



Trustees' Annual Report for the period

From 01/01/2022
Period end date

Period start date To 31/12/2022

Charity name: The Links Group

Charity registration number: 1196067

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The Links Group promotes the education of the link between the abuse of people and animals to professionals and the wider UK population in such ways as the charity trustees think fit
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<ul style="list-style-type: none">a. Provision of education and training to human and animal health care professionals;a. Provision of advice and guidance to human and animal health care professionals;a. Promotion of inter-agency working;a. Commissioning and publishing research and adding to collective knowledge and understanding of the link between the abuse of people and animals;b. Promotion of best practice across the voluntary, public and private sectors
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p>All Trustees have received the following and will be completing the NCVO's Charity Trustee Induction and Refresher Course in early 2023.</p> <ul style="list-style-type: none">• Our Constitution (Governing Document)• CC Trustee Welcome Pack (inc. CC3)• Charity Governance Code• Links Group Trustee Code of Conduct• Links Group Trustee Declaration of Interests

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	The Links Group is run solely by volunteers who use their professional knowledge, experience and expertise to promote the purposes of the charity and ensure that it was run and governed effectively
Other		

Achievements and Performance

	SORP reference	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>Training</p> <p>Veterinary undergraduate training raises awareness amongst veterinary undergraduates of the link between abuse of animals and abuse of people, introducing the concept that perpetrators of domestic abuse may deliberately harm an animal as part of a coercive and controlling relationship and may lie about how an animal has sustained injuries.</p> <p>Course content includes highlighting the different types of abuse, being aware of the diagnostic indicators of non-accidental injury (NAI), what to do if NAI is suspected or there are concerns about other vulnerable members of the household, such as children, reporting, and what to do if a 'disclosure' is made – from a human victim of abuse.</p> <p>We also cover the importance of pet fostering services for the pets of people fleeing domestic abuse as this can be a barrier for a victim to leave an abusive relationship, fear of what might happen to the pet if they are left behind.</p> <p>The impact of this training is that most veterinary graduates now have an awareness of the cycle of abuse, the role that the veterinary team plays in dealing with cases and the importance of inter-agency working, whilst recognising that it is important not to step outside their area of expertise and are better equipped to deal with cases. Veterinary undergraduate training that has taken place at UK universities in 2022 includes:</p> <ul style="list-style-type: none"> • Bristol • Edinburgh • Glasgow • Liverpool • Nottingham • Royal Veterinary College (University of London) • Surrey <p>These undergraduate talks have been available since approximately 2003, initially as an optional 'extra' for undergraduates and now as part of the curriculum. The training now equates to reaching over 1100 veterinary undergraduates who will join the veterinary workforce in the next 2 years.</p>

Other training that has taken place in 2022 includes:

- Edinburgh MSc Applied Animal Behaviour and Welfare
- Faculty of Forensic Law and Medicine (Part of the Royal College of Physicians)
- BVA Wales branch
- MSD bursary day (MSD is a veterinary pharmaceutical company and key sponsor of the Links Group)
- Veterinary PD; expert witness training
- CVS corporate conference (CVS is a key veterinary corporate with 550 veterinary practices across the UK)

As the undergraduate training has only been available since 2003, there are many veterinary surgeons in practice who have not benefited from this awareness raising. The Links Group had been supported pre pandemic by the British Small Animal Veterinary Association (BSAVA) to run regional training days for veterinary teams across the UK. These were halted during the pandemic, as our training model contracted and moved online, however plans were made in 2022 to restart these in early 2023. This is timely as the Links Group guidance document for veterinary teams was extensively reviewed and relaunched in 2022, making it much more fitting for the veterinary team.

Alongside this, with a generous grant from the Margaret Giffen Trust facilitated via the British Veterinary Association's charity, The Animal Welfare Foundation, we have developed packs for veterinary teams which include the guidance document and other resources to support the veterinary team.

Furthermore, we now have 3 of the key veterinary corporates as members of the Group; this gives us great reach to veterinary practices and the wider veterinary team. We spoke at the conference of one of the corporates which has 550 practices, a significant reach.

Pet Fostering

A further key element of the Links Group is the pet fostering group, made up of specialist pet fostering organisations. The

		<p>group has worked hard to develop a key Terms of Reference framework that all members adhere to in terms of working practices. This means that those involved are as protected as possible, and also gathering data in the same format to allow us to evaluate.</p> <p>Governance and charity management</p> <p>Having achieved CIO status in late 2021, The Links Group has also reviewed its structure in order to make us more sustainable as we move forwards, particularly with the growing interest in this area and request for input to events. In that vein we have:</p> <ul style="list-style-type: none"> • Recruited 4 new trustees • Initiated a review of our website • Developed key workstreams <p>Whilst this is very much 'housekeeping' it is a critical time to do so and will ultimately mean that we can increase our reach and impact.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	<p>Current priority objectives (progress against which is summarised above)</p> <ol style="list-style-type: none"> 1. Develop the Links Group as a sustainable organisation 2. Deliver one under-grad training course per year in all UK vet schools 3. Deliver 3 funded LVTI days per year alongside partner organisations at different locations across the UK 4. Create a suite of resources and collateral for vet teams 5. To set appropriate standards for pet fostering services 6. Establish an overarching and underpinning marketing and communications plan
<p>Performance of fundraising activities against objectives set</p>	<p>Para 1.41</p>	<p>Fundraising plan to be developed in 2023</p>
<p>Investment performance against objectives</p>	<p>Para 1.41</p>	<p>N/A</p>

