

RESPOND
(A company limited by guarantee)

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

FOR THE YEAR ENDED 31ST MARCH 2019

Company No: 2337300
Charity No: 800862

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REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2019

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OFFICERS AND FINANCIAL ADVISORS
FOR THE YEAR ENDED 31ST MARCH 2019

Trustees	Neil Myerson - Chair (resigned 1 st April 2019) Charles Taylor - Treasurer Lucy Butler (resigned 12 th December 2018) Roger Banks (resigned 11 th October 2018) Jane Caldwell Alison Kahn (appointed 11 April 2018) Angela Hassiotis (appointed 28 th October 2018) Murphy Hopkins-Hubbard (appointed 8 th May 2019)
Senior Management Team	Noelle Blackman - Chief Executive Officer Rosie Creer - Clinical Director Fiona Kerr - Development Manager Lai Fang Harbord - Finance Manager (until February 2019) Eric Dupin - Finance Manager (started February 2019)
Company Number	2337300
Charity Number	800862
Registered Office	3 rd Floor 24-32 Stephenson Way London NW1 2HD
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 2019

The Directors/Trustees present their report and audited accounts for the year ended 31 March 2019.

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/Directors is nominated by Respond. The Directors of the organisation are also the charity trustees for the purposes of charity law.

The Board of Directors has the power to appoint additional Directors as it considers fit to do so.

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. The Trustees are also the directors of the company. All of the Directors are members of the company and guarantee to contribute £1 in event of winding up.

Trustee induction and training

New Trustees/Directors are provided with the Respond Trustee Induction Pack, along with the governing documents (Memorandum and Articles of Association), minutes of last meeting, latest accounts, business plan, copies of all publications and budgets. Trustees are encouraged to attend appropriate external training events.

A skills audit is currently being carried out by the Board of Trustees to ensure that the Board has the appropriate mix of relevant skills, knowledge and experience amongst the Trustees to ensure good governance and to lead Respond through the coming year to a sustainable financial future and to continuously develop the services for the benefit of our 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 a senior manager became the Clinical Director, a Development Manager was recruited when the Fundraising Manager resigned and the outgoing part-time Finance Manager was succeeded by a full-time Finance Manager. This directorate team now meets at least every six weeks and comprises of the Chief Executive, Clinical Director, and the two Senior Managers, the Finance Manager and the Development Manager. They meet to plan, develop and guide the future Business Plan of Respond and support the Board. Additionally, other Respond managers and co-ordinators have become increasingly involved in income generation this year, 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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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.

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

Thanks go out to the 45 amazing 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.

Public Benefit statement

The Trustees consider that they have complied with Section 17 of the Charities Act 2011 with regard to the guidance on public benefit published by the Charity Commission. The paragraphs below demonstrate the public benefit arising through the Charity's activities.

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 and we work with both the individual in treatment and with their network of supporters. Respond uses a psychodynamic, system focused approach 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 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 support the network to become more able to support the client at the end of their time with Respond enabling 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 and who may also cause harm to others, to come to terms with their experiences and live more positive lives.

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As part of our campaigning role, Respond informs and influences government policies and creates opportunities for people with learning disabilities, autism or both to have their voice heard and their points of view included in developments that affect their lives.

ACHIEVEMENTS AND PERFORMANCE

Respond's Services

Respond has been pioneering Disability Psychotherapy since its inception. Providing psychotherapy for people with learning disabilities has always been contentious with many regulatory bodies and training courses overlooking this as a client group who could use this intervention. However, the world is changing and perhaps we could claim some credit for contributing to this. The proof of the change is that Respond was honoured to have been awarded the Bernard Ratigan Award for Psychoanalysis and Diversity by the British Psychoanalytic Council. This felt like a wonderful recognition that at last the psychoanalytic world believes that people with learning disabilities can be helped by psychotherapy.

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 HQ and clinic are based in Euston and we run clinics 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.

Young People's Service

2018-19 has been a year of implementing new plans, creating learning opportunities and moving towards financial stability whilst maintaining our core values and offering specialist psychotherapeutic support to young people and children, pan London and beyond, who have a learning disability, autism or both, who have been impacted by the effects of abuse and trauma.

In the last 12 months, Respond's Young People's Service has worked with 84 children and young people. We have delivered training to several different schools, charities and organisations to share our knowledge and expertise - the feedback from the sessions has all been positive and usefully given us recognition of our developing skills as trainers and educators. We have reached approximately 65 external staff members when delivering training over the year.

Having introduced a new package to our schools, using honorary therapists, we have been able to offer development and understanding to soon-to-be qualified therapists. Our model will filter through their practice and increase the number of therapists able to work with people with learning disabilities and autism who have experienced abuse or trauma. This year we have worked with seven honorary therapists who have all been able to learn and grow within Respond, including through formal workshops that we have arranged and gaining experience through working with our clients directly.

Along with a focus on training and educating our wider community, we have sustained focus and drive in working with and for the families of our young people. This has amounted to 46 family members being offered an opportunity to work with Respond, either by being offered Therapy at Respond within our families' service or through attending workshops that will support them in developing an understanding of their children's needs.

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Young People's Service (continued)

We have also had regular conversations with the parents, informally through email, face-to-face meetings or telephone calls. On average our service will respond to about five calls/emails a week in aid of a parent.

Highlights of the year have been maintaining relationships with our school partners and the feedback on our work with honorary therapists has been very positive.

Our therapists in the Young People's teams have training opportunities in clinical supervision, and sexually harmful behaviour which have increased our offer to focus on imparting our knowledge and skills to wider audiences. We now provide a wider reach and a better understanding of trauma for our client group.

