available – working with Sikh radio and the National Autism society and Nottingham University. The partnership work with Nottingham university was completed and the resources and films that have been produced to use by professional when working with potential cases of forced marriage. This can be found on: <https://www.nottingham.ac.uk/research/groups/mymarriagemychoice/guidelines-resources/index.aspx>.

Creation of three very distinct resourced aimed at professionals, parents and for service users - easy read on forced marriage for people with learning disability, a booklet on capacity and a relationship toolkit that is faith and culturally sensitive. These can be found on are website - <https://respond.org.uk/resources/>. See also [My Life, My Relationship \(Forced Marriage\) | Respond](#).

One of the unexpected outcomes was the project promoted healthy and positive relationships and opened new doors to working with new boroughs and sectors of the community.

FINANCIAL REVIEW

The Statement of Financial Activities showed a net surplus of £134,932 (2019: £142,079) for the year and reserves stood at £396,855 (2019: £261,923).

The surplus was split between unrestricted funds, which showed a surplus of £150,107 (2019: £149,183), and restricted funds, which showed a deficit of £15,175 (2019: deficit £7,104).

Total income increased by 33% in the year to £1,256,133, up by £312,085.

Respond will continue to target an operating surplus, growing unrestricted reserves and a diverse income stream.

We will continue to look for suitable Trusts and Foundations to apply for funding to cover various grants coming to an end and to ensure that funding gaps are avoided or mitigated where possible. Costs are monitored and managed.

In assessing the going concern position for Respond for the twelve months from the date of approval of the accounts, the Trustees have prepared detailed financial forecasts and based on the cash-flow forecasts, are confident that there will be sufficient cash available to meet the liabilities as they fall due. These forecasts include income from several grants and contracts which have been secured, as well as a conservative projection of income streams that are not yet fully secured.

During the current year Respond has had to adapt to the challenges of COVID-19 and consequent lockdowns. Budgets were revised, and where possible work was moved online; where necessary staff were furloughed, and COVID-19 related grants were applied for and received. Unrestricted Reserves were increased during the first seven months.

The trustees therefore believe that the preparation of the financial statements on a going concern basis is appropriate and the financial statements do not include adjustments that would result if Respond were unable to continue as a going concern.

RESPOND
(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2020

Investment powers and policy

The Memorandum and Articles of Association authorise the Trustees to make and hold investments using the general funds of the charity. The board will not consider investments that carry risk or are illiquid unless unrestricted reserves are greater than 150% of three months forward looking costs.

Remuneration policy for key management personnel

The objective of Respond's pay policy is to attract and retain appropriately qualified and skilled staff to lead, manage, support, and deliver the charity's aims, and to ensure compliance with statutory requirements.

Reserves policy

Responds reserve policy is to maintain 1 months forward looking costs, plus the contractual costs of closing down plus a variable sum as identified by the board to represent expected future costs. In addition, the board will require explanation if the reserves fall below either 3months forward looking costs or 75% of their previous highest level. At the end of March 2020, the reserve target was £273,000, and the unrestricted funds not designated or invested in tangible fixed assets held by the charity were £386,177 (2019: £232,087).

Funders and Donors

Respond revenue sources are substantially grants and services sold.

We would like to thank all our grantors, including:

BBC Children in Need
City Bridge Trust
Comic Relief
Drapers Charitable Fund
Esmée Fairbairn Foundation
John Lyon's Charity
People's Postcode Trust
The Henry Smith Charity
The Three Guineas Trust
True and Fair Foundation Trust for London
Tudor Trust

We would also like to thank the 77 organisations and individuals who commissioned our services, the largest of which were:

NHS Birmingham and Solihull CCG
Department of Health and Social Care
NHS England

FUTURE PLANS AND DEVELOPMENTS

The business plan for 2019 - 2022 has the following strategic aims:

1. To be a good employer and provide good opportunities for volunteers.
2. To have diverse income streams, including those achieved through successful collaborations and contractual arrangements with different sized organisations.