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Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	On 31/12/22 The Links Group had a cash balance of £39,413 held in its named bank account. This represented an in year growth in available funds of £12,337 (balance on 01/01/22, £27,076)
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The charity doesn't currently hold any reserves.
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	A reserves policy will be developed in 2023
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	The Trustee Board has no concerns with the charity's ability to continue as a going concern

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	<p>Sponsorship The Links Group's main income is currently in the form of sponsorship from MSD Animal Health to support charity administration and the delivery of veterinary undergraduate training programmes. In 2022 the charity received £9,990 income from this source with a similar commitment agreed for 2023 and 2024.</p> <p>Donations The charity also received an unexpected, one off donation of £4,000 from the Royal College of Veterinary Surgeons.</p> <p>Membership fees All other income (£7,655) was from membership fees and individual donations</p>
Investment policy and objectives including any social investment policy adopted	Para 1.46	The charity doesn't hold any investments
A description of the principal risks facing the charity	Para 1.46	A risk register will be developed in 2023

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Constitution adopted on 05/10/21
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are recruited through an externally advertised open application process followed by an election by members based on recommendations from the Board of Trustees

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>All Trustees receive complete the following induction</p> <ul style="list-style-type: none"> Attend NCVO's Charity Trustee Induction and Refresher Course Read our Constitution (Governing Document) Read CC Trustee Welcome Pack (inc. CC3) Read Charity Governance Code Sign Links Group Trustee Code of Conduct Sign Links Group Trustee Declaration of Interests Signposted to key policies and procedures (eg Expenses policy and claim form) More experienced Trustees provide mentorship to those joining the Board
The charity's organisational structure and any wider network with which the charity works	Para 1.51	<p>The Trustee Board meets on a regular basis (roughly monthly) to monitor progress and agree actions.</p> <p>Some activity is delegated to sub-committees most notably the Pet Fostering Group who oversee their areas of responsibility and make recommendations to the board. The board retain accountability for this activity and decisions</p>
Relationship with any related parties	Para 1.51	<p>Several charities and corporate organisations hold membership of the Links Group. These include –</p> <p>Charity members/partners who provide pet fostering services</p> <p>Dogs Trust (also provide registered</p>

		address) Cats Protection Refuge for Pets Endeavour Corporate Members CVS IVC Vet Partners Partner organisations BVA BSAVA
Other		

Reference and Administrative details

Charity name	The Links Group
Other name the charity uses	
Registered charity number	9GHF42TR
Charity's principal address	The Links Group c/o Dogs Trust 17 Wakley Street London EC1V 7RQ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Paula Boyden	Chair		
2	Mike Elliott	Treasurer		
3	Vicki Betton	Vice Chair		
4	Wendy Sneddon	Secretary	01/01/22 – 04/11/22	
5	David Martin		04/03/22 –	Co-opted by board
6	Rebecca Ashman		04/11/22 -	Co-opted by board
7	Rachel Dalton		04/11/22 -	Co-opted by board
8	Mary Wakeham		04/11/22 -	Co-opted by board
9				
10				
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16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

N/A

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Other optional information



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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Paula Boyden	Mike Elliott
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Position (eg Secretary,
Chair, etc)

Chair	Treasurer
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Date

05/06/2023



CHARITY COMMISSION
FOR ENGLAND AND WALES

The Links Group	1196067
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Receipts and payments accounts

For the period from	1/1/2022	To	12/31/2022
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Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	4,000	-	-	4,000	-
Sponsorship	9,990	-	-	9,990	-
Membership subscriptions	7,655	-	-	7,655	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	21,645	-	-	21,645	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	21,645	-	-	21,645	-
A3 Payments					
Admin/Office expenditure	6,484	-	-	6,484	-
Insurance	127	-	-	127	-
Website / IT costs	447	-	-	447	-
Marketing, Design and Print	2,046	-	-	2,046	-
Volunteer Expenses	84	-	-	84	-
Volunteer Recruitment (inc. Trustees)	120	-	-	120	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	9,308	-	-	9,308	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	9,308	-	-	9,308	-
Net of receipts/(payments)	12,337	-	-	12,337	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	27,076	-	-	27,076	-
Cash funds this year end	39,413	-	-	39,413	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Account	39,413	-	-
		-	-	-
		-	-	-
	Total cash funds	39,413	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Mike Elliott (Treasurer)	6/5/2023

Boyd

Paula Boyden (Chair)

6/5/2023