Looking forward, we recognise the need for a database that has the capacity to store all quantitative and qualitative data and report on performance. Our service team will be represented and take an active role in securing a system that works well. We would also like to further develop our honorary training programme to ensure the trainees we work with are offered a learning opportunity which will offer understanding and empathy to our clients' needs.

Having secured funding from both John Lyons and BBC Children in Need we will be able to not only focus on learning and development and psychotherapy, but also spend time responding to our consultancy with our clients. Our work will include developing a resource pack for schools to use in classrooms for 'break through' worries and concerns.

Respond is grateful for the generosity of its grant funders: John Lyon's Charity, Comic Relief and BBC Children in Need.

Circles of Support and Accountability

"When I came out of prison, I didn't know anyone but the Circle was there for me every week. The volunteers were patient and kind and they listened. It really helped to have people to talk to. I was able to open up about my past. The volunteers also helped me to understand things like my licence conditions and my rota when I started working. They helped me to feel comfortable and safe to travel into Central London. Life's pretty good now. I'm on an apprenticeship, I've not reoffended; the Circle has helped me keep on the straight and narrow. I'm still in touch with Respond; I recently helped deliver some training to new Circle volunteers."

A former Circle Core Member

2018-2019 was another year of successful outcomes for the Core Members of Circles of Support and Accountability (COSA) where Core Members are individuals who are sex offenders or at high risk of offending. It is a measure of the effectiveness of Respond's adapted Circle model that none of its Core Members has reoffended and are doing their best to live safe and purposeful lives in the community. Independent evaluation of the COSA demonstrates considerable improvements in their psychological wellbeing, communication and social skills, sexual knowledge and independence.

This impactful approach is also demonstrated by the COSA service winning the Howard League for Penal Reform Community Award in the "Restorative Approaches" category on 14th November 2018. In announcing the award, the Judge stressed the importance of Respond's COSA work with this "complex and much neglected client group".

Catryn Yousefi of the Howard League said "Our Community Awards celebrate successful projects and pioneers who guide people away from crime and make us all safer. Once the best schemes in the UK are honoured each year and Respond's COSA was the standout entry in our Restorative Approaches category."

With the award comes the opportunity for a promotional event sponsored by the Howard League which has taken place during 2020.

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Circles of Support and Accountability (continued)

The last year has once again been one of challenge and opportunity. The challenge continues to be to secure funding arrangements for the Circles for prospective Core Members in a financial landscape where monies are increasingly scarce. By way of response, the COSA team has continued to focus on building partnerships and seeking opportunities to train, support and supervise the establishment of Circles with other organizations. This year we have delivered Circles in partnership with Boroughs of Hackney, Richmond and Hillingdon, the London Probation Service and East London NHS Foundation Trust (Forensic Mental Health Services). We have completed two Circles and started three more Circles.

The service continues to deliver a holistic approach and supports the family members during the life of the Circle to help them to build resilience to be more able to cope with difficult challenges as they arise; this in turn helps to sustain the positive outcomes for the Core Member. It has also developed "Beyond COSA" which aims to build relationships between volunteers and Core Members after the end of the Circle.

A new opportunity is the extension of the model to support a new beneficiary group under the national "Transforming Care Programme"; namely for individuals who are presently detained in hospital settings as a result of their challenging behaviour, which is not solely sexually harmful behaviour but violence, aggression and self-harm. This work is being developed in partnership with NHS England and local health and social care commissioners and providers. This includes Respond working in the Surrey area around a "pilot" COSA for a Core Member from this new beneficiary group.

We have 40 Circle volunteers; some elect to participate in more than one Circle. Others continue their relationship with the Core Member after the end of Circle under "Beyond COSA". Others go on to become ambassadors for people with learning disabilities or autism out in the community.

Respond is very grateful that the COSA project is supported by generous grant funding from the Esmée Fairbairn Foundation, the Henry Smith Charity and The Drapers Fund.

Family Support Service

"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 own physical and mental health, self-esteem and sense of agency. Trauma may begin at birth for some people with learning disabilities and their families. It may be compounded by inadequate care and support, institutional abuse, sexual violence and sometimes even avoidable institutional death. Many parents who come to our service describe us as their 'last resort'.

In 2018-19, the Family Support Service worked with 23 families to achieve the best outcome for their loved one whether that has been supported living closer to home, a managed discharge from an institution or justice following a preventable death. 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 Family Support Service uses individual and group support, encourages peer support, and advocacy in limited circumstances as well as family or individual therapy. The Service benefits from the tireless contributions of our volunteer counsellors and advocates without whom the service would not be able to provide a service of this breadth and depth.

Over the year, the service which embedded a circle model of support and counselling for families last year was able to help support four families to bring about positive change in the life of the loved one and their families. The families have all been able to bring their loved ones closer to home. The 'closer' project made a film in conjunction with the People's Postcode Lottery to share the work that they have done over the past few years and the benefit of being part of a supportive group. The film can be viewed here: <https://vimeo.com/264961226/0857cbc0a7>

The film was first shown at an event at the House of Lords, hosted by Baroness Sheila Hollins which was attended by some of the families that we have been able to support over the past year.

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Family Support Service (continued)

The Family service has been part of a few joint partnerships this year with NHS England working on the LeDer project, the Learning Disabilities Mortality Review Programme. This has allowed us to ensure that family members of people who have a learning disability or autism who have died an early, preventable death are being heard nationally and are influencing this national programme and all related activity and communications.

