

RESPOND
(A company limited by guarantee)

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

FOR THE YEAR ENDED 31ST MARCH 2016

Company No: 2337300
Charity No: 800862

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(A company limited by guarantee)

REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2016

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RESPOND
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OFFICERS AND FINANCIAL ADVISORS
FOR THE YEAR ENDED 31ST MARCH 2016

Trustees	Neil Myerson – Chair Charles Taylor -- Treasurer Lucy Butler Celia Kent Roger Banks Saskia Baron Jane Caldwell – Appointed 16/07/2015
Secretary	Celia Kent
Senior Management Team	Noelle Blackman - Chief Executive
Company Number	2337300
Charity Number	800862
Registered Office	3 rd Floor 24-32 Stephenson Way London NW1 2HD
Auditors	Fawcetts 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	Sinclair Taylor & Martin The Charity Team at Russell-Cooke 8 Bedford Row London WC1R 4BX

DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2016

The Directors/Trustees present their report and audited accounts for the year ended 31 March 2016.

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 Management Committee has the power to appoint additional Directors as it considers fit to do so.

The Directors in office in the year are set out on page 2. The Directors 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 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.

Organisation

The Management Committee 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.

Related parties

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

Risk Management

The Management Committee has 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 30 amazing volunteers who have supported the team at Respond over the last 12 months through the COSA project and the family support services as well as supporting our administrative and fundraising teams.

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR YEAR ENDED 31ST MARCH 2016

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

Core Purpose

We aim to make a real difference to people with learning disabilities and/or autism by providing effective and flexible support to help them to improve their lives.

Respond works with children and adults with learning disabilities and/or autism who have experienced abuse or trauma, as well as those who have abused others, through psychotherapy, advocacy, campaigning and other support. Respond also aims to prevent abuse by providing training, consultancy and 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, systemic model for working with the network that allows for the therapy to take place within a safe environment, while providing a flow of communication between the supporters network. The aim of this model is to support the network while enabling the therapy to flourish. Our staffs are multi-skilled and we pride ourselves on our ability to help individuals with complex needs to come to terms with their experiences.

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

ACHIEVEMENTS AND PERFORMANCE

We continue to deliver our therapeutic work at our clinic in Euston and in special schools across London despite very difficult financial constraint during the current year.

The long term aim is to ensure that Respond will generate more self earned income to be financially sustainable to continue to provide the much needed therapy and counselling to our service users.

Counselling and Psychotherapy Services

Respond provides counselling and psychotherapy services for adults and young people with a wide range of learning disabilities and/or autism. Our administrative office and clinic is based in Euston, we also have clinics in special schools 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.

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR YEAR ENDED 31ST MARCH 2016

Young People's Services

Respond Young People's service provides comprehensive support packages to young people (aged 5 to 25 years) who have experienced abuse or trauma, their carers and practitioners working with them. Weekly individual or group therapy takes place either in community hubs such as schools or at our clinic in Euston.

Services provided include:

- Assessments
- Individual therapy to young people affected by abuse and/or trauma
- Support to parents/carers
- Workshops for school staff
- Consultation to professionals
- Positive and safe relationships programme and workshops

We offer short term (12 sessions) to both young people and parents/carers and long term therapy (44 sessions) to young people at our clinic in Euston, and also in nine schools. We have been delivering our positive and safe relationships programme to those at risk of exploitation and abuse. We have also delivered training for staff and professionals specifically around child sexual exploitation and young people with learning disabilities.

We have been working in partnership with Hackney Schools' Social work team this year, and piloted an outreach Safe Relationships Programme for teenage girls who have experienced Child Sexual Exploitation, the girls felt more empowered to make positive relationships choices, had greater knowledge around consent, increased understanding power dynamics in relationships and risk.

Across the whole cohort attending therapy, 72% had an increase in psychological wellbeing and 83% of young people reported a decrease in psychological distress.

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 and most of the costs of an in-depth external evaluation of the efficacy and impact of the Forensic Service. The preliminary results of the evaluation will be available in October 2016 with the final report being ready in 2017.

The Forensic Service has trained up three Respond therapists who work in the Adult and Young People's Services, in order to be able to keep up with the demand for assessment, treatment and training for professionals. The therapists have been trained and closely supervised as they take on more forensic cases.

