



Freedom from
an abusive partner

Rise

Since 1994

Sanctuary and Support in Sussex

Annual Accounts 2015-2016

R.I.S.E. (Refuge, information, support and education)

Company limited by guarantee

Registered in England no. 3425008(England and Wales)

Registered office Shaftesbury Court, Ditchling Road, Brighton BN1 4ST

Registered Charity no 1065846

www.riseuk.org.uk

 @riseuk



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RISE History and Charitable Purpose

RISE was established in 1994 as The Women's Refuge Project, and renamed in 2008 to reflect its growth in provision of services. We deliver:

- Refuge and resettlement support in Brighton & Hove and North Sussex
- Helpline facilities, providing access to services, support and advice by phone.
- Crisis support for high risk clients, through the criminal justice process (IDVA - Independent Domestic Violence Advice).
- Longer term support in the community, including drop in sessions, Therapy, and group work programmes that help people to recover from the effects of domestic abuse.
- Specialist support for children and young people, including preventative education and awareness training in primary and secondary schools and youth centres.
- Embedded support in universal services alongside partners in police, health (A&E at the Royal Sussex County Hospital), LGB&T* community services and other partner agencies as appropriate, including the weekly Domestic Abuse Drop-in Surgery at Hove Town Hall.
- RISE has grown from focusing on refuge accommodation in its early days to delivering responsive wrap around services that support survivors from crisis and early intervention, through to recovery and onwards into safe and healthy futures. Alongside this we work to prevent domestic violence abuse in new generations through education and awareness with children, young people, their families and other professionals involved in their support.
- Training and consultancy services to statutory, voluntary and private sector partners and customers.
- RISE is a key partner in the local Violence Against Women and Girls (VAWG) Strategy in Brighton and Hove, playing a key role in providing expertise, guidance, and response to emerging needs. It receives substantial funding from the Partnership Community Safety Team of B&HCC, as well as from the Ministry of Justice, the Police, the local Clinical Commissioning Group (CCG), various grant making charitable trusts such as Big Lottery, Children in Need and The Henry Smith Charity, and smaller local or specialist trusts. The organisation plays a pivotal role in the VAWG Care Pathway in the city, providing a first point of contact to survivors, initial assessment and onward referral to the appropriate support service to meet their needs, and is a key partner in the Multi-Agency Referral and Assessment Conference (MARAC), representing the experience and needs of high risk survivors and contributing to plans for their support and safety.

General Financial Position

This year RISE has again managed to increase its general fund by £83,756 largely due a generous legacy and excellent work by our fundraisers and all our supporters who have worked tirelessly to help RISE. RISE continues to maintain its income levels in both unrestricted and restricted funding and our overall income increased again in 15/16 by £218,087 which is largely attributable to the Portal Contract.

The securing of grant income from Brighton & Hove City Council, Brighton and Hove Supporting People, West Sussex Supporting People, Brighton & Hove PCT, The Community Safety Fund, Brighton & Hove City Primary Care Trust, and the Big Lottery helped to ensure that our services continued. On a fund-by-fund basis, the assets are available and adequate to meet RISE's liabilities.

RISE is now planning on some capital investment to further secure our service delivery options.

Reserves Policy

In accordance with the advice of the Charity Commissioners for England and Wales, we aim to hold unrestricted reserves at levels sufficient to ensure the long term financial stability of the charity.

The areas highlighted to meet this requirement are wind down costs, unforeseen emergency, unforeseen running costs to include maternity and sickness, loss of core grant, and designated funds for buildings maintenance and furniture renewal, and seed funding to initiate projects for expansion into new areas.

The amounts held to cover each financial risk within the tiers to be defined and reviewed every 2 years or more frequently if the charity's income or liabilities should change drastically.

Surplus unrestricted funding should be built into the annual budget to enable the free reserves to build to the required level by a minimum of .5% (half percent) of turnover per year until it reaches the required level with the proviso that this is increased to match usage of the funds and that the overall reserves level should not be allowed to drop below 7% of turnover except in a wind up situation.

Plans for the future

The current strategic direction of the organization is to seek funding in order to meet demand and to maintain our holistic needs driven, trauma informed service delivery model including a prevention and recovery service to run alongside our statutory high risk services. Plans are being put in place to develop our fundraising strategy to bring in income to develop new services and to overcome reductions in service due to short term funding and budget cuts.

