



RESPECT PROJECT (KNOWN AS "RESPECT")

REPORT AND FINANCIAL STATEMENTS

REPORT AND FINANCIAL STATEMENTS For the year ended 31 March 2021

Company limited by guarantee no. 07582438

Registered charity no. 1141636 (England and Wales)

Scottish Charity no.SC051284

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THE RESPECT PROJECT (KNOWN AS “RESPECT”)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS



For the year ended 31 March 2021

Patron Dame Vera Baird QC

Officers of the Board of Trustees

Chair of Trustees Sarah Mullen

Vice Chair Peter Llewellyn (resigned 10th March 2021)

Diane Scott (Vice Chair from 10th March 2021)

Treasurer Rachel Morrison

Trustees

Leyly Bogue (appointed 3rd March 2021)

Helen Bonnick

Millie Brown (appointed 3rd March 2021)

Samantha Darby

Amra Dautovic (appointed 3rd March 2021)

Talia Kensit (appointed 3rd March 2021)

Sope Otulana (appointed 3rd March 2021)

James Rowlands (Chair of Development Subgroup)

Chief Executive Officer Jo Todd

Board Secretary Victoria Cousins (Operations Director)

Company reg. no. 07582438

Charity reg. no. 1141636

Scottish Charity no. SC051284

Registered office: HubHub,
20 Farringdon Street,
London, EC4A 4AB.

Auditors Knox Cropper LLP
65 Leadenhall Street
London, EC3A 2AD

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TRUSTEES’ REPORT

For the year ended 31 March 2021



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 2021. 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 of 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 elected at the Annual General Meeting. There are three officer posts — Chair, Secretary and Treasurer — and up to 12 other representatives.

Trustees are bound by Respect's Articles of Association. They complete a register of interests 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. We are working to increase the diversity of our board and this is reflected in our recent recruitment.

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
- Children and families social work

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

TRUSTEES’ REPORT

For the year ended 31 March 2021



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 risks to Respect, ensuring these are adequately managed.

The key risks we have identified for the coming year are:

- The ongoing impact of Covid 19:
 - Respect has made good use of available funds to respond to Covid 19. However, we enter into a period of uncertainty about the long-term impacts of Covid 19 on the public purse and this brings some uncertainty across our sector about the availability of funding.
 - Prior to Covid 19 we were already working to a blended model of remote and in person work. During the pandemic we were able to utilise our existing systems to move to remote based working. As restrictions continue to ease, we will continue with a blended way of working to ensure we make best use of our time whilst retaining a sense of team and connection.
- We are growing, with ever increasing demand for our work:
 - We have seen an increased focus on perpetrator work at strategic and policy level (including our work with young people). This increases the demand for partnership work to implement our interventions. The additional funding means we continuing to grow and must do this in a planned and sustainable way.
 - As more funding comes into the sector there are more organisations looking to develop perpetrator interventions. A key function of Respect is Quality Assurance through the Respect Standard. We will continue our role to ensure that there is robust focus on quality and safety across the sector.
 - There is an ever-increasing demand for our subject matter expertise to input into a variety of consultations and a growing demand for workforce development. We are increasing our capacity to ensure we can respond and develop these workstreams.
- Robust financial reporting
 - We must work to ensure that we have robust procedures and processes in place to ensure that we can provide accurate, timely and clear reporting on our financial position. We must also consider this as we approach our growth to ensure we have clear processes for information sharing to enable robust decision making.

Systems to monitor and mitigate risk:

- The Senior Leadership Team identifies and discusses risks and ways to mitigate them at our monthly Senior Leadership Meeting. Risks are graded to assess short-term and long-term impact, are allocated to an owner and plans for mitigation are agreed and implemented. Trustees review the most significant risks and oversee progress against risk mitigation plans via our Subgroups and quarterly, board meetings.
- Management accounts are prepared and reviewed quarterly against budget.
- Internal controls include:

TRUSTEES’ REPORT

For the year ended 31 March 2021



- cashflow analysis is produced regularly and a forward look at expected cashflow quarterly
 - a debtors' procedure is followed monthly
 - the use of petty cash is restricted to the absolute minimum
- Strict monitoring of expenses claimed by staff, trustees and external associates against policy; expenses are authorised by project managers only when receipts are produced, 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 senior staff.
- Access to specialist advice:
 - Respect uses the services of external providers for specialist HR and IT support
 - We have continued to receive legal advice on a pro bono basis from Baker McKenzie and Field Fisher, both global firms of solicitors, who we would like to thank for their continued support

Objectives and activities

Respect is a pioneering UK domestic abuse organisation leading the development of safe, effective responses to perpetrators, male victims and young people who use abusive behaviours towards family members and carers and/or in their relationships. We are a membership organisation: we support and represent specialist organisations across the UK.

We are committed to ending domestic abuse. We can only do this by working together with our members and with partner organisations, and are determined to ensure that:

- All perpetrators of domestic abuse are held accountable, offered the chance to change and stopped from causing further harm.
- All male victims of domestic abuse are offered a response designed to meet their needs, supporting them to escape and recover from the abuse they have experienced.
- All young people who use abusive behaviours towards family members and carers and/or in their relationships receive a response that recognises both the risk they pose and their vulnerability, a response that is designed to address their use of abusive behaviour, support the development of healthy relationships, and increase the safety of those at risk.