RESPOND
(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2020

FUTURE PLANS AND DEVELOPMENTS (continued)

4. To have established a hub and team in the Midlands so Respond has a higher national presence, providing services across the south and north. This has now been achieved.
5. To have a database embedded within Respond, fully utilised for case recording, evidence gathering and impact-based performance reporting. This is in the final stages of commissioning.
6. Grow Respond Action Group membership, representation and influence including gaining a role on the Board. COVID-19 restrictions made it impossible for the Action Group to meet other than virtually.

STATEMENT OF DIRECTORS AND TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Respond for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors 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 company and of its income and expenditure for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

STATEMENT OF DISCLOSURE TO AUDITORS

So far as the trustees are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each Trustee has taken all the steps that he or she ought to have taken as a trustee in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

The financial statements have been prepared in accordance with the provisions of the Companies Act 2006 applicable to small companies, the Charities Statement of Recommended Practice (SORP), Accounting and Reporting by Charities FRS102 effective from 1 January 2015 and the Memorandum and Articles of Association of the charity.

In preparing the above report, the Trustees have taken advantage of special exemptions applicable to small companies.

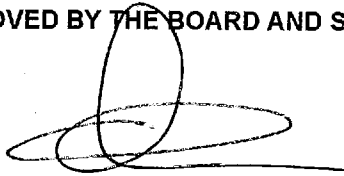
RESPOND
(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2020

AUDITORS

A resolution will be proposed at the Annual General Meeting to appoint auditors of the charity for the ensuing year.

APPROVED BY THE BOARD AND SIGNED ON ITS BEHALF BY:



.....
CHARLES TAYLOR – CHAIR

DATED:.....

03/03/2021
17 February 2021

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF RESPOND

Opinion

We have audited the financial statements of Respond (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 incoming resources and application of resources 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 charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the Report of the Trustees (including Strategic Report), other than the financial statements and our Report of the Auditors 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.

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 Report of the Trustees, which includes the Report of the Directors 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 Report of the Directors included within the Report of the Trustees have been prepared in accordance with applicable legal requirements.

**REPORT OF THE INDEPENDENT AUDITORS
TO THE TRUSTEES OF RESPOND (CONTINUED)**

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Report of the Directors included within the Report of the Trustees.

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.

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

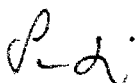
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors 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. This description forms part of our Report of the Auditors.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Simon Ellingham BA FCA DChA (Senior Statutory Auditor)
for and on behalf of Fawcetts LLP, Chartered Accountants & Statutory Auditors
Windover House, St Ann Street, Salisbury, SP1 2DR

Date: 22 April 2011

RESPOND
STATEMENT OF FINANCIAL ACTIVITIES
(including the Income and Expenditure account)

FOR THE YEAR ENDED 31 MARCH 2020

| Income and expenditure | Note | Unrestricted £ | Restricted £ | 2020 Total £ | 2019 Total £ |
|---------------------------------|------|-------------------|-----------------|--------------------|--------------------|
| INCOME AND ENDOWMENTS: | | | | | |
| Donations and legacies | 2 | 10,035 | 97,250 | 107,285 | 115,937 |
| Charitable activities | 2 | 904,513 | 241,861 | 1,146,374 | 818,987 |
| Other trading activities | 2 | 2,474 | - | 2,474 | 9,124 |
| Total income | | 917,022 | 339,111 | 1,256,133 | 944,048 |
| EXPENDITURE ON: | | | | | |
| Raising funds | 3 | 12,402 | - | 12,402 | 30,014 |
| Charitable activities | 3 | 754,495 | 354,304 | 1,108,799 | 771,955 |
| Total expenditure | | 766,897 | 354,304 | 1,121,201 | 801,969 |
| NET INCOME/(EXPENDITURE) | | 150,125 | (15,193) | 134,932 | 142,079 |
| Transfers between funds | | (18) | 18 | - | - |
| NET MOVEMENT IN FUNDS | | 150,107 | (15,175) | 134,932 | 142,079 |
| RECONCILIATION OF FUNDS: | | | | | |
| Total funds brought forward | | 246,742 | 15,181 | 261,923 | 119,844 |
| TOTAL FUNDS CARRIED | | 396,849 | 6 | 396,855 | 261,923 |