The board is actively looking at areas to invest which include service projects, social enterprise options and property investments to reduce the overhead costs of the service delivery.

New models of working are being explored to help meet with demand and where possible we are investing in training and developing the staff to provide a greater level of expertise.

RISE is always looking for new funding streams and opportunities and the new Portal partnership and geographic area of the partnership is opening up new possibilities in areas of joint working.

Reserves Tiers Calculations

FINANCIAL RISKS	REQUIRED	ACHIEVED	
WIND UP FUNDING			
Redundancy Payments	90,000	90,000	
Key Staff	30,000	30,000	◀ Wind up costs - 3 months
Lease Commitments	228,000	51,058	◀ To break point in lease
Total	348,000	171,058	
DESIGNATED FUNDS			
Building Maintenance	15,000	15,000	◀ Offices
Furniture Replacement	10,000	10,000	◀ Refuge and offices
Seed Funding	15,000	15,000	◀ For new projects
Total	40,000	40,000	
UNFORESEEN EMERGENCY			
Tribunal Costs	5,000	5,000	
Loss Of Core Funding Grant	23,750	23,750	◀ 1 qtr. to allow for funding applications
Total	28,750	28,750	
UNFORESEEN RUNNING COSTS			
Short Term Capacity Issues In Central Service	5,000	5,000	◀ Such as increased hours due to grievance etc.
Disability Support, Sickness or Maternity Cover	10,000	10,000	◀ Based on 12 weeks pay + 6 months ssp for a frontline worker.
Total	15,000	15,000	
PLANNED COMMITMENT			
Shaftsbury Court Refurbishment	40,000	4,000	◀ £40K needed by Oct 2025 (allocate £4k per annum)
IT Server Replacement	10,000	10,000	◀ Due 2017/2018
Building Investment	300,000	274,000	
Total	350,000	288,000	
Grand Total	£781,750	£542,808	
General Reserve held at 31/03/2016	£502,962		
Designated fund held at 31/03/2016	£40,000		
sum	£542,962		
Restricted Reserve held at 31/03/2016	£241,934		

Structure, Governance and Management Incorporation

Incorporation

RISE is a company limited by guarantee and a registered charity. It was first registered as a charity on 9 May 1994, and then re-registered on 17 November 1997, having been incorporated as a company on 26 August 1997. On 28th October 2008 the company changed its name to R.I.S.E. (Refuge, Information, Support and Education). The charitable company is governed by its Memorandum and Articles of Association which were updated in July 2014.

RISE is governed by a board of trustees, whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation and the establishment of policy. The trustees are also directors for the purposes of company law.

The board meets formally once every 2 months.

The board delegates the day-to-day operation of the organisation to the CEO and senior managers.

Statement of Trustees' Responsibilities

Law applicable to charitable companies in England and Wales requires the trustees, who are also the directors of the company, to prepare financial statements for each year, which give a true and fair view of the state of the charitable company's financial activities during the year and of its financial position at the end of the year.

In preparing financial statements giving a true and fair view the trustees should :-

- 1) follow best practice and select suitable accounting policies and apply them consistently.
- 2) make judgements and estimates that are reasonable and prudent;
- 3) state whether applicable United Kingdom accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 4) prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue its operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and which enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. 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.

Recruitment and Appointment of Trustees

We aim to have between 10 and 15 Board Members to ensure a quorum at meetings of five. Recruitment is based on diversity of experience. We carry out regular skills audits to identify any existing or possible gaps in the knowledge and expertise on the Board, and to fill these gaps appropriately.

Trustee Induction and Training

All new Board Members are introduced to current Board Members, and receive an Induction Pack which includes a Statement of Aims, and Management Committee Ground Rules. Visits to the Refuges, RISE Services and open mornings are coordinated when appropriate.

Free training is available for roles and responsibilities and governance. The CEO is the permanent representative of the staff on the board and other senior staff members of RISE management team and the service teams are rotated to attend Board Meetings where possible. All Board Members are required to attend Board meetings, the annual strategic planning day, team building days, staff meetings and other social events with staff as coordinated.