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:

- The Respect Standard: we have a nationally recognised service standard that is a framework for safe and effective practice across a range of perpetrator interventions. It is recognised as demonstrating the highest levels of quality assurance
- Workforce Development: we provide expert-led training, events and support for individuals and organisations working in the specialist domestic abuse sector and beyond
- Developing and delivering individual and system change work 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: early response project, with our partner Women's Aid Federation England
 - Change that Lasts Wales: early response project with our partner Welsh Women's Aid
 - Respect Young People's Programme: supporting organisations to deliver services to families where there is adolescent to parent violence and abuse
 - Safe and Together: Contributing to 'systems change' in relation to domestic abuse perpetrators by implementing the Safe and Together model across London Boroughs
 - Ascent: Contributing to a partnership to address the long-term sustainability needs of organisations providing services to those affected by sexual and domestic violence
- Policy: as the sector lead, we campaign to improve policy and practice to ensure that perpetrators are held to account and the needs of survivors are centred
- Public Affairs: we use our expertise and influence, and that of our members, to help shape national and local government, legislation, policymaking and commissioning
- Partnerships: we work in partnership with other specialist organisations working to end violence against women and girls (VAWG) and with public sector agencies, to develop and deliver innovative, multi-agency and community-based responses.
- Research: We bring our practice expertise to cutting edge research to develop evidence-based interventions and enhance the evidence base in relation to DVA intervention
 - Advance: Advancing theory and treatment approaches for males in substance misuse treatment who perpetrate intimate partner violence, a partnership with Kings College London.
 - Reprovide: A partnership with University of Bristol and our members, this research plans to improve how healthcare professionals respond to both adult patients who experience or perpetrate DVA, and to their children
 - CAFCASS: Developing a remotely delivered intervention for delivery through the pandemic
 - Family Courts: Improving responses to perpetrators in the Family Courts

Financial review

Respect recorded a surplus of income over expenditure this year of £456,222 compared to a deficit of £22,694 in the previous year. This reflects a surplus of £307,005 for unrestricted funds and a surplus of £149,217 for restricted funds. Total income increased by 75% to £2,781,096 reflecting significant increase in funding from the Home Office, Esmée Fairbairn Foundation and National Lottery Community Fund. Also, training and consultancy income increased significantly during the year, as did public donations.

Total expenditure increased by 44% to £2,324,874 mainly due to an increase in activity during the year.

Key financial issues for 2021/22 and beyond include:

- Developing financial systems and processes that are fit for the growth we have encountered
- Mitigating risks and uncertainties in the current economic climate (Covid, Brexit):
 - To generate additional working capital and continue to ensure we have sufficient funds to maintain good cashflow. This will help to cope with increasing tendency for grant providers to fund projects in arrears (typically quarterly in arrears) and some are regularly late payers
 - To enable investment to improve the quality and timeliness of our core services to our members and the broader sector
- To ensure our growth is sustainable, we need to develop and diversify our sources of funding. We need to ensure that through our upcoming Fundraising Strategy (in progress due for completion in 2022) we have assessed the range of funding options available to us and that we have capacity to ensure we can make good use of them.

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 31 March 2021 this would amount a reserve requirement of £278,110. At the year end, free reserves amounted to £464,484. This amount excludes restricted funds. Whilst reserves at year end were above our reserve policy, the trustees consider this to be prudent given the uncertainties and risks described above.

Achievements and performance

2020/2021 has been a year like no other. We started and ended the financial year in a national lockdown that none of us could have predicted. Whilst it has been a challenging year we have emerged in a strong position. We rapidly expanded and adapted services, provided support for the wider sector, mobilised into a collective cross sector response and crucially, supported each other through the turmoil. We have emerged a more flexible organisation, something that started out of necessity, but we now see as a long-term benefit, not only in time and fiscal savings for staff leading to better motivation and productivity, but the ability to recruit nationally, which means increased access to the very best candidates.

There is much we should hold on to and build on from the last year, but there is also learning. George Floyd’s murder, the groundswell of support and action through the Black Lives Matter movement here in the UK and the disproportionate impact of Covid-19 on marginalised communities has made it

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For the year ended 31 March 2021



searingly clear that being a non-racist organisation is not and was not enough. During 2020/2021 we started our mission to become an anti-racist organisation, an active and evolving process is integrated in our new strategy, guiding our work internally and externally.

2020/21 has also seen a gear shift in the government’s approach to perpetrator work. Over the course of the year, we successfully lobbied for a Perpetrator Strategy through our Drive partnership-led Call to Action. This has led to Government funding streams to grow and enhance interventions working with perpetrators. This is a welcome boost for the sector. Through our influence work, we will focus on doing what we can to ensure that this funding is spent well, with mechanisms in place to ensure the work is safe, effective, and accountable to survivors.

Project Highlights

Accreditation

Accreditation is the centrepiece of Respect’s sector support work. We manage the accreditation of services working with perpetrators of domestic abuse up to the point where an independent panel scrutinises the assessment process and decides whether an organisation has satisfied the requirements of the Respect Standards and can therefore be accredited.

The year ending March 2021 saw an ongoing demand from organisations to have their perpetrator service accredited, despite the impact of Covid-19.

By the end of the year, the accreditation panel awarded full accreditation to 9 services (2 of which were re-accredited) and stage one accreditation to 3 services.

Next Year, over 2021/22 we will review the accreditation process to ensure it is streamlined and as accessible as possible. We will also publish the 4th version of the Respect Standard.

Membership

Following the Covid-19 lockdown restrictions at the end of March 2020, we refocused the priorities of our membership support so that activities were relevant to our members during the pandemic crisis. In doing so we mobilised a member wide support network for responding to the pandemic. This included providing tools and resources, support and guidance on ways of working and sharing learning as we moved through unprecedented times.

In addition to this we have continued to deliver practice development days, hold our regular accredited members forum and provide exclusive resources on the membership section of our website.

Next year, a key aim is to increase the value of membership by streamlining processes and delivery, listening to what members most value and widening our membership. This wider work will be supported through the creation of a new Sector Support work strand.

Training

As soon as the lockdown restrictions took effect, we suspended our training and events programme and made use of the furlough scheme to retain our staff. We were then able to make use of Covid related funding to move our training online. We now have a bespoke training platform that we continue to use to offer our training both online and in person.

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Evaluation and feedback for the online training courses was very positive and, irrespective of when face-to-face training might resume, it has shown that a combination of digital, online training with face-to-face, classroom training is the best approach to reach more learners and meet their needs better.

Next year we will consolidate our experience of adapting and creating training for our online platform, ensuring cohesion with our classroom-based training. We will increase the capacity of our team to develop new training and meet our commitment to offer all our training programme as accredited. And finally, we will expand our training programme to meet the needs of practitioners from Black and minoritised communities and those they support.