We have also increasingly been working in partnership with the national NHS England led Transforming Care Programme in pursuit of their aims to enable people with learning disabilities, autism or both who are in hospital under the Mental Health Act (MHA) to return to their local community and to prevent people from the local area being sent to hospital. Respond is assisting individuals, their families and providing training and reflective practice supervision in order to increasingly contribute to bringing about cultural change that benefits individuals using services and living in the community.

The Family Support Service is very grateful for the generous grant funding by People's Postcode Lottery.

Survivors Service

"I have become more confident and am able to advocate for my son" (Parent)

Psychotherapy for adult survivors of abuse, trauma and violence has consistently proven to be of immense value to our clients who are able to live richer, more resilient lives because of engaging with our long-term therapeutic support. In 2018-19 the Survivors Service provided one to one psychotherapy to 19 clients and initiated a community-based therapy group for up to six women who have experienced trauma.

Over this past year we have undertaken a Post-Traumatic Stress Disorder (PTSD) assessment which has now developed into a year's therapeutic work and training and supervision for the staff supporting the individual.

A significant challenge for the Survivors Service is the enduring impact of austerity on statutory funding for long term therapy. There has been a marked decrease in available finance which is unlikely to change in the foreseeable future. This has prompted a radical rethink of the way in which the Survivors Service is developed and delivered. The service is now refocused on skilling up and training professionals to be better able to support their adult clients and our training offer is firmly rooted in a trauma-informed approach. In 2018-19, the service provided training and supervision to 30 professionals.

The Women's Creative Therapy Group

"My view is that the group is a vital source of support for women with learning disabilities in the local area ... An obvious benefit is that the group is facilitated by workers who have both an understanding of the impacts of abuse and disability. The women come along very regularly and seem to look forward to the group. Some of the women have got involved in the other activities around the Centre too, such as drop-ins, baking, legal advice and a trip to Southend. It's great that the women have the confidence to get involved and my feeling is that the group has given these women the confidence to get involved in the Huggett Women's Centre, beyond the art therapy group." (Huggett Centre)

The Women's group based at the Huggett centre has continued to develop alongside the changes and growth experienced by the group members. Five women have consistently attended and have taken part in an official consultation, a presentation at a conference and integrated themselves into the wider network of women who use the centre. The group will now change into more of an activist/consultative group as a natural progression and will seek to develop links with Respond's Action Group.

The Independent Sexual Violence Advocacy Service (ISVA)

"I appreciate all the support you have given ... since meeting him last year, through discussions with him, I can see that he has found you very supportive and understanding. He has also appreciated you taking the time to listen to him. I also think it has really helped him talk about his past which he has previously kept to himself, I feel he is a lot more open about things that happened when he was younger." (professional)

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The ISVA Service (continued)

During 2018-19, the Independent Sexual Violence Advocacy Service (ISVA) received 43 new referrals while continuing to support 29 existing beneficiaries. The service provided advocacy, advice and emotional support around the Criminal Justice System (CJS) and supported clients with face-to-face meetings, email support, by telephone and by text to 72 clients. The team also offers support to family members and carers.

The ISVA service has continued to be a pan-London service and has answered around 10 enquires from agencies who require more specialised advice around the Criminal Justice Service (CJS), mental capacity and the rights of people with a learning disability, autism or both. This has also included interest from research bodies and the media, including journalists at the Times and The Guardian and from Child Sexual Exploitation and The Anne Craft Trust.

The Survivors Service recruited Honorary Therapists who are newly qualified or in postgraduate training to the service. This enables Respond to not only provide a quality therapeutic service, it builds a professional workforce skilled in this field. On a communication note, it is evident that there are emerging creative and innovative ways to raise awareness and support for victims. We are interested to develop a social media presence and a more accessible web page to give voice to survivors of sexual violence.

The Survivors Service is very grateful to be supported by funding from The Three Guineas Trust.

My Life, My Marriage - Forced Marriage Project

"Thank you - very important and has given me a more positive outlook on the issues related to forced marriage, especially from the family's perspective, which is not always something we as providers often consider." (Training to managers in Lewisham)

In 2018-19 the project has more successfully aligned itself with promoting positive relationships and talking about forced marriage as a form of harmful practice as this has been a contentious issue from the onset of the project whether we are talking to professionals or family and community members. We are still a forced marriage service, but the project will now be called My Life, My Relationship.

This year the service has produced resources around capacity assessment, easy read on forced marriage for people with a learning disability and a toolkit around sex and relationships, which we hope to use in future training as well for the general public to use, so they are on our website. We are continuing to deliver training with professionals and family members and have worked with two new boroughs this year which were Lewisham and Islington. The service did an interview with a Sikh channel, wrote an article for Autism Network, took part in a podcast for Community Care Inform as well as presented at Doughty Street Chambers for the Howard League Award event.

We completed another successful psycho-education programme with a young man in his early 20s and we hope to do some future work with him supporting him through a post-marriage session. This is an area of work that we want to develop as we feel that it is not enough to support someone to be in a relationship but feel that support is needed when they are in a relationship and working through all the complexities of being in a relationship. We have learnt from experience of working with clients we know that wanting to be in a relationship and the realities of being in an actual relationship can be very difficult for our clients to navigate through. Respond's help post-marriage and during relationships is therefore to support people to have the best opportunity, given support to have a healthy relationship as well as understanding and recognising signs of an unhealthy relationship.

Looking to the future, our My Life, My Relationship service is now carrying out consultation with parents, young people and faith leaders to find out their views on the subject matter as well as how we can work with them better in the future.