The board is undergoing on-going development and attend a number of governance training days throughout the year.

Trustee Working Groups

The board has set up specific working groups to undertake detailed work in the following areas, Income Generation, Human Resources, Risk Management, Strategic Management and Equality and Diversity.

Risk Management

The trustees review the major risks that the charity faces on a regular basis and are satisfied that systems are in place to mitigate exposure to the major risks. Internal risks are minimised by the implementation of policies and procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity. A working group consisting of staff and trustees has been set up to monitor risk and to review and prepare business recovery processes and meets about 5 times a year. RISE has a detailed risk register which is monitored regularly and sub risk registers by service.

The key risks are:

- 1) Risk of death of a service user or client on waiting list due to restrictions in levels of service**
- 2) Risk in loss of key staff, to include staff burn out, sickness and loss due to restrictions in remuneration packages.**
- 3) Risk of loss of key income streams and associated services reducing our needs led and trauma focused holistic service model.**
- 4) Risk of fraud/theft of charity funds.**

Legal and Administrative Information

Registered Charity Number:

1065846

Company Number:

3425008

Principle Address:

PO Box 889
Brighton
BN2 1GH

Registered Office:

Shaftsbury Court
95 Ditchling Road
Brighton
BN1 4ST

Trustees:

Rosemary Friggens	CHAIR
Angie Uglow	TREASURER
Karen James	
Jean Spray	
Gill Dewey	
Anne-Marie Harrison	
Hazel McLeod	

Bridie Iveson
Alex Wallace-Dunlop
Lindsay McCulloch
Beverley Sawyers
Purna Sen
Jane Parkinson
Helen Carpenter *Elected 16th June 2016*

Chief Executive:

Gail Gray

Registered Auditors:

Carpenter Box
Amelia House
Crescent Road
West Sussex

Senior Management:

Kate Dale
Jo Gough
Alison McCafferty
Azaria Munro

Bankers:

Lloyds TSB Bank plc	Caf	Santander
Preston Circus	25 King's Hill Avenue	Bootle
Brighton	Kings Hill, West Malling	L30 4GB
BN1 1PX	Kent	
	ME19 4JQ	

Solicitors:

Fitzhugh Gates
3 Pavilion Parade
Brighton

Auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

A resolution proposing that Carpenter Box be reappointed as auditors of the company will be put to the members.

The trustees have paid due regard to the public benefit guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The trustees have complied with their duty under section 17(5) of the 2011 Charities Act to have due regard to guidance published by the charitable commission.

The trustees have prepared this report in accordance with the special provisions of 15 of the Companies Act 2006 relating to small companies.

The trustees present their report for the year compliance with the Statement of Recommended Practice Accounting and Reporting by Charities.

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the continue to adopt the going concern basis of accounting in preparing the accounts.

Approved by the trustees on 19th November 2016

And signed on their behalf by

Rosemary Friggens - Chair



Angie Uglow - Treasurer



R.I.S.E. INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF R.I.S.E.

We have audited the accounts of R.I.S.E. for the year ended 31 March 2016 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102.

This report is made solely to the charity's members and trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members and trustees those matters we are required to state to them in an auditors' 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 charity and its trustees and members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the accounts

A description of the scope of an audit of accounts is provided on the FRC's website at www.frc.org.uk/auditscopeukprivate.

Opinion on accounts

In our opinion the accounts:

- 1)** give a true and fair view of the state of the charitable company's affairs as at 31 March 2016, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- 2)** have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- 3)** have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the accounts are prepared is consistent with the accounts.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- 1) kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- 2) the accounts are not in agreement with the accounting records and returns; or
- 3) certain disclosures of trustees' remuneration specified by law are not made; or
- 4) we have not received all the information and explanations we require for our audit; or
- 5) the trustees were not entitled to prepare the accounts in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Report and from preparing a strategic report.