New publicity and a rebranding of the risk assessments to be risk analyses had led to increased interest from professionals working in health and local authority teams. Similarly the conversion rate of assessment referrals turning into referrals for treatment has increased from 40% to 85%.

The provision of clinical supervision to external clinicians and teams has also grown, as requests for training across the country and also in Ireland and Gibraltar. Networks with other service providers and professionals working in the field have increased and Respond put on a Forensic Services Event in October 2015 that over 80 people attended.

Plans for the next 12 months include setting up a men's group, providing more support to parents and providing more outreach support, as well as continuing to train, supervise and support professionals working in this field who feel they lack the knowledge and skills needed to approach forensic work with people with learning disabilities or autism.

28 service users benefited directly from the service. 96% were male. 8 were referred for risk assessments and 20 had psychotherapy treatment. 51 family members were supported during their relative's treatment. 85 professionals received training. 12 clinicians received monthly supervision sessions either face-to-face or via Skype.

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR YEAR ENDED 31ST MARCH 2016

Adult Services

The Adult Service at Respond provides:

- Psychotherapy with full case management and supervision
- Weekly, low cost group therapy for men and women who have experienced trauma
- Independent Sexual Violence Advisor service (ISVA)
- Support and supervision for professionals, post CPD Trauma Training for Senior Practitioners.

The difficult economic climate has continued which has led to the number of referrals slowly falling throughout the year. This has enabled the adult therapists to relieve the waiting list for the Young People's service by seeing some of the older clients. It has also meant that the adult therapy service has for the first time had to actively seek grant funding in order that the work can continue. This will mean that it is important that we engage with professionals to enable them to understand that they can still refer to our services despite their falling budgets.

This year marked the end of The Loss and Bereavement Group. This was a group that had run as a slow open group over the last ten years with many different group members having passed through. The last few, participants had worked through their grief and the ending was marked very positively.

Thanks to funding from the Home Office we have been able to develop and promote a new therapy group for women who have been victims of sexual violence. This entailed an outreach programme of awareness raising amongst professionals as well as the women themselves. This has led to a steady stream of referrals and a process of assessment with the group ready to start in the new year.

The ISVA Service has continued to support adults living in London covering 13 boroughs. This service continues to be unique amongst the London based ISVAs as Respond has the only ISVA to specialize in working with adults who having a learning disability. This post is funded by the Home Office and our ISVA service has continued to support around 30 clients from previous years with various issues.

Training and Consultation Services

Since the set up of a dedicated Training and Consultation Services about a year ago, the service lead has developed a distinctive range of programmes that cater to the wide group of professionals working with people with learning disabilities. These programmes can now be delivered in-house as part of a yearly package of sessions that are available to individuals. In addition to this the programmes can be commissioned by organisations such as schools, social care departments and health care teams.

In the current year, Respond delivered 20 training days to approximately 300 people, eight workshops to 20 people, and two seminars to 50 people. Respond was a lead speaker at three conferences to over 250 people and facilitated eight full day consultations to around 40 multi-sector professionals.

Circle of Support and Accountability (COSA)

Despite not managing to secure funding for the COSA work this year we have managed to sustain three ongoing Circles; two of which are for adults and one for a young person. Respond has now developed the model to meet the needs of Core Members with autism. The pool of volunteers continues to come from a wonderfully diverse range of professional, caring and creative backgrounds as evidenced by two successful training weekends.

Respond has played a leading national role in the development of COSAs for young people in the Circles movement through conferences and presentations.

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR YEAR ENDED 31ST MARCH 2016

Family Services

The Family Services work with those who have experienced institutional abuse and those who are trying to get their family members moved closer to home and/or out of an assessment treatment unit (ATU). There is no age range specifically for this service and generally we work with people aged 18 years and over. The service is available for three days per week and there is a helpline that is open from 10-4pm every week for one day.

The service works from our clinic in London as well as from Southwark when the Parents Support Group is running. This takes place once a month in the evening and is facilitated by two members of the Respond team. This group enables parents of children with learning disabilities to have the support they need to begin the process of moving their family members closer to home.

We offer counselling and psychotherapy on a weekly basis both face to face and over the phone.

We are in the process of (and have already) setting up circles of support for families; this means that we have been able to make partnerships with other organisations such as Choice Support, Foundation of People with Learning Disabilities, Housing and Support Alliance, Justice Together and continue to build our relationships with many legal experts as well as housing experts.