The Forced Marriage Project is very grateful to be supported by funding from Trust for London.

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Forensic Service

Over the last 12 months the Forensic Service has continued to develop and grow. There has been an increase in enquiries and the work undertaken has also grown significantly. This is mainly due to a grant from The City Bridge Trust that funds the salary of the Lead Forensic Clinician. During 2018, Richard Curen who has been with Respond for 17 years decided to retire from his post of Consultant Forensic Psychotherapist. Richard has been an integral part of Respond and instrumental in making the Forensic Service the successful service it is today. The profile of the Forensic Service has been widely raised and held in high regard by other organisations during his leadership and hard work. Richard has enabled the service to transition to a new Forensic Service Manager, Helen Gerolaki under his guidance and ensured that the service continued running before he left his post in September 2018.

In October 2017 we commissioned an evaluation of the service. We have continued to implement its recommendations and build on the strengths identified. The Forensic Service offered something unique that is not offered elsewhere. Some of the strengths included ensuring the consistency and coherence required for clients with such complex presentations and risk. Furthermore, it was noted that our staff are accessible, responsive and flexible and the way our staff keep the lines of communication open was appreciated by the referrers and provider services. The service was deemed good value for money, particularly considering the high expense of treating offenders in more restrictive environments.

Work undertaken in the last 12 months has included a significant increase in forensic psychotherapy treatment, Circles of Support and Accountability, Risk Analysis and clinical supervision for practitioners in statutory services, prisons and the voluntary sector. All referrals were for males, although in the last quarter we have had referrals for young girls. There has been a noticeable increase in the demand for risk analysis for young males with Autism Spectrum Disorder and ADHD. Some enquiries were also received for adult female service users but in the end, these did not become referrals.

In 2018-19 we have dealt with over 50 enquiries for our services. This has led to us providing long term psychotherapy for 15 people with learning disabilities and/or autism who were offenders or at risk of offending because of sexually harmful behaviour. We also provided seven psychotherapeutically informed risk assessments / analyses for people with learning disabilities and/or autism who have offended or are at risk of offending. These have led to some of them receiving improved services according to our recommendations and funding dependent. We provided training and consultancy for up to 60 professionals as part of our psychotherapeutic package and in collaboration with our learning and development service. We provided support events for 11 family members through our care management model. Our referrals come from a variety of stakeholders and boroughs around the south east and sometimes as far as Jersey.

In October 2018, we said goodbye to Katya Orrell, Forensic Psychotherapist. Her post was replaced in February 2019 by Konstantinos Vlahakis as the Forensic Service and Case Manager. We are very happy to have him onboard and look forward to the strengths he will be bringing to our team. We have also been very ably assisted over the last year by Kate Greenberg who has been helping us with the clinical administration of our referrals. We continue to be guided and well supported by our supervisor, John Woods, who has been supervising all the clinical material with the team.

In the next 12 months the Forensic Service is looking to increase its profile and reaching out to more London-based forensic services in order to develop improved referral pathways, especially for female individuals. We are also looking to extend the services offered to include group therapy for both psychoeducational purposes and improving social and relational skills in a therapeutic environment. Since there has been a notable increase of referrals for young adults and adolescents, we are exploring collaborating with an education setting to seek funding for further research into the issue of sexuality and disability with a specific focus on consent.

The Forensic Service is very grateful to be supported by funding from City Bridge Trust.

Learning and Development

"I will use the trauma lens to help support other professionals within a network to view responses as not just behavioural... Really well delivered, interesting course." Feedback from participant on bespoke Trauma Informed Approach Workshop

The Training and Development service is a core provision that is a common thread between all the service provisions at Respond.

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Thanks to funding received from the Tudor Trust, ending in May 2019, this service has been reinvigorated with much needed resource allowing the appointment of a Learning and Development co-ordinator. The Learning and Development Co-ordinator has been able to develop and promote the training provision that Respond can offer and has supported the skills and confidence of other Respond practitioners and service leads to develop and provide new training modules from their own services.

Respond is regularly contacted by professionals, family members and organisations, including large and small social care providers from the first, second and third sectors; schools, charities and individuals looking for training or other development input for themselves or on behalf of people with learning disabilities, autism or both. The Learning and Development service responds to these requests and can offer training from our current suite of programmes but more often a bespoke offering is more appropriate, depending on the need of the requestor.

Between April 2018 and March 2019 the Learning and Development Service provided training, supervision and consultation to 441 learners.

Additionally, in-house training has been provided for Respond staff such as Safeguarding for Adults and Training for Trainers, as well as on-going delivery of training for Respond's CoSA (Circles of Support and Accountability) service volunteers.

The Learning and Development Service has established strong working relationships with several ongoing contracts for long term work. For example, with the NSPCC - for its programme *Let The Future In - LD*, providing a therapeutic service for young people who have experienced sexual abuse, which now includes young people with Learning disabilities, Autism or both. Monthly reflective practice groups continue to be provided for Beverley Lewis House, a refuge specifically for women with Learning Disabilities and/or Autism who have experienced sexual abuse and domestic violence, part of L&Q Housing.

Much of the work is offered as Reflective Practice where clinicians and practitioners who work therapeutically with their clients, use the time and safe space offered to them to consider the impact of their work and are supported to think creatively in situations where they may feel 'stuck'. Respond provides these on-going sessions as well as clinical supervision and individual and group consultations to several care service providers and individuals.

Training in trauma informed approaches and attachment based work have been delivered to Pause, a national charity supporting mothers with learning disabilities who have had their children taken into care and to the Grange Centre in Surrey, a provider of residential and supported living services and several national social care providers.