Helplines

Demand for our helplines throughout the pandemic crisis increased to levels we had never seen before. Our specialist Advisors worked tirelessly to support service users of the Respect Phoneline and the Men’s Advice Line.

In 2020-21 (April 2020 to end March 2021) we received:

- 13,508 contacts by phone, email, and webchat on the Respect Phoneline- a 97% increase from 2019-20 (6,858 contacts).
- 47,081 contacts by phone, email, and webchat on the Men’s Advice Line - a 57% increase from 2019-20 (30,068 contacts).

The number of calls lasting more than 40 mins tripled for the Respect Phoneline and doubled for the Men’s Advice Line in 2020/21.

To respond to the surge in demand and the changing nature of service users’ help-seeking needs:

- We invested additional funds awarded by the Home Office and the Scottish Government to increase capacity on both helplines, by recruiting more Advisors, almost doubling the size of our team
- We extended the opening hours of both helplines and offered a 7-day-a-week service
- In partnership with the Drive project, we launched a webchat for professionals working with perpetrators of domestic abuse
- We developed resources for service users to access via the helplines’ websites:
 - factsheets for perpetrators who struggle with feelings of anger, jealousy, and stress, helping them to develop short-term strategies to avoid being abusive or violent
 - factsheets for frontline workers to help them engage with perpetrators of domestic abuse safely and effectively
 - 14 factsheets with accessible information about family, child, and civil law for male victims of domestic abuse
- We created social media campaigns to reach our service users:
 - No excuse for abuse: we challenged notions of being “out of control” to show that perpetrators have a choice and are in control of, and responsible for, their behaviour
 - Abuse. Let’s draw the line: we raised awareness on abusive behaviours and encouraged everyone to draw the line on abuse

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- Talk it over: aimed at male victims, the campaign had two phases: the first phase raised awareness of the Men’s Advice Line and encouraged men to get in touch. The second phase aimed to normalise help-seeking for male victims, recognising the barriers that could stop them from talking about their domestic abuse experiences
- We commissioned Durham University’s Centre for Research into Violence and Abuse (CRiVA) to carry out research in male victims’ experiences during Covid-19. The report of the research, titled ‘Living a Life by Permission’, the experiences of male victims of domestic abuse during Covid-19’ was published in November 2020
- We worked in partnership with other organisations and services to support male victims:
 - Free legal advice: in partnership with the Child Law Advice Service, the Men’s Advice Line offered male victims free appointments for legal advice
 - Rail to refuge: in partnership with Women’s Aid, this initiative allowed male victims fleeing domestic abuse to book free rail tickets to travel to a refuge
 - Emergency accommodation for London’s male victims: in partnership with Victim Support, Nacro and Shelter, the Men’s Advice Line was the referral pathway for men fleeing domestic abuse in the Greater London area (MOPAC-funded)
 - Safe Spaces: set up by UK Says No More, it is offering a safe space in pharmacies’ consultation rooms across the country, so victims can call a helpline or other support service without being monitored by the perpetrator. The Men’s Advice Line is the key service for male victims accessing Safe Spaces

Next Year we will continue to offer both helplines on extended hours and maintain the improvements to the service we have made in this year. No victim or survivor should be made unsafe because the perpetrator can’t access critical support when they need it. Male victims should be able to get the help they need when they need it, as many times as they need and in ways and times that are safer for them.

Respect Young People's Services

The Respect Young People's Service (YPS) supports professionals to respond effectively to young people’s use of violence and abuse in close relationships. Their primary focus is Child and Adolescent to Parent Violence and Abuse (CAPVA). We also deliver training and a programme which addresses young people’s use of Intimate Partner Violence (IPV). The team offers evidence-based intervention, workforce development, implementation support and on-going practice development and supervision.

The Respect Young Peoples Programme (RYPP)

Through our 4-day RYPP training, 261 professionals were trained this year across the West Mercia police area and Lancashire, Warrington, Plymouth and Cornwall.

Practitioners who attended the training have also benefited from ongoing support sessions with Respect to support the implementation and delivery of the programme.

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Early Response to CAPVA (Ask and Act)

We have delivered early response training to 237 practitioners in the Northumbria and West Mercia police areas. This one-day training supports practitioners working with families that may need information or support around CAPVA, including referral to the RYPP intervention.

Briefings about CAPVA were delivered to police officers in the West Mercia police area with more police trainings to follow later in the year.

We were fortunate in receiving a grant from the Youth Endowment Fund to work with the Dartington Service Development Lab and York’s Educational Psychology Team to develop the RYPP to respond effectively to an increasing level of neurodiversity in the RYPP case loads. We were commissioned by North Yorkshire Fire, Police and Crime Commissioners Office to look at Child and Adolescent to Parent Violence and Abuse (CAPVA) where the young person involved has multiple needs and to develop interventions for this cohort of CAPVA cases.

Next year we will focus on continuing to roll out our RYPP programme in new areas. We are also further developing our programme and training offer to support work around Teenage Relationship Abuse (TRA) and, we will be working with Office of the Police and Crime Commissioners and Local authorities in the North of England to provide training and support to address CAPVA.

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

Make a Change (MAC) was developed by Respect and Women’s Aid Federation England as a community-wide, early response to people using abusive behaviours in their intimate or previously intimate relationships. The model is designed to fill a significant gap in service provision, when there are concerns about someone’s abusive behaviour, but they are not yet known to the criminal justice system and/or have not been referred for intervention.

Following on from the success of the initial pilot which took place 2018-2020, MAC received funding from the National Community Lottery Fund in 2020 to continue its delivery in Lincolnshire and expand into three new sites: Trafford, Durham and Sunderland.

This year we have also:

- published findings on how MAC and Respect accredited services can meet the needs of older people and people from LGBT+ communities
- grown an advisory board of survivors to input into the development of MAC programmes and resources

Make a Change continues to grow and will be rolling out into a 5th area in 2021/22.

Change that Lasts – Perpetrator Response Wales (CLEAR)

Change that Lasts is a systems change approach developed by Welsh Women’s Aid and Women’s Aid Federation England. The approach supports communities and professionals to provide a needs-led, strengths-based, trauma informed and gender responsive response to women and children who have experienced Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV). The approach builds the skills of individuals to encourage survivors’ help seeking and challenges the conditions that enable abuse to begin in the first place.