We work with our clients over a period of time, we have a 12 week review process but usually clients need to continue with us for a while. There is a noticeable difference in our client group after being referred to us, their confidence within professional meetings grows, relationships with their wider networks develop, and there is substantial progress to get their family member moved closer to home.

The Family Services continue to grow and develop and we currently have highly skilled and experienced volunteers within the team.

Through the funding from Trust for London, we recruited a project worker to develop a project on forced marriage and people with learning disabilities, My Life, My Marriage, in early 2015. My Life, My Marriage aims to raise awareness of forced marriage of people with learning disabilities in all its various forms. We want to address this by working proactively to prevent cases through specialist training to professional and community leaders and also by providing advocacy support to victims of forced marriage and their support network.

The project offers the following services:

- Provide advocacy and signposting to people with learning disability and their support networks where there have been issues around Forced Marriage
- Provide training to professionals and community leaders and imams
- Promote our websites and easy reading booklet on forced marriage as well as creating resources on this subject
- Policy and campaigning work to raise greater awareness of these issues and to improve the quality, accessibility and provision of support to victims/survivors of sexual and/or gender based abuse.
- Working in partnership with other like minded organisation such as Beverly Lewis House, Hopscotch, Forced Marriage Unit and others.

We work with adults from the age of 18 and above but can support those younger should a case/concern arise. We are London wide so can take referrals from any borough but specifically work with Camden, Tower Hamlets, Waltham Forest and Newham. Advocacy and case management can take place at our office or a neutral place either in the community, school or college setting.

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR YEAR ENDED 31ST MARCH 2016

Policy and Campaigns

Respond continue to strive to raise awareness and influence local authorities, communities, and public attitudes of people with learning disabilities who been affected by trauma or sexual abuse through participation at national levels of commissioning groups, NHS England and other disabilities campaign groups.

Respond Action Group

Following the Respond Action Group's successful London Calling Campaign on Disability Hate Crime carried out in 2014 the group have been busy building on this work. The issue that they identified as most important was the difficulty that each of them had experienced in making people understand just exactly what had happened and why it needed to be taken seriously. They have therefore set about working with a graphic design/artist to capture in picture format (a little like a graphic novel) the different stages of some of the experiences that they have had. This has been a revelation as even the people who have been working with the group for many years did not know all of the terrible detail of some of the hate crime experiences that their colleagues had experienced. They have discovered that this was in part because they were not asking the right questions. They have found this out as they have begun to work in partnership with the artist who works skilfully and in great detail asking each group member to help her to make a picture story of what happened. Together they find that they need to consider each step in the story and in this way even the smallest issues are remembered and these can build up a much clearer picture as to what has happened. The group are continuing to work with the artist to find ways that this method can be used as a 'tool' to enable a wide variety of professionals to support people with learning disabilities who have been victims of hate crime to get record the best evidence that they can.

Respond also:

- Provides training to support our staff and volunteers
- Runs lectures/seminars
- Represents at a wide variety of national and international conferences
- Runs team dynamics and clinical supervision sessions for a wide variety of teams

Respond is extremely grateful to the following organisations and individuals who have provided financial support:

Amanda Jenkins
BBC Children in Need
City Bridge Trust
Comic Relief
Department of Health
Home Office
John Lyon's Charity
Lloyds Bank Foundation
London Borough of Camden
True and Fair Foundation
Souter Charitable Trust
The London Community Foundation
Trust for London

FINANCIAL REVIEW

The Statement of Financial Activities showed a net deficit of £101,892 (2015 surplus £3,353) for the year and reserves stand at negative £12,190 (2015 positive £89,702).

The deficit is split between unrestricted funds, which showed a deficit of £84,948 (2015 Deficit £11,972) and restricted funds, which showed a deficit of £16,944 (2015 Surplus £15,325).

Total income fell by 7% in the year to £656,009, down by £53,490. The main changes in the charity's income streams were as follows:

- A reduction in project income of £65,456 for COSAs from Esmee Fairbairn Foundation, Lankellychase Foundation and London Borough of Camden due to the ending of funding of these grants

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR YEAR ENDED 31ST MARCH 2016

- An increase in project income for Young People Service, Adult Services and Family Services from a grant of £96,652 from the Home Office's Child and Adult Victims of Sexual Abuse Support fund
- A decrease of project income of £29,250 for trauma assessments due to the ending of funding from the Department of Health
- Increase in rent of £8,089 - when the lease came up for renewal in September 2015, after much negotiation we have kept the increase to 20%
- Forfeit of deposit of £9,000 for an assault course event as we were not able to secure sufficient number of participants of which we had planned to raise £40k

The trustees acknowledge that the current deficit and difficult financial position indicate the existence of a material uncertainty in respect of going concern.