The Learning and Development service provided consultation to a group of Chief Inspectors of the Metropolitan Police on the support needs of people with learning disabilities, autism or both who have experienced trauma. The British Institute of Learning Disabilities approached Respond to request input and to review their training programme and publication on supporting people with lived experience, and make recommendations for improvement, from a trauma-informed perspective.

Respond also provides Learning and Development service directly to people who have a learning disability, autism or both. The Learning and Development co-ordinator provided 'Training the Trainers' and consultation for Perky – an organisation promoting awareness on the importance of well-fitting underwear for women with Learning Disabilities, who traditionally have not been supported with this. One of the two trainers has a learning disability, and they provide training events. As Perky develops its services, consultation has been provided to support their on-going work.

Also, a series of workshops for Happy Dating for 40 people with learning disabilities, autism or both, related to the theme of Healthy Personal and Sexual Relationships were delivered and additionally the dating agency staff team, chaperones and support staff.

Bespoke psycho-education sessions were also designed and delivered to individuals to meet specific needs such as understanding healthy intimate relationships; keeping safe; sexuality and genders.

Respond is successful in reaching a wide professional audience who are interested in learning more about working in a trauma informed way with people with learning disabilities, autism or both. The value of partnerships and the positioning of Respond as a knowledgeable and reputable provider of training are both key factors in enabling Respond to reach these professional audiences.

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The Learning and Development Service is looking to secure a partnership with another therapy training organisation in order to offer accredited certificated / diploma level course in Learning Disability Therapy, at the start of the academic year in 2019.

Respond will be looking to further develop this, by continuing to work with current partners and we are looking to further expand and develop new partnerships. We will also be relaunching our public CPD workshops starting in the new year.

We will develop a comprehensive marketing plan that outlines the required dedicated resources that for Learning & Development service, to ensure a sustainable and reliable offering.

The Learning and Development Service is very grateful to be supported by funding from The Tudor Trust.

Fundraising and Income Generation

In 2018-19 Respond has successfully continued to raise funds for its charitable activities with the main sources of funding coming from trust donations and earned income.

Building on the success of developing a Theory of Change for each Respond service in 2017-18, the service managers this year have carried out consultation with Respond beneficiaries to ensure all services are shaped by their voices. Additionally, an increased focus on reflective practice and evaluation is enabling Respond to create even more dynamic services, and these have proven to be important factors in achieving success with gaining grants.

During the year, Respond has carried on building relationships with our key grant funders, many of which have been consistent supporters of Respond's work over the years. We value this huge contribution to our work, as without it, we would not be able to support this vulnerable group. Respond's strength in managing grants has enabled Respond to work alongside trusts to deliver effective services. We were particularly successful in attracting new grant funders to Respond for the Young People's Team.

Respond has also been increasing the amount and proportion of earned income through raising the profile of the organisation's trauma informed approach and building and nurturing relationships with commissioners across all sectors, up to and including NHS England. The success of this strategy has included attaining a tender for a new West Midlands Hub and team, to be launched Spring 2019. This service is a new area of growth for Respond with work focusing on supporting adults with learning disabilities or autism, who have experienced trauma to transfer back to living in their own community where they are nearer to family and community support. This is one of the ways in which Respond is increasingly providing services that contribute to delivering on the Transforming Care Agenda (TCA).

During this year, Respond has continued to invest effort and resources into increasing its earned income from sales of services and products. The trustees and leadership team recognise the importance of developing a wider variety of income sources to ensure stability in the future. A new business model is being developed across services to help the work to be more sustainable as Respond shifts towards generating income from sales of products and services to schools, partner organisations and professionals. Indications suggest that this is yielding a positive effect in that all services have increased their earned income on the previous year.

Secure, sustainable funding is vital in assuring the future of Respond. The dual approach of increasing trust funding and earned income is already beginning to shift the ratio from 70:30 towards 60:40 to create a more sustainable funding base.

Policy and Influence

Respond continues to influence government, communities, and public attitudes towards people with learning disabilities or autism who have been affected by trauma or sexual abuse, through participation at national levels of advisory groups, commissioning groups, NHS England consultations and other disability campaign groups.

RESPOND
(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2019

Respond Action Group

"We like to work with the public and organisations to help people with learning disabilities who have suffered abuse, or hate crime and we can advise on how to keep safe, especially in London." (Respond Action Group Comment April 2019.)

The Respond Action Group continues to bring lived experience of learning disability to the heart of Respond.

The Action Group made a presentation at a conference day organised by the Supported Loving Network, on the services that people can access at Respond in times when perhaps personal or intimate relationships have ended badly or violently.

The Group has determined that they would like to develop both in size and in reach.

Much of 2018-19 has seen the group developing a training workshop which they aim to deliver to the Police, as their collective experience leads them to believe that a perspective offered from people with their lived experience would support the police to offer a better service to people with learning disabilities.

The Action group will be looking to recruit more members to expand the breadth of knowledge and wisdom that the group offers Respond as an organisation, which in turn supports the expanded thinking offered to other beneficiaries.

Respond also:

- Provides training to support our staff and volunteers
- Prepares and delivers lectures and seminars
- Presents research papers at a wide variety of national and international conferences
- Runs reflective practice and clinical supervision sessions for a wide variety of organisations.

Funders and Donors

Respond is extremely grateful to the following organisations that have provided financial support:

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

RESPOND
(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2019

FINANCIAL REVIEW

The Statement of Financial Activities showed a net surplus of £142,079 (2018 £76,894) for the year and reserves stood at £261,923 (2018 £119,844).