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Our work in Wales is, in partnership with Welsh Women’s Aid, to integrate a perpetrator response across all elements of Change that Lasts. This currently includes the Trusted Professional and Specialist service for perpetrators, CLEAR. The integrated support service is delivered by Rise (Cardiff Women’s Aid). The aim is to intervene with perpetrators as early as possible by raising awareness, supporting behavioural change and increasing accountability. All of this is done separately but in parallel with robust survivor support.

Next year, we are expanding CLEAR, including partner support, as part of the Change that Lasts Approach, to the Vale of Glamorgan and we will be continuing to deliver Trusted Professional training Online, with further roll out across South Wales.

Drive

Respect is one of the founding partners of the Drive Partnership along with Safe Lives and Social Finance. It was initially set up to deliver a three-year pilot intervention working with high harm, serial perpetrators, and has since received funding to expand this work and extend its remit to include public affairs and national systems change work.

Disrupting abuse, reducing risk

Drive implements a whole-system approach using intensive case management and one-to-one interventions alongside a coordinated multi-agency response, working closely with statutory agencies such as the police, public health, and children’s social care. Drive focuses on reducing harm and increasing victim safety by combining disruption, diversionary support and behaviour change interventions alongside the crucial protective work of victims’ services.

This year...

- 742 perpetrators were allocated to Drive
- 823 associated victims/survivors were identified and supported by Drive
- 1601 associated children were identified

Following the Drive intervention

- Physical abuse reduced by 82%
- Harassment and Stalking reduced by 75%
- Jealous and controlling behaviour reduced by 73%
- Sexual Abuse reduced by 88%

Drive is growing

Over the last year, Drive has expanded across England and Wales, ensuring more areas have bespoke systems in place to keep victims safer. Previously, we were working in 4 sites and, as we expand, have a further 8 sites.

Covid-19 also saw Drive grow its support for professionals, launching live webchat and email services, as well as a professional community portal for sharing best practice.

Changing systems

Perpetrator interventions and services sit within a wider coordinated community response, with people experiencing domestic abuse coming into contact with a variety of services. How services respond to perpetrators of domestic abuse varies, and some marginalised communities are not getting equitable access or support. We’re working with partners across the domestic abuse and other sectors, and those with lived experience of domestic abuse, to understand this more and work to support lasting systems change so perpetrators posing all levels of risk can access the help they need to stop whoever they are and wherever they live.

Next year, we will continue to deliver Drive across a number of areas, further establishing the intervention. We will work on our ‘Changing Systems’ with work in partnership to support Black and minoritised leadership and the needs of LGBT+ people accessing DA interventions.

Safe and Together

The Safe & Together Model is an internationally recognised training programme, with an associated package of tools and resources, designed to help child protection professionals to improve their response to domestic abuse.

The model encourages professionals to hold perpetrators responsible for their abusive behaviour, to support survivors towards safety and freedom, and to improve children’s safety and wellbeing. The model’s name comes from the idea that wherever possible, children should be kept ‘safe and together’ with their non-abusing parent – in most cases their mother.

Implemented around the world including in the US, Australia and the UK, Safe & Together is a hugely influential systems change framework, which gives professionals the language, knowledge and tools to make perpetrators more accountable as parents, reduce victim blame and improve outcomes for children and families.

Respect is a Safe & Together partner agency and has worked with the London Boroughs of Hackney and Waltham Forest to implement the Safe & Together model since 2019. Respect employs the Implementation Lead working across both boroughs, supporting social workers and others to implement the model and evaluate the impact on practice.

Next year Safe and Together is set to become a much bigger, with significant extra funding leading to an expansion into 10 London boroughs.

London VAWG Consortium

Respect continues to take an active role in the London VAWG consortium.

Having a position on the London VAWG Consortium enables Respect to bring the perpetrator perspective to the consortium, 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.

Through the London VAWG Consortium we are part of a smaller delivery partnership: Ascent. This is pan-London second-tier support: Respect works in partnership with 5 other organisations led by

TRUSTEES’ REPORT

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Women’s Resource Centre. Our role is to provide training and one to one support to London based organisations to improve their capacity and sustainability.

London Councils, through the London VAWG consortium funding also contribute to the running of our helplines.

Next year we will work to secure ongoing funding for this work with a view to maintaining our partnerships and continuing the work.

Work with Perpetrators - European Network WWP-EN

Respect continued to be a participant in the European Network for organisations working with perpetrators of domestic abuse as that network continued to grow and evolve. The impact of the pandemic was felt across Europe with services working with perpetrators of domestic abuse adapting to meet the challenge of working remotely. WWP-EN worked tirelessly to ensure learning from this was shared internationally and Respect as an active member WWP –EN contributed to this. Respect values the sharing of knowledge and experience across Europe and will continue to play an active role in WWP-EN over the coming years.

Next year we are solidifying our relationship with WWP-EN and will stand for membership of their board.

Reprovide Research Project

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

The project has commenced the full trial, the start of which has been slowed but not completely stopped by COVID-19. The most significant challenge has been recruiting sufficient participants.

Next year we will continue to work alongside Reprovide as they continue to test the intervention.

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 Trust, and Rochester Institute of Technology.

Advance is a 60-month project; its aim is to ‘advance’ theory and treatment approaches for males in substance misuse treatment who perpetrate intimate partner violence. Currently, Advance is a large trial to explore the efficacy and cost effectiveness of delivering the Advance substance misuse and domestic abuse programme, relative to just delivering substance misuse programmes.

During 2020 and in response to challenges associated with COVID-19 and social distancing guidelines, the Advance team adapted the programme for blended remote delivery. This programme can now be delivered via a combination of telephone, video conferencing-facilitated groups, and a digital platform containing exercises and various other teaching input. The blended remote programme has now been developed and reviewed and will be piloted in 2021-2022. A no cost extension was granted to Advance until late 2022.