In March 2016, in view of the precarious financial position, Respond approached a large organisation for a possible merger. Following meetings between the two parties and that the financial position has improved considerably since then, the Trustees have considered Respond improved position and taken the view that, whereas they very much wanted to work more closely with the other party, they felt that a full merger was no longer required.

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 cashflow 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/contracts which have been secured/not yet been secured.

We have recruited two part-time fundraisers in December 2015 to devote more resources to fundraising and more grant applications are being made since they started with good outcome. Our main source of income in the coming year will come mainly from grants as sale of service has been severely affected by budget cuts faced by local authorities.

We have also secured the support of The Three Guineas Trust who has been exceedingly generous in funding the Survivors Services by providing a grant of £300k over 3 years (£100k per year) since April 2016. In addition, in August 2016, they provided a further grant to cover core funding of £300k over 3 years (£100k per year). 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.

Reserves policy

As a reserves policy, the Management Committee has agreed that three months running costs (about £60,000 per month) and sufficient funds to make redundancy payments for the event of a forced closure should be available at all times. The unrestricted funds not designated or invested in tangible fixed assets held by the charity are in negative £29,849 (2015 positive £49,839).

The unrestricted fund being in a negative position is therefore way below the desired level stated in the reserves policy. This depletion of reserves has been caused by a reduction in income over the last few years while expenditure has remained fairly fixed. The trustees are conscious of the need to build and maintain adequate free reserves and the budget for the coming financial year has included a strong focus on building up the reserves to an acceptable level. They will continue to monitor both reserve levels and strategies to improve our income generating capabilities and to reduce expenditure.

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DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR YEAR ENDED 31ST MARCH 2016

FUTURE PLANS AND DEVELOPMENTS

The business plan for 2016 – 2019 has the following strategic aims:

- to enable children, young people and adults with learning disabilities or autism who have experienced abuse or trauma to successfully access the care, support and resources they need to live safe, healthy and positive lives
- To ensure the human rights of people with learning disabilities or autism are recognised and implemented
- To lead and innovate in working with people with learning disabilities or autism who have experienced abuse, trauma or violence
- To achieve financial stability and operational sustainability

We now have a Finance Manager and a Fundraising Manager securely in place which will enable the CEO to successfully implement a fundraising and finance strategy and also to be able to predict and plan with regards to funding.

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.

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DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR YEAR ENDED 31ST MARCH 2016

STATEMENT OF DISCLOSURE TO AUDITORS

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

The financial statements have been prepared in accordance with the provisions of the Companies Act 2006 applicable to small companies, the Charities Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in March 2005 and the Memorandum and Articles of Association of the Foundation.

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 that Fawcetts be re-appointed as auditors of the charity for the ensuing year.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

APPROVED BY THE BOARD AND SIGNED ON ITS BEHALF BY:

CHARLES TAYLOR
TREASURER

14 November 2016

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF

RESPOND

(A company limited by guarantee)

We have audited the financial statements of Respond for the year ended 31st March 2016 on which comprise: the Statement of Financial Activities (Summary Income and Expenditure Account), Balance Sheet and 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).

This auditor's report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the company and the company's 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 set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements 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 Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Directors' and Trustees' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON THE FINANCIAL STATEMENTS

In our opinion the financial statements:

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

OPINION ON THE OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

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

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:

- 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Directors' and Trustees' report.