The above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

**RESPOND
BALANCE SHEET
AS AT 31 MARCH 2020**

| | Note | 2020 £ | 2019 £ |
|--|------|-----------------------|-----------------------|
| Fixed assets | | | |
| Tangible fixed assets | 8 | 10,672 | 14,655 |
| Current assets | | | |
| Debtors | 9 | 201,102 | 151,148 |
| Cash at bank and in hand | | <u>538,711</u> | <u>239,464</u> |
| Total current assets | | 739,813 | 390,612 |
| Liabilities | | | |
| Creditors: Amounts due within one year | 10 | <u>(353,630)</u> | <u>(143,344)</u> |
| Net current assets | | <u>386,183</u> | <u>247,268</u> |
| NET ASSETS | | <u><u>396,855</u></u> | <u><u>261,923</u></u> |
| Funds | | | |
| Unrestricted funds: | 14 | 396,849 | 246,742 |
| Restricted income funds | 14 | 6 | 15,181 |
| TOTAL CHARITY FUNDS | | <u><u>396,855</u></u> | <u><u>261,923</u></u> |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

These accounts were approved by the Board of Trustees/Directors on.....17 Feb 2021.....and were signed on its behalf by:

.....
Charles Taylor (Trustee)

Company registration number: 2337300

The notes form part of these financial statements

RESPOND
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2020

| | Notes | 2020 £ | 2019 £ |
|---|-------|-----------------------|-----------------------|
| Cash provided by operating activities | a | 302,848 | 68,410 |
| Cash flows from investing activities: | | | |
| Purchase of tangible assets | | (3,601) | (8,792) |
| Net cash provided by/(used in) investing activities | | <u>(3,601)</u> | <u>(8,792)</u> |
| Increase/(decrease) in cash and cash equivalents in the year | | 299,247 | 59,618 |
| Cash and cash equivalents at the beginning of the year | b | 239,464 | 179,846 |
| Cash and cash equivalents as at the end of the year | b | <u><u>538,711</u></u> | <u><u>239,464</u></u> |

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

| | 2020 £ | 2019 £ |
|--|-----------------------|----------------------|
| Net income/(expenditure) for the year as per the Statement of Financial Activities | 134,932 | 142,079 |
| Adjusted for: | | |
| Depreciation | 7,584 | 4,889 |
| (Increase)/decrease in debtors | (49,954) | (28,582) |
| Increase/(decrease) in creditors | 210,286 | (49,976) |
| Net cash (used in)/provided by operating activities | <u><u>302,848</u></u> | <u><u>68,410</u></u> |

b) Analysis of cash and cash equivalents

| | 2020 £ | 2019 £ |
|--------------------------|-----------------------|-----------------------|
| Cash at bank and in hand | <u><u>538,711</u></u> | <u><u>239,464</u></u> |

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

a) Basis of preparation of the accounts

The financial statements have been prepared under the historical cost convention and in accordance with applicable Accounting Standards in the United Kingdom, the accounting regulations issued under the Companies Act 2006 and the Statement of Recommended Practice (SORP) FRS102 "Accounting and Reporting by Charities".

Respond meets the definition of a public benefit entity under FRS 102.

b) Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt over the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of two years from the date of approval of the financial statements.

At 31 March 2020, the Trustees consider that there is sufficient funding to cover the year following the date of approval of these financial statements and that the going concern basis of preparation is therefore considered to be appropriate.

The Coronavirus outbreak has so far not had a material impact on this assessment and, based on their current knowledge, they do not expect it to do so going forward.

c) Fund accounting

Unrestricted funds are general funds that are available for use at the trustees' discretion in the furtherance of the objectives of the charity.

Restricted funds are those donated, or raised, for use in a particular area or for a specific purpose. The purposes and uses of the restricted funds are set out in the trustees report. Purchases of fixed assets with restricted funds are deemed to be satisfied once the purchase has taken place and therefore these restricted fund balances are released to unrestricted general funds unless the restriction is deemed to be on a permanent basis.

All funds are reviewed annually and transfers between funds undertaken as determined by that review.

d) Income

Voluntary income including donations, gifts and legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support performance activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income is only deferred when the donor specifies that the grant or donation must only be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement.

e) Volunteers and donated services and facilities

The value of services provided by volunteers is not incorporated into these financial statements. Further details of the contribution made by volunteers can be found in the trustees' annual report.