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Next year, we are continuing to work with Advance as we pilot the blended programme of work.

Public affairs

One of Respect's key aims is to influence public policy regarding domestic abuse perpetrators, male victims and young people. We work closely with other organisations in the Violence Against Women and Girls (VAWG) sector to make this happen. Over the last few years, the Drive partnership (see above) has had a strong public affairs presence and by leading a coalition of over 80 organisations we have successfully lobbied for the inclusion of a perpetrator strategy in the Domestic Abuse Act 2021. A focus of our public affairs work will be to influence how the perpetrator strategy is implemented, with an emphasis on ensuring quality assurance of all funded projects.

Building on this success, we would like to see wholesale social change in addition to our current systems change work. Our 2021-24 strategy will focus on this as one of its key pillars, and public affairs work will be key to achieving change.

Respect is pleased to provide the secretariat for the All Party Parliamentary Group on perpetrators of domestic abuse, chaired by Alex Davies-Jones MP. The APPG is an informal cross-party group which provides a forum for discussion around legislation and public policy and aims to ensure MPs and members of the House of Lords are kept informed and up to date in all issues to do with perpetrators and are sufficiently knowledgeable to both take part in parliamentary debates on the issue, and to conduct their constituency casework. The APPG met online for the first time in March 2021 with a focus on the Domestic Abuse Bill and Domestic Abuse Protection Orders (DAPOs) and contributions from Baroness Bertin and the Domestic Abuse Commissioner, Nicole Jacobs.

Next year we intend to increase our Public Affairs capacity in 2021/22 with the appointment of a Head of Influence. This will mean we can continue to respond to the growing interest in the Domestic Abuse sector and provide expert input to the growing discussion and debate.

Our Funders:

We are grateful for the continued support of our funders, without whom this vital and lifechanging work would not be possible:

Home Office, Scottish Government, Northern Ireland Department of Justice, London Councils, The Guinness Trust, National Lottery Community Fund, Scottish Women's Aid, Ministry of Justice, Mayors Office of Policing and Crime, Kings College London, University of Bristol, The South Wales OPCC, Esmée Fairburn Foundation, Lloyds Bank Foundation, South London and Maudsley NHS Trust, Northumbria Office of Policing and Crime, Segelman Trust, City Bridge Trust, London Community Response Fund, Youth Endowment Fund, Office of the North Yorkshire Fire, Police and Crime Commissioner, and The Noel Buxton Trust and of course, individual donors.

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

TRUSTEES’ REPORT

For the year ended 31 March 2021



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
- 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 were 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, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended). 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 10th December 2021 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Sarah Mullen'.

Sarah Mullen

Chair of Trustees

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2021**

Opinion

We have audited the financial statements of Respect Project (known as "Respect") (the 'charitable company') for the year ended 31 March 2021 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 2021 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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

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

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

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

Other information

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

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

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

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2021**

(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 prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the 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 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- 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

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

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

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2021**

(Continued)

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

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.
- We understood how the charitable company is complying with those frameworks via communication with those charged with governance, together with the review of the charity's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- The audit team, which is experienced in the audit of charities, considered the charity's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override and allocation of costs to charitable activities and restricted funds.
- Our approach was to check that the income from grants, donations and training were properly identified and accurately disclosed, that expenditure complied with the control procedures and was appropriately charged. We also reviewed major journal adjustments along with unusual transactions and considered the identification and disclosure of related party transactions.

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 auditor's report.

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.



Shoaib Arshad (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

10 December 2021

RESPECT PROJECT (KNOWN AS "RESPECT")

STATEMENT OF FINANCIAL ACTIVITIES (incorporating the Income and Expenditure Account) For the year ended 31 March 2021

| | Note | Unrestricted Funds 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | Total Funds 2020 £ |
|--------------------------------------|------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| INCOME AND ENDOWMENTS FROM: | | | | | |
| Donations and legacies | 2 | 29,682 | - | 29,682 | 8,578 |
| Charitable activities | 4 | 512,808 | 2,216,462 | 2,729,270 | 1,579,025 |
| Investments | 3 | 12 | - | 12 | 40 |
| Other income | 5 | 22,132 | - | 22,132 | - |
| TOTAL | | 564,634 | 2,216,462 | 2,781,096 | 1,587,643 |
| EXPENDITURE ON: | | | | | |
| Raising funds | | | | | |
| Costs of generating voluntary income | | 1,302 | - | 1,302 | 27,107 |
| Charitable activities | | 256,327 | 2,067,245 | 2,323,572 | 1,583,230 |
| TOTAL EXPENDITURE | 6 | 257,629 | 2,067,245 | 2,324,874 | 1,610,337 |
| Net income/(expenditure) | | 307,005 | 149,217 | 456,222 | (22,694) |
| Transfer between funds | 14 | - | - | - | - |
| NET MOVEMENT IN FUNDS | | 307,005 | 149,217 | 456,222 | (22,694) |
| RECONCILIATION OF FUNDS: | | | | | |
| TOTAL FUNDS AT 1 APRIL 2020 | | 195,461 | 16,505 | 211,966 | 234,660 |
| TOTAL FUNDS AT 31 MARCH 2021 | | £ 502,466 | £ 165,722 | £ 668,188 | £ 211,966 |