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

Dated: 16 November 2016

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STATEMENT OF FINANCIAL ACTIVITIES
SUMMARY INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31st MARCH 2016

	<u>Notes</u>	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2016</u> £	<u>Total 2015</u> £
INCOME AND ENDOWMENTS FROM					
Donations					
Voluntary income	2	29,314	27,540	56,854	15,090
Incoming from charitable activities	4	311,929	287,164	599,093	694,254
Investment income	3	62	-	62	155
TOTAL INCOME AND EXPENDITURE		<u>341,305</u>	<u>314,704</u>	<u>656,009</u>	<u>709,499</u>
EXPENDITURE					
Expenditure on raising funds	5	42,485	-	42,485	6,356
Expenditure on charitable activities	5	370,996	324,687	695,683	685,900
Expenditure on administration	5	19,733	-	19,733	13,890
TOTAL EXPENDITURE		<u>433,214</u>	<u>324,687</u>	<u>757,901</u>	<u>706,146</u>
Net (expenditure)/income for the year before transfers		(91,909)	(9,983)	(101,892)	3,353
Transfers between funds		6,961	(6,961)	-	-
Net (expenditure)/income for the year after transfers		<u>(84,948)</u>	<u>(16,944)</u>	<u>(101,892)</u>	<u>3,353</u>
Reconciliation of funds					
Balance brought forward at 1 April 2015		55,786	33,916	89,702	86,349
Total funds balance carried forward at 31 March 2016		<u>(29,162)</u>	<u>16,972</u>	<u>(12,190)</u>	<u>89,702</u>

The Statement of Financial Activities also complies with the requirement for an income and expenditure account under the Companies Act 2006.

CONTINUING OPERATIONS

None of the company's activities were acquired or discontinued during the above two financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The company has no recognised gains or losses other than the above movement in funds for the above two financial periods.

The notes on pages 16 to 24 form part of these accounts

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BALANCE SHEET AS AT 31ST MARCH 2016

	<u>Notes</u>	<u>2016</u>		<u>2015</u>	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	8		687		5,947
CURRENT ASSETS					
Debtors	9	51,049		101,623	
Cash at bank and in hand		79,159		52,572	
		<u>130,208</u>		<u>154,195</u>	
CREDITORS: amounts falling due within one year	10	(143,085)		(70,440)	
		<u> </u>		<u> </u>	
NET CURRENT ASSETS			(12,877)		83,755
NET ASSETS			<u>(12,190)</u>		<u>89,702</u>
INCOME FUNDS					
Unrestricted funds	14		(29,162)		55,786
Restricted funds	14		16,972		33,916
			<u>(12,190)</u>		<u>89,702</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 Management Committee on 14 November 2016 and were signed on its behalf by:

Charles Taylor (Trustee)

The notes on pages 16 to 24 form part of these accounts.

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STATEMENT OF CASH FLOWS
AS AT 31ST MARCH 2016

	<u>Notes</u>	<u>2016</u> £	<u>2015</u> £
Cash provided by operating activities		<u>26,525</u>	<u>(72,368)</u>
Cash flows from investing activities			
Interest income		<u>62</u>	<u>155</u>
Cash provided by/(used in) investing activities		<u>62</u>	<u>155</u>
Cash flows from financing activities		<u>-</u>	<u>-</u>
Increase/(decrease) in cash and cash equivalents in the year		26,587	(72,213)
Cash and cash equivalents at the beginning of the year		52,572	124,785
Cash and cash equivalents at the end of the year		<u><u>79,159</u></u>	<u><u>52,572</u></u>
RECONCILIATION OF (EXPENDITURE)/INCOME TO NET CASH FROM OPERATING ACTIVITIES			
Net (expenditure)/income for the year as per the statement of financial activities		(101,892)	3,353
Adjustments for:			
Depreciation charges		5,260	8,434
Decrease/(increase) in debtors		50,574	38,351
Increase/(decrease) in creditors		<u>72,645</u>	<u>(122,351)</u>
		<u>26,587</u>	<u>(72,213)</u>

RESPOND
(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2016

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

1.1 Basis of preparation of accounts

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005) issued in July 2014, applicable UK Accounting Standards and the Companies Act 2006. The principal accounting policies adopted in the preparation of the financial statements are set out below.

1.2 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 one year from the date of approval of the financial statements.

At 31 March 2016, the Charity had negative funds due to a shortfall during the year then ended. The Trustees and Senior Management Team were seeking additional funding to cover the operating costs of the Charity. Grants for additional funding were provided with effect from 1 April 2016 details of which are provided in the Trustees Report.

As a result of the additional funding provided 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.

1.3 Incoming resources

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. Such 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.

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 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.

Investment income is recognised on a receivable basis.

1.4 Resources expended

Expenditure is recognised when a liability is incurred. Contractual arrangements and performance related grants are recognised as goods or services are 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 objectives of the charity and include both the direct costs and support costs relating to these activities.