Eileen Houghton ACA (Senior Statutory Auditor)

for and on behalf of Carpenter Box

Chartered Accountants

Statutory Auditor

Worthing

Statement of Financial Activities Including Income and Expenditure Accounts - 31 March 2016

		General Funds	Designated Funds	Restricted Funds	Total	General Funds	Designated Funds	Restricted Funds	Total
	No	2016				RESTATED 2015			
Income and Endowments	3								
Donations and Legacies		163,079		0	163,079	213,197			213,197
Other Trading activities		115,748		0	115,748	153,267			153,267
Income from Investments		1,415		0	1,415	604			604
Income from charitable activities	5	0		0	0	0			
Residential		271,137		157,486	428,623	165,417		263,779	429,196
Therapeutic		0		79,528	79,528			115,486	115,486
Casework and group work		0		1,220,986	1,220,986	5,500		907,773	913,273
Other incoming resources		854		0	854	3,659			3,659
Total Income and Endowments		552,233		1,458,000	2,010,232	541,644		1,287,038	1,828,682
RESOURCES EXPENDED									
Expenditure on raising funds	4	149,458		6,234	155,692	144,423			144,423
Expenditure on Charitable activities	5								
Residential		244,663		426,544	671,207	214,502		330,541	545,043
Therapeutic		3,396		48,221	51,617	6,771		73,017	79,788
Casework and group work		70,958		1,007,554	1,078,513	104,465		773,203	877,668
Total		319,018		1,482,319	1,801,336	325,738		1,176,761	1,502,499
Total Expenditure		468,476		1,488,553	1,957,029	470,161		1,176,761	1,646,922
Net Income/(expenditure) before gains and losses on investments		83,756		(30,553)	53,203	71,483		110,277	181,760
Net gains/Losses on investments		0		0	0	0			
Net income/expenditure for the year	2	83,756		-30,553	53,203	71,483		110,277	181,760
RECONCILIATION OF FUNDS									
Total funds brought forward		419,206	40,000	272,488	731,694	347,723	40,000	162,211	549,934
Total funds carried forward		502,962	40,000	241,934	784,896	419,206	40,000	272,488	731,694

The statement of financial activities has been prepared on the basis that all activities are continuing.

Balance Sheet at 31 March 2016

	Notes	2016	2015 restated
TANGIBLE FIXED ASSETS	9	1,655	2,484
CURRENT ASSETS			
Debtors	10	729,687	85,300
Cash at bank and in hand	15	869,725	713,596
TOTAL CURRENT ASSETS		1,599,412	798,896
CREDITORS: Amounts falling due within one year	11	816,171	69,686
NET CURRENT ASSETS		783,241	729,210
NET ASSETS	14	£784,896	£731,694
ACCUMULATED FUNDS			
General fund	14	502,962	419,206
Designated funds	14	40,000	40,000
Restricted funds	14	241,934	272,488
Total		£784,896	£731,694

These financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 2006 relating to small companies. See note 5 & 11 for restatement detail.

Approved by the board for issue on 19th November 2016

Signed

Rosemary Friggens - Chair



Angie Uglow - Treasurer



Company Number 3425008

RISE - Cash Flow Statement for the year ended 31 March 2016

CASH FLOWS FROM OPERATING ACTIVITIES	2016	2015
Net cash provided by (used in) operating activity	154,716	116,283
Cash flows from investing activities:		
Dividends, interest and rents from investments	1,414	604
Proceeds from sale of property plant and equipment	0	0
Proceeds from sale of investments	0	0
Purchase of investments	0	0
Net cash provided by investment activities	1,414	604
Cash flows from financing activities		
Repayments of borrowing	0	0
Cash inflows from borrowing	0	0
Receipt of endowment	0	0
Net cash provided by(used in) financing activities	0	0
Change in cash and cash equivalents in the reporting period	156,130	116,887
Cash and cash equivalents at the beginning of the reporting period	713,596	601,769
Change in cash and equivalents due to exchange rate movements	0	0
Cash and cash equivalents at the end of the reporting period	£869,726	£718,656

1. ACCOUNTING POLICIES

a) Basis of preparation

RISE meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements have been prepared in accordance with the Auditing and Reporting by Charities: statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) and the Companies Act 2006.

These financial statements for the year ended 31st March 2016 are the first accounts of RISE prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 01 April 2014 An explanation of how transition to FRS 102 has affected the reported financial position and financial performance is given below.

The accounts are prepared in sterling , which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and on this basis the charity is considered to be a going concern.

Reconciliation with previous Generally Accepted Accounting

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required.