Where services are provided to the charity as a donation that would normally be purchased from our suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES (continued)

f) Resources expended

Expenditure is recognised when a liability is incurred. Contractual arrangements and performance related grants are recognised as goods or services supplied. Other grant payments are recognised when a constructive obligation arises that result in the payment being unavoidable.

Charitable activities include expenditure associated with the main objective of the charity and include both the direct costs and support costs relating to these activities.

Support costs have been allocated on the basis of staff time relating to each activity.

g) Pension costs

The charitable company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

Leasing and hire purchase commitments

Rental payments under operating leases are charged as expenditure as incurred over the term of the lease.

h) Irrecoverable VAT

All resources expended are classified under activity heading that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

i) Taxation

The Charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

j) Tangible fixed assets and depreciation

Tangible fixed assets (excluding investments) are stated as cost less depreciation. The cost of minor additions or those costing less than £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

| | |
|-----------------------|-------------------------|
| Computer | 33.33% |
| Office equipment | 25% on reducing balance |
| Fixtures and fittings | 15% on reducing balance |

k) Financial Instrument

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.

Debtors are measured at their recoverable amount.

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.

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

| 2. INCOME | Unrestricted £ | Restricted £ | 2020 £ | 2019 £ |
|---|-----------------------|-----------------------|-------------------------|-----------------------|
| INCOME FROM DONATIONS AND LEGACIES | | | | |
| Grants | - | 97,250 | 97,250 | 109,190 |
| Donations | 10,035 | - | 10,035 | 6,747 |
| | <u>10,035</u> | <u>97,250</u> | <u>107,285</u> | <u>115,937</u> |
| INCOME FROM CHARITABLE ACTIVITIES | | | | |
| Survivors Services | | | | |
| Grants | - | 37,500 | 37,500 | 116,181 |
| Therapy Income | 29,873 | - | 29,873 | 69,491 |
| Trauma Assessments | 1,211 | - | 1,211 | - |
| Training and Consultancy | 3,000 | - | 3,000 | - |
| Other Income | 16,986 | - | 16,986 | - |
| Forensic Services | | | | |
| Grants | - | 47,500 | 47,500 | 43,542 |
| Forensic Services | 123,682 | - | 123,682 | 142,424 |
| Learning and Development Services | | | | |
| Grants | - | 6,667 | 6,667 | 40,000 |
| Training and Consultancy Income | 14,440 | - | 14,440 | 29,045 |
| Young People's Therapy Services | | | | |
| Grants | - | 79,819 | 79,819 | 85,401 |
| Therapy and Harm Prevention Income | 60,326 | - | 60,326 | 69,391 |
| Training and Consultancy Income | 16,650 | - | 16,650 | - |
| Other Income | 450 | - | 450 | - |
| COSA Project | | | | |
| Grants | - | 26,200 | 26,200 | 59,400 |
| Therapy Income | 4,212 | - | 4,212 | - |
| Training and Consultancy Income | 8,600 | - | 8,600 | - |
| Other Income | 8,000 | - | 8,000 | 11,000 |
| Family Support Services | | | | |
| Grants | - | 37,500 | 37,500 | 32,075 |
| Therapy Income | 209,613 | - | 209,613 | 68,037 |
| Training and Consultancy Income | 17,980 | - | 17,980 | - |
| Other Income | 10,797 | - | 10,797 | - |
| Forced Marriage Work | | | | |
| Grants | - | 6,675 | 6,675 | - |
| Training and Consultancy | 565 | - | 565 | - |
| Other Income | 2,000 | - | 2,000 | - |
| West Midlands | | | | |
| Other Income | 374,512 | - | 374,512 | 53,000 |
| Core | | | | |
| Miscellaneous | 1,616 | - | 1,616 | - |
| | <u>904,513</u> | <u>241,861</u> | <u>1,146,374</u> | <u>818,987</u> |
| INCOME FROM OTHER TRADING ACTIVITIES | | | | |
| Room Hire | 2,474 | - | 2,474 | 4,729 |
| Other Income | - | - | - | 4,395 |
| | <u>2,474</u> | <u>-</u> | <u>2,474</u> | <u>9,124</u> |
| Total | <u>917,022</u> | <u>339,111</u> | <u>1,256,133</u> | <u>944,048</u> |
| <i>Total 2019</i> | <i>458,259</i> | <i>485,789</i> | <i>944,048</i> | |

Further information on grants is provided in note 14.