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NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 31ST MARCH 2016

1.4 Resources expended continued

Administration costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

1.5 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 trustee's 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 estimated based on the value of the contribution to the charity.

1.6 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.

1.7 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.

1.8 Tangible fixed assets and depreciation

Tangible fixed assets (excluding investments) are stated at 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 bases:

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

1.9 Funds structure

Unrestricted funds are available for use at the discretion of the Trustees and in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market value.

The Restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

2. VOLUNTARY INCOME

Grants receivable are shown at the agreed level of funding for the period 2015/2016 as under:

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2016</u>	<u>2015</u>
	£	£	£	£
Grants: True and Fair Foundation	-	-	-	3,360
Grants: London Community Foundation	-	20,000	20,000	-
Grants: Lloyds Bank Foundation	-	7,540	7,540	-
Donations	28,254	-	28,254	8,212
Room Hire	589	-	589	1,035
Other Income	471	-	471	2,483
	<u>29,314</u>	<u>27,540</u>	<u>56,854</u>	<u>15,090</u>

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2016

3. INVESTMENT INCOME

Investment income is the bank interest received during the year.

4. INCOMING RESOURCES	FROM	CHARITABLE	ACTIVITIES	
	<u>Unrestricted</u>	<u>Restricted</u>	<u>2016</u>	<u>2015</u>
	£	£	£	£
Adult Therapy Services				
Grants: Department of Health	-	-	-	31,000
Grants: Home Office	-	43,913	43,913	27,544
Grants: True and Fair Foundation	-	15,000	15,000	17,500
Therapy income	72,562	-	72,562	66,745
Trauma assessments	-	-	-	29,250
	<u>72,562</u>	<u>58,913</u>	<u>131,475</u>	<u>172,039</u>
Forensic Services				
Grants: City Bridge Trust	-	48,750	48,750	24,700
Forensic Services	99,692	-	99,692	93,235
	<u>99,692</u>	<u>48,750</u>	<u>148,442</u>	<u>117,935</u>
Training, Supervision & Consultancy				
Training and consultancy	27,725	-	27,725	45,763
Other Income	-	-	-	876
	<u>27,725</u>	<u>-</u>	<u>27,725</u>	<u>46,639</u>
Young People's Therapy Services				
Grants: BBC Children in Need	-	29,345	29,345	28,623
Grants: Comic Relief - SADV	-	-	-	48,404
Grants: Comic Relief - VAWG	-	-	-	(7,258)
Grants: Ministry of Justice	-	-	-	57,364
Grants: Tudor Trust	-	-	-	37,667
Grants: Comic Relief	-	16,667	16,667	-
Grants: John Lyon's Charity	-	16,667	16,667	-
Grants: Home Office	-	56,797	56,797	-
Therapy income	76,949	-	76,949	64,083
Other income	2,100	-	2,100	-
	<u>79,049</u>	<u>119,476</u>	<u>198,525</u>	<u>228,883</u>
COSA Project				
Grants: Esmée Fairbairn	-	-	-	29,122
Grants: Lankellychase Foundation	-	-	-	15,000
Grants: London Borough of Camden	-	5,333	5,333	26,667
Therapy income	-	-	-	7,500
Other income	2,650	-	2,650	2,500
	<u>2,650</u>	<u>5,333</u>	<u>7,983</u>	<u>80,789</u>
Family Support Services				
Grants: Department of Health	-	9,500	9,500	25,000
Grants: Home Office	-	15,942	15,942	-
Grants: Trust for London	-	29,000	29,000	7,250
Souter Trust	-	250	250	-
Helpline	22,799	-	22,799	13,833
Other income	7,452	-	7,452	1,886
	<u>30,251</u>	<u>54,692</u>	<u>84,943</u>	<u>47,969</u>
Total	<u>311,929</u>	<u>287,164</u>	<u>599,093</u>	<u>694,254</u>

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NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 31st MARCH 2016