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 2021**

| | Notes | 2021 £ | 2020 £ |
|---|-------|------------------|------------------|
| FIXED ASSETS | | | |
| Tangible assets | 11 | <u>825</u> | <u>1,647</u> |
| | | <u>825</u> | <u>1,647</u> |
| CURRENT ASSETS | | | |
| Debtors | 12 | 488,214 | 332,257 |
| Cash at bank and in hand | | 859,569 | 144,002 |
| | | <u>1,347,783</u> | <u>476,259</u> |
| CREDITORS: amounts falling due within one year | 13 | <u>(680,420)</u> | <u>(265,940)</u> |
| NET CURRENT ASSETS | | <u>667,363</u> | <u>210,319</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | 668,188 | 211,966 |
| TOTAL NET ASSETS | | <u>£ 668,188</u> | <u>£ 211,966</u> |
| FUNDS | | | |
| Unrestricted funds: | | | |
| Designated funds | 14 | 37,982 | 38,804 |
| General fund | 14 | <u>464,484</u> | <u>156,657</u> |
| | | <u>502,466</u> | <u>195,461</u> |
| Restricted funds | 14 | 165,722 | 16,505 |
| | | <u>£ 668,188</u> | <u>£ 211,966</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 10 December 2021 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 2021

| | 2021 £ | 2020 £ |
|---|--------------------|---------------------|
| Cash flows from operating activities | | |
| Surplus/(deficit) for the financial year | 456,222 | (22,694) |
| Adjustments for: | | |
| Depreciation | 822 | 822 |
| (Increase)/decrease in debtors | (155,957) | 174,609 |
| Increase/(decrease) in creditors | 414,480 | (137,638) |
| Investment income | (12) | (40) |
| | <u>715,555</u> | <u>15,059</u> |
| Cash flows from investing activities | | |
| Purchase of tangible fixed assets | - | (2,468) |
| Return on investment - interest receivable | 12 | 40 |
| | <u>12</u> | <u>(2,428)</u> |
| Net increase in cash and cash equivalents | <u>715,567</u> | <u>12,631</u> |
| Cash and cash equivalents at 1 April 2020 | 144,002 | 131,371 |
| Cash and cash equivalents at 31 March 2021 | <u>£ 859,569</u> | <u>£ 144,002</u> |
| Components of cash and cash equivalents | | |
| | At 1 April 2020 | Cashflows |
| | | At 31 March 2021 |
| Cash at bank and in hand | <u>£ 144,002</u> | <u>£ 715,567</u> |
| | | <u>£ 859,569</u> |

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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 2019), 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 2021

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.

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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.

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 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | Total Funds 2020 £ |
|-----------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Donations | 29,682 | - | 29,682 | 8,578 |
| | <u>£ 29,682</u> | <u>£ Nil</u> | <u>£ 29,682</u> | <u>£ 8,578</u> |

Comparative donations and legacies

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

3. INVESTMENT INCOME

| | Unrestricted Funds 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | Total Funds 2020 £ |
|--|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Interest receivable from: Bank interest | 12 | - | 12 | 40 |
| | <u>£ 12</u> | <u>£ Nil</u> | <u>£ 12</u> | <u>£ 40</u> |

Comparative investment income

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

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

4. INCOME FROM CHARITABLE ACTIVITIES

| | Unrestricted Funds 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | Total Funds 2020 £ |
|---------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Grants for services | 213,217 | 2,216,462 | 2,429,679 | 1,354,223 |
| Fee income | 299,591 | - | 299,591 | 224,802 |
| | £ 512,808 | £ 2,216,462 | £ 2,729,270 | £ 1,579,025 |

Analysis of the income by source

| | Unrestricted Funds 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | Total Funds 2020 £ |
|-------------------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Home Office | - | 881,433 | 881,433 | 240,000 |
| Northern Ireland Home Office | - | 6,000 | 6,000 | 6,000 |
| Scottish Government | - | 42,301 | 42,301 | 27,944 |
| Scottish Women's Aid | - | 28,635 | 28,635 | 27,937 |
| Ascent Helplines | - | 10,000 | 10,000 | 10,000 |
| London Councils | - | 43,497 | 43,497 | 43,497 |
| Esmee Fairbairn Trust | 100,000 | - | 100,000 | - |
| Make a change | - | 111,412 | 111,412 | 437,871 |
| Change that Lasts Wales | 5,000 | 143,513 | 148,513 | 125,612 |
| Lloyds Bank Foundation | - | - | - | 24,071 |
| Project Drive | - | 354,571 | 354,571 | 283,396 |
| South London and Maudsley NHS | - | 6,984 | 6,984 | 6,984 |
| Northumbria Office | - | - | - | 45,000 |
| Domestic Abuse Intervention Service | 5,456 | 41,621 | 47,077 | 24,923 |
| Segelman Trust | - | - | - | 12,500 |
| National Lottery Community Fund | 60,457 | 364,097 | 424,554 | - |
| Comic Relief | - | 65,246 | 65,246 | 20,833 |
| NHS Bristol | - | 6,500 | 6,500 | 12,655 |
| City Bridge Trust | - | 32,888 | 32,888 | - |
| London Community Response Fund | - | 24,513 | 24,513 | 5,000 |
| Other grants | 32,592 | 53,251 | 85,843 | 9,019 |
| Fee income | | | | |
| Membership subscriptions | 25,340 | - | 25,340 | 31,136 |
| Training courses | 183,901 | - | 183,901 | 77,177 |
| Events | - | - | - | 12,888 |
| Accreditation | 11,562 | - | 11,562 | 47,787 |
| Consultancy and other fees | 88,500 | - | 88,500 | 46,795 |
| | £ 512,808 | £ 2,216,462 | £ 2,729,270 | £ 1,579,025 |

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

Analysis of the income by charitable activities

| | £ | £ | £ | £ |
|---|------------------|--------------------|--------------------|--------------------|
| Providing High quality support and training | 303,197 | 85,118 | 388,315 | 211,493 |
| Managing accreditation of DV programs | 11,562 | - | 11,562 | 71,858 |
| Developing & running DV services | 105,000 | 1,577,865 | 1,682,865 | 1,158,760 |
| Research & Public Affairs | - | 78,730 | 78,730 | 19,639 |
| | <u>£ 419,759</u> | <u>£ 1,741,713</u> | <u>£ 2,161,472</u> | <u>£ 1,461,750</u> |

Comparative income from charitable activities

| | Unrestricted Funds 2020 £ | Restricted Funds 2020 £ | Total Funds 2020 £ |
|---------------------|---------------------------------|-------------------------------|--------------------------|
| Grants for services | 19,639 | 1,334,584 | 1,354,223 |
| Fee income | 224,802 | - | 224,802 |
| | <u>£ 244,441</u> | <u>£ 1,334,584</u> | <u>£ 1,579,025</u> |