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

3. EXPENDITURE

| | Direct staff costs £ | Direct costs £ | Support costs £ | 2020 £ | 2019 £ |
|-----------------------------------|----------------------------|----------------------|-----------------------|------------------|----------------|
| Raising funds | - | 12,402 | - | 12,402 | 30,014 |
| Charitable activities | | | | | |
| Survivors Services | 49,759 | 5,889 | 8,811 | 64,459 | 129,651 |
| Forensic Services | 77,435 | 9,554 | 13,201 | 100,190 | 114,857 |
| Learning and Development Services | 33,703 | 5,114 | 5,659 | 44,476 | 82,492 |
| Young People's Therapy Services | 101,020 | 5,938 | 17,443 | 124,401 | 186,652 |
| COSA Project | 33,122 | 7,585 | 6,849 | 47,556 | 89,456 |
| Family Support Services | 74,570 | 103,176 | 11,333 | 189,079 | 104,133 |
| Forced Marriage Work | 13,964 | 3,452 | 2,461 | 19,877 | - |
| West Midlands | 172,454 | 42,471 | 96,740 | 311,665 | 53,000 |
| Policy, Campaigns & Leadership | 74,659 | 19,291 | 113,146 | 207,096 | 11,714 |
| | <u>630,686</u> | <u>202,470</u> | <u>275,644</u> | <u>1,108,799</u> | <u>771,955</u> |
| Total | <u>630,686</u> | <u>214,872</u> | <u>275,644</u> | <u>1,121,201</u> | <u>801,969</u> |
| <i>Total 2019</i> | <i>429,178</i> | <i>106,557</i> | <i>266,234</i> | <i>801,969</i> | |

Analysis of support costs:

| | 2020 £ | 2019 £ |
|------------------------------|----------------|----------------|
| Management salaries | 22,383 | 55,634 |
| Administration salaries | 67,192 | 77,693 |
| Premises costs | 99,066 | 96,773 |
| Communication costs | 9,984 | 9,015 |
| Information Technology | 7,131 | 5,517 |
| Legal and professional costs | 38,476 | 10,950 |
| Depreciation | 7,584 | 4,890 |
| Miscellaneous expenses | 23,828 | 5,762 |
| | <u>275,644</u> | <u>266,234</u> |

Support costs have been allocated on the basis of staff time relating to each activity.

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

| 4. NET INCOME/(EXPENDITURE) | 2020 | 2019 |
|-------------------------------------|--------------|--------------|
| This is stated after charging: | £ | £ |
| Depreciation of fixed assets | 7,584 | 4,889 |
| Auditor's remunerations | 7,800 | 6,203 |
| Operating lease rentals - property | 54,282 | 68,870 |
| Operating lease rentals - equipment | <u>3,428</u> | <u>3,428</u> |

| 5. STAFF COSTS AND NUMBERS | 2020 | 2019 |
|-----------------------------------|----------------|----------------|
| | £ | £ |
| Wages and salaries | 666,349 | 509,380 |
| Social security costs | 54,679 | 45,601 |
| Pension costs | <u>15,004</u> | <u>7,524</u> |
| | <u>736,032</u> | <u>562,505</u> |

The average number of people employed by the charity, including part-time staff during the period was as follows:

| | 2020 | 2019 |
|-----------------------------|-------------|-------------|
| Average number of employees | <u>23</u> | <u>19</u> |

No employee received emoluments of more than £60,000 (2019: none).

The key management personnel of the charity are listed on page 2. The total amount of employee benefits (including employer pension contributions) received by the key management personnel for their services was £160,813 (2019: £131,602).

6. TRUSTEES EXPENSES AND REMUNERATION

Trustees are not remunerated and no expenses were reimbursed in the year (2019: £nil).

7. RELATED PARTY TRANSACTIONS

During the year £795 was paid to Peter Casell (2019: £2,950), who is the spouse of the Chief Executive, Noelle Blackman, for services to the charity.