5. RESOURCES EXPENDED

	<u>Fund raising</u>	<u>Adult Services</u>	<u>Forensic Services</u>	<u>Training Supervision & Consultancy</u>	<u>Young People's Services</u>	<u>COSA Project</u>	<u>Family Support Services</u>	<u>Administration</u>	<u>2016</u>	<u>2015</u>
	£	£	£	£	£	£	£	£	£	£
Costs directly allocated to activities:										
Staff salaries	19,428	122,905	46,102	21,441	197,475	35,412	48,217	5,653	496,633	453,081
Direct costs	22,511	10,115	4,183	1,545	5,954	3,013	8,743	5,989	62,053	48,514
Audit fees								5,543	5,543	4,429
Trustees expenses										18
Support costs allocated to activities:										
Management salaries	85	7,535	2,222	1,111	12,235	2,604	4,118	399	30,309	30,088
Administration salaries	130	11,489	3,388	1,694	18,656	3,970	6,282	608	46,217	36,380
Premises costs	231	20,368	6,006	3,003	33,074	7,038	11,135	1,078	81,933	74,412
Communication costs	34	3,020	891	445	4,905	1,044	1,651	160	12,150	10,038
Information Technology	19	1,636	482	241	2,656	565	894	87	6,580	7,702
Legal and professional costs	17	1,496	441	221	2,430	517	819	79	6,020	23,899
Hire purchase interest	2	203	60	30	330	70	113	11	819	1,596
Depreciation	16	1,308	386	193	2,123	452	713	69	5,260	8,434
Miscellaneous expenses	12	1,090	321	161	1,770	377	596	57	4,384	7,555
	42,485	181,165	64,482	30,085	281,608	55,062	83,281	19,733	757,901	706,146

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

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31st MARCH 2016

6. NET INCOMING RESOURCES

Net incoming resources are shown after charging:

	2016	2015
	£	£
Depreciation of tangible fixed assets	5,260	8,434
Auditors' remuneration	5,543	4,429
Opening lease rentals - property	58,617	50,528
Opening lease rentals - equipment	<u>3,428</u>	<u>3,428</u>

7. DIRECTORS AND EMPLOYEES

	2016	2015
	£	£
Wages and salaries	527,911	475,917
Social security costs	<u>45,248</u>	<u>43,632</u>
	<u>573,159</u>	<u>519,549</u>

No employee received emoluments of more than £60,000 (2015 – £NIL).

No trustee received any remuneration or reimbursed expenses in the year (2015 - £NIL).

The average monthly full time number of staff employed by the charity during the period was as follows:

	2016	2015
Direct project staff	12.0	11.0
Management staff	0.5	0.5
Administration staff	<u>2.7</u>	<u>1.0</u>
	<u>15.2</u>	<u>12.5</u>

Total number employed full and part time during the year is 24. (2015: 23)

8. TANGIBLE FIXED ASSETS

MOVEMENTS IN YEAR

<u>Cost or valuation</u>	Opening Balances	Additions	Disposals	Closing Balances
	£	£	£	£
Computer equipment	37,949	-	-	37,949
Office equipment	1,377	-	-	1,377
Fixtures and fittings	2,961	-	-	2,961
	<u>42,287</u>	<u>-</u>	<u>-</u>	<u>42,287</u>

<u>Depreciation</u>	Opening Balances	Additions	Disposals	Closing Balances
	£	£	£	£
Computer equipment	32,871	5,078	-	37,949
Office equipment	871	127	-	998
Fixtures and fittings	2,598	55	-	2,653
	<u>36,340</u>	<u>5,260</u>	<u>-</u>	<u>41,600</u>

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31st MARCH 2016

8. TANGIBLE FIXED ASSETS (continued)

Included above in tangible fixed assets is an asset held under a high purchase contact as follows:

	2016	2015
	£	£
Computer equipment		
Net book value	<u>687</u>	<u>3,244</u>
Depreciation charged for the year	<u>5,260</u>	<u>5,562</u>

9. DEBTORS

	2016	2015
	£	£
Grant and contract income debtors	25,861	84,952
Other debtors	1,262	115
Prepayments	<u>23,926</u>	<u>16,556</u>
	<u>51,049</u>	<u>101,623</u>

10. CREDITORS: amounts falling due within one year

	2016	2015
	£	£
Trade creditors	30,845	24,103
Other taxes & social security costs	13,046	13,381
Deferred income (Note 11)	87,311	9,776
Accruals	11,883	9,043
Hire purchase creditor	-	4,137
	<u>143,085</u>	<u>60,440</u>

11. DEFERRED INCOME

	2016	2015
	£	£
Balance at 1st April	19,976	150,725
Released to incoming resources	(19,976)	(150,725)
Deferred in the year	87,311	19,976
	<u>87,311</u>	<u>19,976</u>
Balance at 31st March	<u>87,311</u>	<u>19,976</u>

Deferred income represents contract income of £87,311 related to the proportion of funding for 2016/17 services.