At the date of transition in applying the requirement to recognise liabilities arising from employee benefits, a liability was recognised for short-term compensated absence arising from employee entitlement of the parent charity to paid annual leave. The entitlement arising in the year which was due but not taken. The initial liability was for £5,060. No other restatements were required. In accordance with the requirements of FRS 102 a reconciliation of opening balances is provided.

Reconciliation of group funds and balances

	31-Mar 14	31-Mar 15
Fund balance as previously stated	554,994	739,311
Short-term compensated absences	5,060	7,617
Fund balances as restated	£549,934	£731,694

b) Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is calculated to write off the cost of each asset over its expected useful life at the following.

Fixtures and fittings 20% straight line basis per annum.

Purchase of assets to a value of less than £500 are not capitalized.

c) Donations

Donations are accounted for on a received basis and are grossed up for any income tax recoverable.

Donated items are accounted for when received and are accounted for at a reasonable estimate of their value.

d) Grants receivable

Grants received are treated in accordance with the Statement of Recommended Practice "Accounting Reporting by Charities". Grants are credited to the Statement of Financial Activities when received, unless they relate to a specified future period and have a service level agreement in which case they are deferred.

Deferred income is released to the SOFA inline with the requirements of the service level agreement.

e) Legacies

Pecuniary legacies are recognised as receivable once probate has been granted and notification has been received. Residuary legacies are recognised as receivable once probate has been granted, provided that sufficient information has been received to enable valuation of the Charity's entitlement.

f) Trustees

All the trustees donate their time spent running the charity on a voluntary basis and do not receive any remuneration. Indemnity Insurance was provided for the trustees at a cost of £375 and expenses were paid on behalf of a trustee for £20.

g) Allocation of expenditure

Resources are analysed as follows:

Costs of generating funds includes fundraising and publicity costs as well as a proportion of salaries and staff costs based on allocation of staff time spent raising and funding applications.

Charitable activities expenditure include the direct running costs of the charity's projects together with the support costs incurred that enable these activities to be undertaken.

Governance costs relate to statutory costs in connection with the general running of the charity, such as audit fees, AGM expenses and legal and professional fees. They also include an allocation of staff salaries.

All resources expended are inclusive of irrecoverable vat.

h) Taxation

The charitable company is registered as a charity and is exempt from taxation (except for Value Added Tax) on its income and capital gains applied for charitable purposes.

i) Pension Contributions

The charity operates a defined contribution group personal pension scheme, which is available to all employees. The amount charged against expenditure represents the contributions payable to the scheme in respect of the year.

j) Leasing

Rental charges are charged on a straight line basis over the term of the lease.

k) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general.

Restricted funds are funds which are to be used in accordance with a specific purpose, as explained in note 14.

l) Designated funds

Three designated funds have been set up in order to put aside funds for future large expenditure.

As laid out in the reserves policy, a desired level has been set for each fund and transfers into the funds from the general fund will take place as authorised by the board until the required level has been reached.

The funds are to cover major buildings works or end of lease refurbishments for all RISE properties, major replacement of furniture and fittings and seed funding for new projects including fundraising activities such as social enterprises.

The reserves policy is to be reviewed September 2017.

m) Financial Instruments

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

	2016	2015
2. NET INCOMING RESOURCES		
Net incoming resources for the year are stated after charging:		
Depreciation	828	828
Auditors remuneration - audit services	6,120	6,120
Trustees' emoluments and expenses	20	52
Operating Lease payments	32,000	32,000
3. VOLUNTARY INCOME		
DONATIONS AND LEGACIES		
B&H 3 yr. Core Grant	95,000	95,000
Major Donors	23,930	38,000
Donations	16,884	13,775
Legacies	7,216	45,000
Gift Aid	20,049	21,423
Total	163,079	213,197
OTHER TRADING ACTIVITIES		
Training and student fees Income	5,327	9,850
Adoption and Fostering	2,800	
Counselling fees	3,083	
Membership	125	150
Recycling	31	14
Fundraising Events		
Race Income	91,127	104,119
Collections and Events	13,256	39,134
Total	115,748	153,267
TOTAL VOLUNTARY INCOME	£278,827	£366,464