There were no other related party transactions during the year (2019: none).

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NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

8. TANGIBLE FIXED ASSETS

| | Office equipment £ | Fixtures & fittings £ | Computers & IT systems £ | Total £ |
|-------------------------|--------------------------|-----------------------------|-----------------------------------|---------------|
| Cost | | | | |
| At 1 April 2019 | 5,320 | 2,961 | 55,177 | 63,458 |
| Additions | - | 1,020 | 2,581 | 3,601 |
| Disposals | - | - | - | - |
| At 31 March 2020 | <u>5,320</u> | <u>3,981</u> | <u>57,758</u> | <u>67,059</u> |
| Depreciation | | | | |
| At 1 April 2019 | 1,627 | 2,771 | 44,405 | 48,803 |
| Charge for the year | 923 | 79 | 6,582 | 7,584 |
| Eliminated on disposals | - | - | - | - |
| At 31 March 2020 | <u>2,550</u> | <u>2,850</u> | <u>50,987</u> | <u>56,387</u> |
| Net book value | | | | |
| At 31 March 2020 | <u>2,770</u> | <u>1,131</u> | <u>6,771</u> | <u>10,672</u> |
| At 31 March 2019 | <u>3,693</u> | <u>190</u> | <u>10,772</u> | <u>14,655</u> |

9. DEBTORS

| | 2020 £ | 2019 £ |
|-----------------------------------|----------------|----------------|
| Grant and contract income debtors | 171,384 | 107,773 |
| Other debtors and accrued income | 25,555 | 14,863 |
| Prepayments | 4,163 | 28,512 |
| | <u>201,102</u> | <u>151,148</u> |

10. CREDITORS: amounts falling due within one year

| | 2020 £ | 2019 £ |
|---------------------------------------|----------------|----------------|
| Trade creditors | 32,649 | 21,516 |
| Other taxes and social security costs | 19,377 | 15,346 |
| Deferred income (note 11) | 257,098 | 92,723 |
| Accruals | 44,506 | 13,759 |
| | <u>353,630</u> | <u>143,344</u> |

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

11. DEFERRED INCOME

| | 2020 | 2019 |
|-----------------------------------|----------------|---------------|
| | £ | £ |
| Total deferred income at 1 April | 92,723 | 115,588 |
| Additions during the year | 1,242,688 | 92,723 |
| Released to income | (1,078,313) | (115,588) |
| | <u>257,098</u> | <u>92,723</u> |
| Total deferred income at 31 March | <u>257,098</u> | <u>92,723</u> |

Deferred income represents contract and grant income relating to the proportion of funding for 2020/21 services.

12. OPERATING LEASE COMMITMENTS

As at 31 March the charity had total future minimum lease payments under non-cancellable operating leases are as follows:

| | Equipment | Buildings | 2020 | 2019 |
|-----------------------|------------------|------------------|----------------|----------------|
| | £ | £ | £ | £ |
| Less than 1 year | 3,428 | 45,694 | 49,122 | 70,041 |
| Between 2 and 5 years | 1,428 | - | 1,428 | 31,106 |
| In 5 years or more | - | - | - | - |
| | <u>4,856</u> | <u>45,694</u> | <u>50,550</u> | <u>101,147</u> |
| <i>Total 2019</i> | <i>1,171</i> | <i>99,976</i> | <i>101,147</i> | |

The building lease is expected to expire in September 2020. There hasn't been any commitment to a new lease as at 31 March 2020.

13. SHARE CAPITAL

The company is limited by guarantee and does not have a share capital.