The surplus was split between unrestricted funds, which showed a surplus of £149,183 (2018 £68,302), and restricted funds, which showed a deficit of £7,104 (2018 surplus £8,592).

Total income increased by 11% in the year to £944,048, up by £96,546.

Respond will continue to operate within a model of operating surplus and building its reserves through greater income generation from different income streams plus a cost reduction programme.

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 a number of grants and contracts which have been secured, as well as a conservative projection of income streams that are not yet fully secured.

The charity is demonstrably increasing its income generating capacity from sales of service, training, clinical supervision and consultancy. 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. In terms of expenditure, we will continue to assess and ensure that costs are closely monitored and managed and that we keep costs to the minimum.

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

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 trustees have the power to invest in any way that they see fit.

Remuneration policy for key management personnel

Respond's pay policy is to offer fair pay to attract and keep appropriately qualified and skilled staff to lead, manage, support and deliver the charity's aims in line with comparable organisations.

Reserves policy

As a reserves policy, the Trustees have agreed that three months running costs (about £85,000 per month) and sufficient funds to make redundancy payments for the event of closure should be available at all times. The unrestricted funds not designated or invested in tangible fixed assets held by the charity are £232,087 (2018 £86,807).

The Trustees are committed to maintaining adequate free reserves in the coming financial year there is a strong focus on building up the reserves to a more secure level. They will continue to closely and regularly monitor both reserve levels and strategies to improve our income generating capabilities and to reduce expenditure.

RESPOND
(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT (Cont'd)

FOR THE YEAR ENDED 31ST MARCH 2019

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.
3. Three months reserves plus redundancy costs.
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.
5. To have a database embedded within Respond, fully utilised for case recording, evidence gathering and impact based performance reporting.
6. Grow Respond Action Group membership, representation and influence including gaining a role on the Board.

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.

RESPOND
(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2019

STATEMENT OF DISCLOSURE TO AUDITORS (continued)

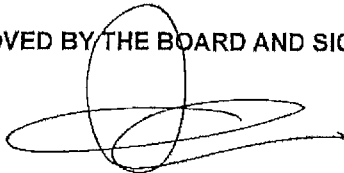
The financial statements have been prepared in accordance with the provisions of the Companies Act 2006 applicable to small companies, the Charities Statement of Recommended Practice (SORP), Accounting and Reporting by Charities FRS102 effective from 1 January 2015 and the Memorandum and Articles of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

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

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 – ACTING CHAIR

DATED:.....16 October 2019

**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 2019 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 2019 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 (CONTINUED)
TO THE TRUSTEES OF
RESPOND

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 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 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: 18 October 2015

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

FOR THE YEAR ENDED 31 MARCH 2019

Income and expenditure	Note	Unrestricted £	Restricted £	2019 Total £	2018 Total £
INCOME AND ENDOWMENTS:					
Donations and legacies	2	6,747	109,190	115,937	155,376
Charitable activities	2	442,388	376,599	818,987	689,587
Other trading activities	2	9,124	-	9,124	2,539
Total income		<u>458,259</u>	<u>485,789</u>	<u>944,048</u>	<u>847,502</u>
EXPENDITURE ON:					
Raising funds	3	30,014	-	30,014	49,687
Charitable activities	3	272,696	499,259	771,955	720,921
Total expenditure		<u>302,710</u>	<u>499,259</u>	<u>801,969</u>	<u>770,608</u>
NET INCOME/(EXPENDITURE)		155,549	(13,470)	142,079	76,894
Transfers between funds		(6,366)	6,366	-	-
NET MOVEMENT IN FUNDS		<u>149,183</u>	<u>(7,104)</u>	<u>142,079</u>	<u>76,894</u>
RECONCILIATION OF FUNDS:					
Total funds brought forward		97,559	22,285	119,844	42,950
TOTAL FUNDS CARRIED		<u>246,742</u>	<u>15,181</u>	<u>261,923</u>	<u>119,844</u>

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 2019**

	Note	2019 £	2018 £
Fixed assets			
Tangible fixed assets	8	14,655	10,752
Current assets			
Debtors	9	151,148	122,566
Cash at bank and in hand		<u>239,464</u>	<u>179,846</u>
Total current assets		390,612	302,412
Liabilities			
Creditors: Amounts due within one year	10	<u>(143,344)</u>	<u>(193,320)</u>
Net current assets		<u>247,268</u>	<u>109,092</u>
NET ASSETS		<u><u>261,923</u></u>	<u><u>119,844</u></u>
Funds			
Unrestricted funds:	14	246,742	97,559
Restricted income funds	14	15,181	22,285
TOTAL CHARITY FUNDS		<u><u>261,923</u></u>	<u><u>119,844</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 16 October 2019 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 2019

	Notes	2019 £	2018 £
Cash provided by operating activities	a	68,410	16,116
Cash flows from investing activities:			
Purchase of tangible assets		(8,792)	(12,379)
Net cash provided by/(used in) investing activities		<u>(8,792)</u>	<u>(12,379)</u>
Increase/(decrease) in cash and cash equivalents in the year		59,618	3,737
Cash and cash equivalents at the beginning of the year	b	179,846	176,109
Cash and cash equivalents as at the end of the year	b	<u>239,464</u>	<u>179,846</u>

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

	2019 £	2018 £
Net income/(expenditure) for the year as per the Statement of Financial Activities	142,079	76,894
Adjusted for:		
Depreciation	4,889	2,174
(Increase)/decrease in debtors	(28,582)	(30,058)
Increase/(decrease) in creditors	(49,976)	(32,894)
Net cash (used in)/provided by operating activities	<u>68,410</u>	<u>16,116</u>

b) Analysis of cash and cash equivalents

	2019 £	2018 £
Cash at bank and in hand	<u>239,464</u>	<u>179,846</u>

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

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 2019, 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.