4. EXPENDITURE ON RAISING FUNDS	Unrestricted Funds	Restricted Funds	Total 2016	Total 2015
Salaries and staff costs	69,309	5,698	75,008	53,760
Fundraising Support costs and overhead	61,227	536	61,763	78,408
Operating Lease payments	18,922	0	18,922	12,255
Total	£149,458	£6,234	£155,693	£144,423

5. EXPENDITURE ON CHARITABLE ACTIVITY	Staff Costs	Direct Service Costs	Support Costs	Governance	Total 2016	Total 2015
Residential	382,002	231,539	50,802	6,864	671,207	545,043
Therapeutic	27,466	18,540	5,053	557	51,617	79,788
Case work / Group work	738,103	249,145	80,134	11,131	1,078,513	877,668
Total	£1,147,572	£499,224	£135,990	£18,551	£1,801,337	£1,502,499

Note - in order to maximise efficiency by having staff that can work across the organisation we have changed the way we work and now have staff working across the support areas. To this end we have simplified our charitable activity headings to key activities rather than in teams as was stated in previous accounts.

The helpline has been amalgamated into our Access and Outreach service which also delivers one to one case work and group work.

6. GOVERNANCE COSTS BREAKDOWN	2016	2015
Audit and accountancy fees	6120	6,870
Management Committee and AGM	918	2,112
Salaries and staff costs	9000	8,771
Support costs	2513	2,113
Total	£18,551	£19,866

During the year £20.05 was reimbursed to members of the management committee (2015 - £51.91). There was no remuneration paid to any of the trustees or any persons connected to them.

7. EMPLOYEES AND TRUSTEES	2016	2015
SALARY COSTS:		
Wages and salaries	1,177,925	1,132,073
Social security costs	101,582	98,304
Social security costs	16,389	5,801
SMP	1,134	707
Total	£1,297,031	£1,236,884

No employee earned at a rate of greater than £60,000 per annum.

The Key Management personnel were paid a total of	£155,598
CEO	45,726
Senior Managers	109,871

The average number of employees, analysed by function, was:

	2016	2015
Expenditure on Raising Funds	4	3
Charitable Activities	49	47
Management and administration of the charity	5	5
Total	58	55

8. RELATED PARTY TRANSACTIONS

There were no related party transactions in the period.

9. TANGIBLE FIXED ASSETS	Fixtures, fittings and equipment £
COST	
At 1 April 2015	15,154
Additions	0
Disposals	0
At 31 March 2016	15,154
DEPRECIATION	
At 1 April 2015	12,671
Disposals	0
Charge for year	828
At 31 March 2016	13,498
NET BOOK VALUE	
At 31 March 2016	1,655
At 31 March 2015	2,484

10. DEBTORS	2016	2015
Trade debtors	705,466	29,309
Prepayments	24,221	8,736
Taxation/pensions	0	645
Income Accruals	0	46,400
Other debtors	0	210
Total	£729,687	£85,300

11. CREDITORS: Amounts falling due within one year	2016	2015
Trade creditors	21,976	12,833
Deferred income	721,908	17,500
Accruals	36,620	6,120
Accrued annual	6,392	7,617
Taxation/pensions	28,970	25,490
Other creditors	307	127
Total	£816,172	£69,686

All deferred income at 31 March 2015 was released into the Statement of Financial Activities during the year ended 31 March 2016. The creditors figures for 2015 are restated due to the introduction of an adjustment for accrued annual leave.

12. PENSIONS

The charitable company operates a defined contribution pension scheme. Contributions made by the company amounted to £15,698 (2015 £5,801) and the amount of contributions underpaid at the year end and included in creditors was £4558.

13. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid:

Land and buildings	2016	2015
Expiring:		
Within one year	48,000	24,000
In two to five years	192,000	0
More than 5 years	228,000	0
Total	£468,000	£24,000

Note - our office lease is until December 2025 with a break point at December 2020.