Analysis of the income by source

| | Unrestricted Funds 2020 £ | Restricted Funds 2020 £ | Total Funds 2020 £ |
|-------------------------------------|---------------------------------|-------------------------------|--------------------------|
| Grants for services | | | |
| Home Office | - | 240,000 | 240,000 |
| Northern Ireland Home Office | - | 6,000 | 6,000 |
| Scottish Government | - | 27,944 | 27,944 |
| Scottish Women's Aid | - | 27,937 | 27,937 |
| Ascent Helplines | - | 10,000 | 10,000 |
| London Councils | - | 43,497 | 43,497 |
| Esmée Fairbairn Trust | - | - | - |
| Make a change | - | 437,871 | 437,871 |
| Change that Lasts Wales | - | 130,612 | 130,612 |
| Lloyds Bank Foundation | - | 24,071 | 24,071 |
| Project Drive | - | 283,396 | 283,396 |
| South London and Maudsley NHS | 6,984 | - | 6,984 |
| 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 |
| Fee income | - | - | - |
| Membership subscriptions | 31,136 | - | 31,136 |
| Training courses | 77,177 | - | 77,177 |
| Events | 12,888 | - | 12,888 |
| Accreditation | 47,787 | - | 47,787 |
| Consultancy and other fees | 55,814 | - | 55,814 |
| | <u>£ 244,441</u> | <u>£ 1,334,584</u> | <u>£ 1,579,025</u> |

Analysis of the income by charitable activities

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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

5. OTHER INCOME

| | Unrestricted Funds 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | Total Funds 2020 £ |
|----------------------|---------------------------------|-------------------------------|--------------------------|--------------------------|
| Job retention scheme | 22,132 | - | 22,132 | - |
| | <u>£ 22,132</u> | <u>£ Nil</u> | <u>£ 22,132</u> | <u>£ Nil</u> |

6. RESOURCES EXPENDED

| | Staff costs £ | Other direct costs £ | Support costs £ | Total 2021 £ | Total 2020 £ |
|---|--------------------|-------------------------|--------------------|--------------------|--------------------|
| Cost of charitable activities | | | | | |
| Providing High quality support and training | 242,754 | 149,730 | 27,351 | 419,835 | 289,981 |
| Managing accreditation of DV programs | 17,654 | 8,069 | 1,306 | 27,029 | 91,605 |
| Developing & running DV services | 1,134,399 | 418,344 | 279,219 | 1,831,962 | 1,152,175 |
| Research & Public Affairs | 39,076 | 2,875 | 2,795 | 44,746 | 49,469 |
| Total charitable expenditure | <u>1,433,883</u> | <u>579,018</u> | <u>310,671</u> | <u>2,323,572</u> | <u>1,583,230</u> |
| Costs of generating voluntary income | 1,200 | - | 102 | 1,302 | 27,107 |
| | <u>£ 1,435,083</u> | <u>£ 579,018</u> | <u>£ 310,773</u> | <u>£ 2,324,874</u> | <u>£ 1,610,337</u> |

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

RESOURCES EXPENDED IN 2020

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

Resources expended include:

| | 2021 | 2020 |
|--|--------|--------|
| Auditors' remuneration: | | |
| Audit fee for the year | 5,400 | 4,719 |
| Auditors' non-audit fee | 1,250 | 1,150 |
| Operating lease rentals - Land and buildings | 26,856 | 26,856 |
| Depreciation - on owned assets | 822 | - |

Details of staff costs are given in Note 8. 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 8 shows the total staff costs including costs allocated to support costs in this note.

Details of Support costs are given respectively in Notes 7.

7. SUPPORT COSTS

| | Total 2021 £ | Total 2020 £ |
|-----------------------------|--------------------|--------------------|
| Support staff costs | 59,568 | 93,992 |
| Administration costs | 181,704 | 110,347 |
| Premises & equipment costs | 61,881 | 37,699 |
| Legal and professional | 2,220 | (24) |
| Trustees & meeting expenses | - | 439 |
| Auditors' audit fee | 5,400 | 4,719 |
| | <u>£ 310,773</u> | <u>£ 247,172</u> |

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

8. STAFF NUMBERS AND COSTS

| | 2021 £ | 2020 £ |
|--|--------------------|--------------------|
| Wages and salaries | 1,242,258 | 980,430 |
| Social security costs | 127,282 | 101,276 |
| Pension costs | 65,541 | 56,487 |
| Cost of contracted staff | - | 2,782 |
| Staff related other costs | 59,570 | 18,000 |
| | <u>£ 1,494,651</u> | <u>£ 1,158,975</u> |
| | Number | Number |
| The average number of employees during the period was: | <u>37.0</u> | <u>28.0</u> |

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 6 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £359,926 (2020 - £179,564).

9. TRUSTEES REMUNERATION AND BENEFITS

During the year, no members of the Board of Trustees received any remuneration (2020 - £NIL).
No members of the Board of Trustees received reimbursement of expenses (2020 - £nil).

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

10. 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.

11. TANGIBLE FIXED ASSETS

| | Office Equipment £ | Computer equipment £ | Other fixed assets £ | Total £ |
|-----------------------------------|--------------------------|----------------------------|----------------------------|------------|
| Cost | | | | |
| At 1 April 2020 and 31 March 2021 | 11,773 | 10,718 | 4,727 | 27,218 |
| Additions | - | - | - | - |
| At 31 March 2021 | 11,773 | 10,718 | 4,727 | 27,218 |
| Depreciation | | | | |
| At 1 April 2020 | 11,773 | 9,071 | 4,727 | 25,571 |
| Charge for the year | - | 822 | - | 822 |
| At 31 March 2021 | 11,773 | 9,893 | 4,727 | 26,393 |
| Net book value | | | | |
| At 31 March 2021 | £ Nil | £ 825 | £ Nil | £ 825 |
| At 1 April 2020 and 31 March 2021 | £ Nil | £ 1,647 | £ Nil | £ 1,647 |

12. DEBTORS

| | 2021 £ | 2020 £ |
|----------------------------|------------------|------------------|
| Due within one year | | |
| Trade debtors | 88,232 | 146,815 |
| Grant debtors | 390,047 | 167,094 |
| Prepayments | 6,840 | 11,595 |
| Other debtors | 3,095 | 6,753 |
| | £ 488,214 | £ 332,257 |