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31st MARCH 2016

12. SHARE CAPITAL

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

13. MOVEMENT IN FUNDS

	Balance at 01.04.16	Income	Expenditure	Transfer	Balance at 31.03.16
	£	£	£	£	£
Voluntary income					
Amanda Jenkins	5,473	-	-	-	5,473
The London Community Foundation	-	20,000	20,000	-	-
Lloyds Bank Foundation	-	7,540	5,793	-	1,747
Adult Therapy Services					
Miller Philantropy	-	15,000	15,000	-	-
Home Office	-	43,913	43,913	-	-
Forensic Services					
City Bridge Trust	-	48,750	44,638	2,076	6,188
Young People's Services					
BBC Children in Need	-	29,345	29,345	-	-
Home Office	-	56,797	56,797	-	-
Comic Relief	-	16,667	16,667	-	-
John Lyon's Charity	-	16,667	16,667	-	-
COSA					
London Borough of Camden	-	5,333	5,333	-	-
Family Support Services					
Trust for London	2,357	29,000	27,794	-	3,564
Home Office	-	15,942	15,942	-	-
Department of Health	-	9,500	9,500	-	-
Souter Charitable Trust	-	250	250	-	-
Trauma Assessments					
Department of Health	26,086	-	17,048	(9,037)	-
Total Restricted Funds	33,916	314,704	324,687	(6,961)	16,972
General Funds	55,786	323,518	415,427	6,961	(29,162)
Total Funds	89,702	638,222	740,114	-	(12,190)

Purposes of Restricted Funds:

Voluntary income

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

The London Community Foundation and Lloyds Bank Foundation – this was used to fund the cost of an Operations Manager.

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31st MARCH 2016

13. MOVEMENT IN FUNDS (continued)

Adult Therapy Services

True and Fair Foundation (formerly Miller Philanthropy) – this was used to fund the cost of a case manager/therapist.

Home Office – a £20,000 grant was used to fund the cost of a dedicated ISVA (Independent Sexual Violent Adviser) to support people with learning disabilities who are victims of sexual violence. The other grant of £23,913 was used to provide therapy service for adults with learning disabilities who are victims of historic and/or current sexual abuse in London.

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 re-offending.

Young People's Therapy Services

Funding from BBC Children in Need, Home Office, Comic Relief and John Lyon's Charity are used to provide services to support young people with learning disabilities who have experienced trauma, and those who display sexually harmful behaviours. These include psychotherapy services at Respond's Euston clinic and in nine 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

London Borough of Camden – this has enabled Respond to expand the COSA service to adults.

Family Support Service

Trust for London – the grant is used to employ a Forced Marriage worker who work towards raising awareness of the forced marriage of people with learning disabilities in all its various form F

Home Office – the grant was used to support families of victims of historic and/or current sexual abuse in London.

Department of Health – the grant was used for family service for a telephone helpline one day a week to support those who have experienced institutional abuse and those who are trying to get their family members moved closer to home and/or out of an assessment treatment unit (ATU).

Department of Health – this was used to provide trauma assessments for some of the ex-patients of Winterbourne View

Souter Charitable Trust – this is used to support the family services work at Southwark.

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31st MARCH 2016

14. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

	Unrestricted	Restricted	Total
	£	£	£
Tangible fixed assets	687	-	687
Net Current Assets	(29,849)	16,972	(12,877)
	(29,162)	16,972	(12,190)

15. OPERATING LEASE COMMITMENTS

The charity had annual commitments at the year end under operating leases as follows:

	2016	2015
	£	£
Photocopier		
Within 2 - 5 years	3,423	3,423
Land and buildings		
Within 1 year	70,673	57,200

16. RELATED PARTY TRANSACTIONS

For the whole of the year, the charity was under the control of the Directors and Trustees as shown on page 2.

During the year £500 was paid to Peter Cassell, who is the partner of the Chief Executive, Noelle Blackman, for services to the charity.

No Trustee received any remuneration during the year (2015 - £nil). No Trustees received reimbursed expenses during the year (2015 - £nil).