

**RESPOND**  
(A company limited by guarantee)

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

**FOR THE YEAR ENDED 31ST MARCH 2021**

**Company No: 2337300**  
**Charity No: 800862**

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**REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

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**OFFICERS AND FINANCIAL ADVISORS**

**FOR THE YEAR ENDED 31ST MARCH 2021**

<b>Trustees</b>	Charles Taylor Joanne Dooney Emma Suzanne Harewood (resigned 8 October 2021) Jane Caldwell Alison Kahn Oliver Lewis - Chair Angela Hassiotis Murphy Hopkins-Hubbard Jenieve Knowles (appointed 17 February 2021)
<b>Senior Management Team</b>	Noelle Blackman - Chief Executive Officer Rosie Creer - Clinical Director Adam Alive - Operations Manager (resigned 13 August 2021) Uche Maidoh - Finance Manager
<b>Company Number</b>	2337300
<b>Charity Number</b>	800862
<b>Registered Office</b>	180 King's Cross Road London WC1X 9DE
<b>Auditors</b>	Fawcetts LLP Chartered Accountants and Statutory Auditors Windover House St. Ann Street Salisbury SP1 2DR
<b>Bankers</b>	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
<b>Solicitors</b>	Russell-Cooke Solicitors 2 Putney Hill London SW15 6AB

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**DIRECTORS' AND TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

The Directors/Trustees present their report and audited accounts for the year ended 31 March 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, applicable law and the requirements of the Statement of Recommended Practice, "Accounting and Reporting by Charities" issued in July 2014.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

Respond is registered under the Companies Act 2006 as a company limited by guarantee and not having a capital divided by shares.

The company was incorporated on 23 January 1989 and registered as a charity constituted as a limited company under the Memorandum and Articles of Association on 31 January 1991. The charity registration number is 800862 and the company registration number is 2337300.

### **Recruitment and appointment of Trustees**

As set out in the Articles of Association the chair of the Board of Trustees/Directors is nominated by Respond. The Directors of the organisation are also the charity trustees for the purposes of charity law.

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

The Trustees in office in the year are set out on page 2. They have no beneficial interest in the company other than as members. The Trustees are also the directors of the company. All the Directors are members of the company and guarantee to contribute £1 in event of winding up.

### **Trustee induction and training**

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

A skills audit is currently being carried out by the Board of Trustees to ensure that the Board has the appropriate mix of relevant skills, knowledge and experience amongst the Trustees to ensure good governance and to lead Respond through the coming year to a sustainable financial future and to develop the services for the benefit of our beneficiaries.

### **Organisation**

The Board of Trustees agrees Respond's strategy with the Chief Executive and ensures that it is implemented through regular CEO reports and representations and through the line management system.

The decisions for the day-to-day operations of Respond are made by the Chief Executive in consultation with the Clinical Director. Major decisions affecting the future of the organisation are discussed and planned with the Board of Trustees/Directors who make the final decision.

### **Related parties**

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

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**DIRECTORS' AND TRUSTEES' REPORT (Continued)**

**FOR THE YEAR ENDED 31ST MARCH 2021**

**Risk Management**

The Trustees have examined the major strategic, business and operational risks which the charity faces and confirms that systems have been established to enable regular reports to be produced so that necessary steps can be taken to lessen these risks.

**Volunteers**

Thanks go out to the 45 amazing volunteers who have supported the team at Respond over the last 12 months through the COSA project, Survivors service, family support service, Young people's service and the Midland's service.

**Public Benefit statement**

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

**OBJECTIVES AND ACTIVITIES**

***Mission Statement***

To bring about positive change that enables people with learning disabilities, autism or both who have experienced abuse, violence or trauma to live richer, more resilient lives.

***Core Purpose***

Respond seeks to bring about positive change that enables people with learning disabilities, autism or both who have experienced abuse, violence or trauma to live richer, more resilient lives. Respond works through providing psychotherapy, advocacy, campaigning and other support and aims to prevent abuse from happening by providing training and consultancy and collaborating in relevant research.