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 2019

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 2019

2. INCOME	Unrestricted £	Restricted £	2019 £	2018 £
INCOME FROM DONATIONS AND LEGACIES				
Grants	-	109,190	109,190	152,862
Donations	6,747	-	6,747	2,514
	<u>6,747</u>	<u>109,190</u>	<u>115,937</u>	<u>155,376</u>
INCOME FROM CHARITABLE ACTIVITIES				
Survivors Services				
Grants	-	116,181	116,181	122,699
Therapy Income	69,491	-	69,491	31,052
Forensic Services				
Grants	-	43,542	43,542	17,793
Forensic Services	142,424	-	142,424	108,744
Learning and Development Services				
Grants	-	40,000	40,000	33,333
Training and Consultancy Income	29,045	-	29,045	18,396
Young People's Therapy				
Grants	-	85,401	85,401	129,967
Therapy and Harm Prevention Income	69,391	-	69,391	71,229
COSA Project				
Grants	-	59,400	59,400	72,250
Other Income	11,000	-	11,000	-
Family Support Services				
Grants	-	32,075	32,075	59,500
Therapy and Other Income	68,037	-	68,037	24,626
West Midlands				
Other Income	53,000	-	53,000	-
	<u>442,388</u>	<u>376,599</u>	<u>818,987</u>	<u>689,589</u>
INCOME FROM OTHER TRADING ACTIVITIES				
Room Hire	4,729	-	4,729	2,290
Other Income	4,395	-	4,395	247
	<u>9,124</u>	<u>-</u>	<u>9,124</u>	<u>2,537</u>
Total	<u>458,259</u>	<u>485,789</u>	<u>944,048</u>	<u>847,502</u>
<i>Total 2018</i>	<i>293,598</i>	<i>553,904</i>	<i>847,502</i>	

Further information on grants is provided in note 14.

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

3. EXPENDITURE

	Direct staff costs £	Direct costs £	Support costs £	2019 £	2018 £
Raising funds	9,624	15,138	5,252	30,014	49,687
Charitable activities					
Survivors Services	81,614	7,353	40,684	129,651	146,439
Forensic Services	62,474	21,240	31,143	114,857	80,620
Learning and Development Services	53,509	2,309	26,674	82,492	51,381
Young People's Therapy Services	114,938	14,419	57,295	186,652	241,880
COSA Project	55,065	6,942	27,449	89,456	83,599
Family Support Services	51,954	26,281	25,898	104,133	111,260
West Midlands	-	1,161	51,839	53,000	-
Policy, Campaigns & Leadership	-	11,714	-	11,714	5,742
	<u>419,554</u>	<u>91,419</u>	<u>260,982</u>	<u>771,955</u>	<u>720,921</u>
Total	<u>429,178</u>	<u>106,557</u>	<u>266,234</u>	<u>801,969</u>	<u>770,608</u>
<i>Total 2018</i>	<i>453,393</i>	<i>79,309</i>	<i>237,906</i>	<i>770,608</i>	

Analysis of support costs:

	2019 £	2018 £
Management salaries	55,634	48,075
Administration salaries	77,693	61,991
Premises costs	96,773	91,766
Communication costs	9,015	9,293
Information Technology	5,517	5,888
Legal and professional costs	10,950	5,218
Depreciation	4,890	2,174
Miscellaneous expenses	5,762	13,501
	<u>266,234</u>	<u>237,906</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 2019

4. NET INCOME/(EXPENDITURE)	2019	2018
This is stated after charging:	£	£
Depreciation of fixed assets	4,889	2,174
Auditor's remunerations	6,203	5,539
Operating lease rentals - property	68,870	62,400
Operating lease rentals - equipment	3,428	3,428
	<u> </u>	<u> </u>

5. STAFF COSTS AND NUMBERS	2019	2018
	£	£
Wages and salaries	509,380	515,389
Social security costs	45,601	44,446
Pension costs	7,524	3,624
	<u> </u>	<u> </u>
	<u>562,505</u>	<u>563,459</u>

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

	2019	2018
Average number of employees	<u>19</u>	<u>24</u>

No employee received emoluments of more than £60,000 (2018: 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 £131,602 (2018: £49,856).

6. TRUSTEES EXPENSES AND REMUNERATION

Trustees are not remunerated and no expenses were reimbursed in the year (2018: £nil).

7. RELATED PARTY TRANSACTIONS

During the year £2,950 was paid to Peter Casell (2018: £1,650), 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 (2018: none).