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2021 £ | 2020 £ |
|---------------------------------|------------------|------------------|
| Trade creditors | 103,915 | 37,953 |
| Deferred income | 424,481 | 170,575 |
| Social security and other taxes | 4,593 | 33,715 |
| Other creditors | (2,649) | (2,225) |
| VAT creditors | 96,347 | 8,209 |
| Accruals | 53,733 | 17,713 |
| | <u>£ 680,420</u> | <u>£ 265,940</u> |

14. STATEMENT OF FUNDS

| | At 1 April 2020 £ | Charity Incoming Resources £ | Resources Expended £ | Charity Transfers and investment gains/(losses) £ | At 31 March 2021 £ |
|--|-------------------------|---------------------------------------|----------------------------|---|--------------------------|
| DESIGNATED FUNDS | | | | | |
| Accreditation Fund | | | | | |
| Project Drive | 37,158 | - | - | - | 37,158 |
| Fixed Assets | 1,646 | - | (822) | - | 824 |
| | <u>£ 38,804</u> | <u>£ Nil</u> | <u>£ (822)</u> | <u>£ Nil</u> | <u>£ 37,982</u> |
| RESTRICTED FUNDS | | | | | |
| Providing High quality support and training | - | 206,076 | (191,981) | - | 14,095 |
| Managing accreditation of DV programs | 1,968 | - | - | - | 1,968 |
| Developing & running DV services | 13,886 | 1,967,735 | (1,831,962) | - | 149,659 |
| Research & Public Affairs | 651 | 42,651 | (43,302) | - | - |
| | <u>£ 16,505</u> | <u>£ 2,216,462</u> | <u>£ (2,067,245)</u> | <u>£ Nil</u> | <u>£ 165,722</u> |
| SUMMARY OF FUNDS | | | | | |
| Designated Funds | 38,804 | - | (822) | - | 37,982 |
| General Funds | 156,657 | 564,634 | (256,807) | - | 464,484 |
| | 195,461 | 564,634 | (257,629) | - | 502,466 |
| Restricted Funds | 16,505 | 2,216,462 | (2,067,245) | - | 165,722 |
| | <u>£ 211,966</u> | <u>£ 2,781,096</u> | <u>£ (2,324,874)</u> | <u>£ Nil</u> | <u>£ 668,188</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 2021

| <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 2020</i> |
|--|------------------------|---------------------------|---------------------------|--|-------------------------|
| | £ | £ | £ | £ | £ |
| DESIGNATED FUNDS | | | | | |
| <i>Accreditation Fund</i> | | | | | |
| <i>Project Drive</i> | - | - | - | 37,158 | 37,158 |
| <i>Fixed Assets</i> | - | - | (822) | 2,468 | 1,646 |
| | <u>£ Nil</u> | <u>£ Nil</u> | <u>£ (822)</u> | <u>£ 39,626</u> | <u>£ 38,804</u> |
| RESTRICTED FUNDS | | | | | |
| <i>Providing High quality support and training</i> | - | 113,420 | (121,057) | 7,637 | - |
| <i>Managing accreditation of DV programs</i> | 15,211 | 24,071 | (37,314) | - | 1,968 |
| <i>Developing & running DV services</i> | 18,066 | 1,176,260 | (1,152,175) | (28,265) | 13,886 |
| <i>Research & Public Affairs</i> | - | 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> |
| SUMMARY OF FUNDS | | | | | |
| <i>Designated Funds</i> | - | - | (822) | 39,626 | 38,804 |
| <i>General Funds</i> | <u>201,383</u> | <u>253,059</u> | <u>(278,787)</u> | <u>(18,998)</u> | <u>156,657</u> |
| | 201,383 | 253,059 | (279,609) | 20,628 | 195,461 |
| <i>Restricted Funds</i> | <u>33,277</u> | <u>1,334,584</u> | <u>(1,330,728)</u> | <u>(20,628)</u> | <u>16,505</u> |
| | <u>£ 234,660</u> | <u>£ 1,587,643</u> | <u>£ (1,610,337)</u> | <u>£ Nil</u> | <u>£ 211,966</u> |

Providing high quality support and training – this work includes our membership support and training offered as well as our sector support.

Managing accreditation of DA programs – conducting assessments of services against the Respect Standard and awarding Accreditation to those who pass.

Developing & delivering DA services – developing innovative solutions to responding to those who use abuse, incorporating cutting edge research and best practice from our membership.

Research & Public Affairs – participating in research partnerships, facilitating the link between research and practice, as well as bridging the gaps between research, practice and policy. Influencing local and national policy.

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds | | Restricted Funds | Total Funds |
|---|--------------------|------------------|------------------|------------------|
| | Designated Funds | General Funds | | |
| | £ | £ | £ | £ |
| Tangible fixed assets | 825 | - | - | 825 |
| Net current assets | 37,157 | 464,484 | 165,722 | 667,363 |
| | <u>£ 37,982</u> | <u>£ 464,484</u> | <u>£ 165,722</u> | <u>£ 668,188</u> |
| <i>Comparative analysis of net assets between funds</i> | | | | |
| | £ | £ | £ | £ |
| Tangible fixed assets | - | 1,647 | - | 1,647 |
| Net current assets | 38,804 | 155,010 | 16,505 | 210,319 |
| | <u>£ 38,804</u> | <u>£ 156,657</u> | <u>£ 16,505</u> | <u>£ 211,966</u> |

16. OTHER FINANCIAL COMMITMENTS

| | 2021 | 2020 |
|--|--------------|--------------|
| | £ | £ |
| At 31 March 2021 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>1,004</u> | <u>6,714</u> |

17. PENSION COMMITMENTS

Pension costs in note 8 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 2021 is £395 (2020 : £941).

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

18. Section 37 Disclosure

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

| | 2021 | 2020 |
|---------------------------------|------------------------|------------------------|
| | £ | £ |
| 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.

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 2021****20 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES**

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