14. FUNDS

Analysis of Net assets between funds	Tangible Fixed Assets	Net Current Assets	Total
Restricted funds	0	241,934	241,934
General funds	1,655	501,307	502,962
Designated Funds	0	40,000	40,000
Total	£1,655	£783,241	£784,896

14. FUNDS -continued

RESTRICTED FUNDS	Balance at 31/03/2015	Incoming Resources	Resources Expended	Transfers between funds	Balance at 31/03/2016
PCST	41,772	207,874	249,645	0	0
Brighton & Hove Supporting People	6,089	105,134	111,222	0	0
West Sussex Supporting People	4,451	52,352	48,032	0	8,771
Outreach Supporting People	11,353	15,383	26,736	0	0
B&H Case for Change - HIDVA	17,920	24,982	42,902	0	0
MOJ Victim and Witness Protection	22,917	0	22,917	0	0
ITF	1,221	19,341	16,734	0	3,827
CCG	24,667	67,185	37,194	0	54,658
Children In Need	7,063	34,605	32,165	0	9,503
Wyn & Ken Lo	7,000	0	0	0	7,000
Sussex Community Fund	0	6,234	6,234	0	0
SCF Brenda Ford/Vodafone	569	0	569	0	0
Helpline Donation	3,358	0	0	0	3,358
Healthy Schools	2,584	1,925	4,509	0	0
Break4change	5,000	0	5,000	0	0
Triple P	7,188	18,360	19,504	0	6,044
Henry Smith	16,315	36,400	31,258	0	21,457
GBT Refuge	0	82,168	66,104	0	16,064
VAWG B&H Portal Contract	0	671,364	607,995	0	63,369
GSK	33,427	0	1,045	0	32,382
B&H PCST YIPVA funding	34,445	0	18,945	0	15,500
Big Lottery Reaching Communities	10,989	93,860	104,849	0	0
AVU	8,998	17,500	26,498	0	0
Allotment/Talk to me	106	0	106	0	0
Chance for Change	5,056	3,333	8,390	0	0
TOTAL	£272,488	£1,458,000	£1,488,554	£0	£241,934

DESIGNATED FUNDS	Balance at 31/03/2015	Incoming Resources	Resources Expended	Transfers between funds	Balance at 31/03/2016
Buildings maintenance	15,000	0	0	0	15,000
Furniture replacement	10,000	0	0	0	10,000
Seed funding	15,000	0	0	0	15,000
Total Designated Funds	40,000	0	0	0	40,000
UNRESTRICTED FUNDS	0	0	0	0	0
Total Unrestricted Funds inc f/a	419,206	552,232	468,476	0	502,962
TOTAL FUND BALANCES	£731,694	£2,010,232	£1,957,030	£0	£784,896

14. FUNDS -continued

RESTRICTED FUNDS - PROVIDER AND PURPOSE	
Payee	Purpose
B&HCC PCST	Frontline staff for IDVA, DAPRS and Helpline to include LGBT workers
Brighton & Hove City CCG	Family, Children and Young People's Service
Brighton & Hove Supporting People	SP service residential and outreach
West Sussex Supporting People	SP service residential and outreach
Brighton & Hove Supporting People - Outreach	SP Stay safe service for floating support in Brighton & Hove
CCG - Case For Change	Provision of Health IDVA in Brighton A&E department
MOJ Victim and Witness protection fund	Criminal Justice IDVA to support service users with the court process
ITF	Stronger families
Big Lottery - Reaching Communities	Outreach and therapeutic work and a volunteer coordinator
Small restricted grants	Sussex Community Foundation and LGBT YP project, Brenda Ford/Vodafone
B&HCC - Healthy Schools	Provision of an education worker in schools
B&HCC - Triple P	To deliver Triple P parenting group work training
VAWG B&H/ES Portal contract	Delivery of the Portal service to include Helpline, high risk, prevention and recovery and residential across Brighton & Hove and East Sussex in partnership with cgl and Survivors Network.
Children In Need	Children's Worker
B&HCC	Chances for Change
Wyn and Ken Lo Trust	Therapeutic Service and Helpline

15. Notes to the Cash Flow Statement

Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	2016	2015	
Net gain	53,203	181,760	
Depreciation charges	828	828	
Interest	(1,415)	(604)	
(Increase)/decrease in debtors	(644,387)	(45,653)	
Increase/(Decrease) in creditors	746,486	(20,048)	
Net cash provided by (used in) operating activities	154,716	116,283	
			movement
Cash at Bank and in hand	£869,725	£713,596	£156,129
Overdrafts/Loans falling due within 1 year.	NIL	NIL	