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NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

14. MOVEMENT IN FUNDS

| | Balance at 01.04.2019 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31.03.2020 £ |
|-----------------------------------|-------------------------------|------------------|--------------------|----------------|-------------------------------|
| Survivors Services | | | | | |
| The Three Guineas Trust | - | 75,000 | (75,000) | - | - |
| Forensic Services | | | | | |
| Clty Bridge Trust | 1,758 | 47,500 | (49,271) | 13 | 0 |
| YP Therapy Services | | | | | |
| BBC Children in Need | - | 34,819 | (34,822) | 3 | 0 |
| Comic Relief | - | - | - | - | - |
| John Lyon's Charity | - | 40,000 | (40,002) | 2 | 0 |
| Merchant Taylor | - | 5,000 | (5,000) | - | - |
| COSA | | | | | |
| Esmee Fairbairn Foundation | - | 15,000 | (14,994) | - | 6 |
| The Henry Smith Charly | 3,717 | 8,700 | (12,417) | - | - |
| Drapers Charitable Fund | - | 2,500 | (2,500) | - | - |
| Forced Marriage Work | | | | | |
| Trust for London | 6,650 | 6,675 | (13,325) | - | - |
| Learning and Development | | | | | |
| Tudor Trust | 2,183 | 6,667 | (8,850) | - | - |
| Core Grants | | | | | |
| Amanda Jenkins | 873 | - | (873) | - | - |
| The Three Guineas Trust | - | 75,000 | (75,000) | - | - |
| Lloyds Bank Foundation | - | 19,250 | (19,250) | - | - |
| The Ling Trust | - | 3,000 | (3,000) | - | - |
| Total Restricted Funds | <u>15,181</u> | <u>339,111</u> | <u>(354,304)</u> | <u>18</u> | <u>6</u> |
| Unrestricted General Funds | 246,742 | 917,022 | (766,897) | (18) | 396,849 |
| Total Funds | <u>261,923</u> | <u>1,256,133</u> | <u>(1,121,201)</u> | <u>-</u> | <u>396,855</u> |

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

14. MOVEMENT IN FUNDS (continued)

Comparative statement of funds for the year ended 31 March 2019:

| | Balance at 01.04.2018 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31.03.2019 £ |
|---|-------------------------------|----------------|------------------|----------------|-------------------------------|
| Survivors Services | | | | | |
| The Three Guineas Trust | - | 116,181 | (122,547) | 6,366 | - |
| Forensic Services | | | | | |
| City Bridge Trust | 1,218 | 43,542 | (43,002) | - | 1,758 |
| YP Therapy Services | | | | | |
| BBC Children in Need | - | 28,735 | (28,735) | - | - |
| Comic Relief | - | 23,333 | (23,333) | - | - |
| John Lyon's Charity | - | 33,333 | (33,333) | - | - |
| Centre of expertise on child sexual abuse | 4,481 | - | (4,481) | - | - |
| COSA | | | | | |
| Esmee Fairbairn Foundation | 88 | 10,000 | (10,088) | - | - |
| The Henry Smith Charity | 2,140 | 36,900 | (35,323) | - | 3,717 |
| Drapers Charitable Fund | - | 12,500 | (12,500) | - | - |
| Family Support Services | | | | | |
| People's Postcode Trust | 1,423 | 3,750 | (5,173) | - | - |
| Forced Marriage Work | | | | | |
| Trust for London | 9,112 | 28,325 | (30,787) | - | 6,650 |
| Learning and development | | | | | |
| Tudor Trust | - | 40,000 | (37,817) | - | 2,183 |
| Support Costs | | | | | |
| Amanda Jenkins | 3,823 | - | (2,950) | - | 873 |
| Lloyd Bank Foundation | - | 5,500 | (5,500) | - | - |
| The Three Guineas Trust | - | 103,690 | (103,690) | - | - |
| Total Restricted Funds | <u>22,285</u> | <u>485,789</u> | <u>(499,259)</u> | <u>6,366</u> | <u>15,181</u> |
| Unrestricted General Funds | 97,559 | 458,259 | (302,710) | (6,366) | 246,742 |
| Total Funds | <u>119,844</u> | <u>944,048</u> | <u>(801,969)</u> | <u>-</u> | <u>261,923</u> |

**RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020**

14. MOVEMENT IN FUNDS (continued)

Transfers

In 2020, a transfer of unrestricted funds totalling £18 has been made to cover additional costs of forensic services and young people therapy services (2019: £6,366).

Purposes of Restricted Funds:

Survivors Services

The Three Guineas Trust - the grant was used towards the cost of a specialist team of Independent Sexual Violence Advisers to support people with learning disabilities who have experienced sexual violence, and to offer advice and training to other service providers.