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NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2019

8. TANGIBLE FIXED ASSETS

	Office equipment	Fixtures & fittings	Computers & IT systems	Total
	£	£	£	£
Cost				
At 1 April 2018	1,377	2,961	50,328	54,666
Additions	3,943	-	4,849	8,792
Disposals	-	-	-	-
At 31 March 2019	<u>5,320</u>	<u>2,961</u>	<u>55,177</u>	<u>63,458</u>
Depreciation				
At 1 April 2018	1,164	2,738	40,012	43,914
Charge for the year	463	33	4,393	4,889
Eliminated on disposals	-	-	-	-
At 31 March 2019	<u>1,627</u>	<u>2,771</u>	<u>44,405</u>	<u>48,803</u>
Net book value				
At 31 March 2019	<u>3,693</u>	<u>190</u>	<u>10,772</u>	<u>14,655</u>
At 31 March 2018	<u>213</u>	<u>223</u>	<u>10,316</u>	<u>10,752</u>

9. DEBTORS

	2019 £	2018 £
Grant and contract income debtors	107,773	84,812
Other debtors and accrued income	14,863	9,034
Prepayments	28,512	28,720
	<u>151,148</u>	<u>122,566</u>

10. CREDITORS: amounts falling due within one year

	2019 £	2018 £
Trade creditors	21,516	41,457
Other taxes and social security costs	15,346	12,793
Deferred income (note 11)	92,723	115,588
Accruals	13,759	23,482
	<u>143,344</u>	<u>193,320</u>

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

11. DEFERRED INCOME

	2019 £	2018 £
Total deferred income at 1 April	115,588	147,110
Released to income	(115,588)	(147,110)
Deferred in the year	92,723	115,588
	<u>92,723</u>	<u>115,588</u>
Total deferred income at 31 March	<u>92,723</u>	<u>115,588</u>

Deferred income represents contract and grant income relating to the proportion of funding for 2019/20 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 £	2019 £	2018 £
Less than 1 year	1,171	68,870	70,041	72,298
Between 2 and 5 years	-	31,106	31,106	101,147
In 5 years or more	-	-	-	-
	<u>1,171</u>	<u>99,976</u>	<u>101,147</u>	<u>173,445</u>
Total 2018	4,599	168,846	173,445	

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 2019

14. MOVEMENT IN FUNDS

	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)	-	-
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
True & Fair 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 2019

14. MOVEMENT IN FUNDS (continued)

Comparative statement of funds for the year ended 31 March 2018:

	at 01.04.2017 £	Income £	Expenditure £	Transfers £	Balance at 31.03.2018 £
Survivors Services					
The Three Guineas Trust	-	119,449	(119,449)	-	-
London Community Foundation	-	3,250	(3,250)	-	-
Forensic Services					
City Bridge Trust	3,825	13,835	(17,660)	-	-
City Bridge Trust- new grant	-	3,958	(2,740)	-	1,218
YP Therapy Services					
BBC Children in Need	-	28,119	(28,119)	-	-
Comic Relief	-	40,000	(40,000)	-	-
John Lyon's Charity	-	40,000	(40,000)	-	-
Lady Balogh Psychotherapy Trust	-	3,000	(3,000)	-	-
Centre of expertise on child sexual abuse	-	15,848	(11,367)	-	4,481
Schroder Charly Trust	-	3,000	(3,000)	-	-
COSA					
Esmee Fairbairn Foundation	2,053	37,500	(26,965)	(12,500)	88
The Henry Smith Charity	1,224	34,750	(33,834)	-	2,140
Family Support Services					
London Community Foundation	-	3,250	(3,250)	-	-
The Bally Thomas Charitable Trust	-	10,000	(10,000)	-	-
People's Postcode Trust	-	11,250	(9,827)	-	1,423
Trust for London	-	35,000	(25,888)	-	9,112
Learning and development					
Tudor Trust	-	33,333	(33,333)	-	-
Support Costs					
Amanda Jenkins	5,473	-	(1,650)	-	3,823
Lloyd Bank Foundation	1,118	18,362	(19,480)	-	-
The Three Guineas Trust	-	100,000	(100,000)	-	-
Total Restricted Funds	<u>13,693</u>	<u>553,904</u>	<u>(532,812)</u>	<u>(12,500)</u>	<u>22,285</u>
Unrestricted General Funds	29,257	293,599	(237,797)	12,500	97,559
Total Funds	<u>42,950</u>	<u>847,503</u>	<u>(770,609)</u>	<u>-</u>	<u>119,844</u>

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

14. MOVEMENT IN FUNDS (continued)

Transfers

In 2019 a transfer of unrestricted funds totalling £6,366 has been made to cover additional costs of the Survivors project incurred in the current year.

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

Esmee 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.

Family Support Services

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.

People's Postcode Trust - this is used to support the Families Together project to support parents bringing their adult child with learning disabilities to live safe and well, closer to home.

**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.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted £	Restricted £	Total £
Tangible fixed assets	14,655	-	14,655
Net current assets	232,087	15,181	247,268
Net assets at the end of the year	<u>246,742</u>	<u>15,181</u>	<u>261,923</u>

Comparative analysis of net assets between funds for the year ended 31 March 2018:

	Unrestricted £	Restricted £	Total £
Tangible fixed assets	10,752	-	10,752
Net current assets	86,807	22,285	109,092
Net assets as at 31 March 2018	<u>97,559</u>	<u>22,285</u>	<u>119,844</u>

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

16. Statement of financial activities - comparative balances as at 31 March 2018

Income and expenditure	Unrestricted £	Restricted £	2018 Total £
INCOME AND ENDOWMENTS:			
Donations and legacies	37,014	118,362	155,376
Charitable activities	254,046	435,541	689,587
Other trading activities	2,539	-	2,539
Total income	293,599	553,903	847,502
EXPENDITURE ON:			
Raising funds	49,687	-	49,687
Charitable activities	188,110	532,811	720,921
Total expenditure	237,797	532,811	770,608
NET INCOME/(EXPENDITURE)	55,802	21,092	76,894
Transfers between funds	12,500	(12,500)	-
NET MOVEMENT IN FUNDS	68,302	8,592	76,894
RECONCILIATION OF FUNDS:			
Total funds brought forward	29,257	13,693	42,950
TOTAL FUNDS CARRIED FORWARD	97,559	22,285	119,844