Forensic services

City Bridge Trust - this was used to fund the costs of a part-time forensic psychotherapist. The overall aims of the project is to improve the mental health of people with learning disabilities involved in the criminal justice system or likely to come into contact with it, thereby reducing offending and reoffending.

Young People's Therapy Services

Funding from the BBC Children in Need, Comic Relief, John Lyon's Charity and Centre of Expertise on Child Sexual Abuse are used to provide services to support young people with learning disabilities who have experienced trauma, and those who display sexually harming behaviors. These include psychotherapy services at Respond's Euston clinic and in seven special and mainstream schools across London boroughs. Funding was also used towards the Harm Prevention project which supports young people in schools to help them understand positive relationships.

Circle of Support and Accountability (COSA) Project

Esme Fairbairn Foundation and Drapers Charitable Fund - this was used towards the running costs including staff salaries for the continuation of Respond project to provide COSA to young people and adults with learning difficulties.

The Henry Smith Charity - this was used towards the running costs including the salary of the Project Coordinator of the COSA project for adults and young people from London with learning disabilities who have displayed sexually harmful behavior.

Forced Marriage Work

Trust for London - the grant is used to employ a Forced Marriage Project Lead who works towards raising awareness of the forced marriage of people with learning disabilities in all its various forms.

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2019

14. MOVEMENT IN FUNDS (continued)

Learning and Development Services

Tudor Trust - the grant is to cover the salary and associated costs of a psychotherapist to lead and develop respond's training and consultancy services.

Support Costs

Amanda Jenkins - this was used to fund the cost of building improvements.

True & Fair Foundation -used towards the upgrading of the telephone system and infrastructure.

The Three Guineas Trust - the grant was used towards Respond's core costs specifically the salaries of the chief executive, an administrator, a fundraising manager and a freelance fundraising consultant.

Lloyd Bank Foundation - the grant was used to fund and support staff in the leadership team and the operations manager.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted £ | Restricted £ | Total £ |
|--|-----------------------|-----------------|-----------------------|
| Tangible fixed assets | 10,672 | - | 10,672 |
| Net current assets | 386,177 | 6 | 386,183 |
| Net assets at the end of the year | <u><u>396,849</u></u> | <u><u>6</u></u> | <u><u>396,855</u></u> |

Comparative analysis of net assets between funds for the year ended 31 March 2019:

| | Unrestricted £ | Restricted £ | Total £ |
|---------------------------------------|-----------------------|----------------------|-----------------------|
| Tangible fixed assets | 14,655 | - | 14,655 |
| Net current assets | 232,087 | 15,181 | 247,268 |
| Net assets as at 31 March 2019 | <u><u>246,742</u></u> | <u><u>15,181</u></u> | <u><u>261,923</u></u> |

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2020

16. Statement of financial activities - comparative balances as at 31 March 2019

| Income and expenditure | Unrestricted £ | Restricted £ | 2019 Total £ |
|------------------------------------|---------------------------|-------------------------|-----------------------------|
| INCOME AND ENDOWMENTS: | | | |
| Donations and legacies | 6,747 | 109,190 | 115,937 |
| Charitable activities | 442,388 | 376,599 | 818,987 |
| Other trading activities | 9,124 | - | 9,124 |
| | <hr/> | <hr/> | <hr/> |
| Total income | 458,259 | 485,789 | 944,048 |
| EXPENDITURE ON: | | | |
| Raising funds | 30,014 | - | 30,014 |
| Charitable activities | 272,696 | 499,259 | 771,955 |
| | <hr/> | <hr/> | <hr/> |
| Total expenditure | 302,710 | 499,259 | 801,969 |
| NET INCOME/(EXPENDITURE) | 155,549 | (13,470) | 142,079 |
| Transfers between funds | (6,366) | 6,366 | - |
| | <hr/> | <hr/> | <hr/> |
| NET MOVEMENT IN FUNDS | 149,183 | (7,104) | 142,079 |
| RECONCILIATION OF FUNDS: | | | |
| Total funds brought forward | 97,559 | 22,285 | 119,844 |
| | <hr/> | <hr/> | <hr/> |
| TOTAL FUNDS CARRIED FORWARD | 246,742 | 15,181 | 261,923 |