***How we work***

Psychotherapy, trauma and attachment theory underpins all of our services at Respond, we work with both the individual in treatment and with their network of supporters. In our psychotherapy services Respond uses a psychodynamic, system focused approach model that allows the intervention to take place within a safe environment, while providing support and a flow of communication with the client's family and professional network. This model is applied to all our services not just the psychotherapy. The aim of the systemic component of this model is to support the network to become more able to support the client at the end of their time with Respond enabling the full benefit of the intervention to become embedded through an informed environment. Our staff is multi-skilled and we pride ourselves on our ability to support autistic people and people with learning disabilities who have experienced a wide variety of traumatic experiences and who may also cause harm to others to manage the trauma responses connected to their experiences and live more positive lives.

**ACHIEVEMENTS AND PERFORMANCE**

This year has been unprecedented, with the Covid Pandemic causing the first of many lock downs in March 2020. Covid has affected our beneficiaries hugely, with disproportionate numbers of autistic people and people with learning disabilities dying. It has also meant that many people have lost access to services, work and support leaving them lacking structure and meaning in their lives and leading to isolation and depression.

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**DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**

**FOR THE YEAR ENDED 31ST MARCH 2021**

**ACHIEVEMENTS AND PERFORMANCE (continued)**

The lockdown meant that we very quickly had to completely change our approach to supporting people. Within two weeks we had managed to move 90% of all client work online. We have used a combination of zoom, Teams, WhatsApp and telephone calls to keep the support going. There have been many challenges over the year to this new way of working but also, we have learned new skills as have many of our beneficiaries. There are some elements of this way of working that we are likely to retain even when we do return to face-to-face working. Working remotely has broadened our reach to mean that we have become a fully national service. We are now able to reach people who previously wouldn't have been able to access direct support because they were too far away and therefore provide a truly national service and reach. However, some clients were not able to benefit from remote working, this particularly affected the forensic clients, as it is much harder to hold risk remotely.

**Respond's Services**

Respond provides counselling, psychotherapy and advocacy services for adults and young people with a wide range of learning disabilities, autism or both and their families.

Many of the people who are referred to Respond have experienced significant trauma, including 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.

Our HQ and clinic are based in London, we run clinics in schools and community settings in London. This year we also set up our first hub outside of London, in Birmingham, where we have a staff of 4 currently, this team are continuing to grow as we have been commissioned to continue with our transforming care work for the next 3 years in the Black Country.

We also provide a variety of advocacy services that provide psychosocial and practical support. We provide training, consultancy and clinical supervision which are informed by our many years of experience in this specialised field.

**Young People's Service**

Within the Young People's Service (YPS), we have been able to support 44 young people in group and individual psychotherapy over the last year. We work either directly with clients who are funded or self-funded through our clinic or directly in schools who contract with us. The schools range from those for children with moderate learning disabilities and autism to those with children who exhibit profound and severe learning disabilities and challenging behaviour.

We have offered spaces for our clients to be seen either online (Since April 2020), face to face in rented clinic spaces and onsite at our school partners, depending on national guidelines and the individual's needs. Our clients age ranges from six to nineteen.

We have worked with people from an array of diverse backgrounds. For example, our young people are often from low-to no income families and due to their known additional needs of living with Autism and/ or a learning Disability, they are all also living in adversity.

Over this period, we have noticed a raise in client reported anxiety symptoms, which correlates to the increase in concerns expressed by the general population. We alongside our young people have experienced such a big social change with the rise of covid, facing the uncertainty and change to our everyday lives and now transitioning to find ways to re-engage.

The biggest challenge with our client group is around giving them space not only to grieve the losses of eighteen months of being in and out of lockdowns, but also for them to trust ever changing guidelines and 'norms'. Our client group need more space and time in comparison to their neurotypical peers to negotiate, understand and adjust to such significant changes and our services have been integral to support them in this.

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**DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**

**FOR THE YEAR ENDED 31ST MARCH 2021**

**Young People's Service (continued)**

- How the pandemic has affected the service

Since working from home, it has been a constant and important job to find ways to stay connected, not only to our clients and their networks, but also to our team within the YPS and Respond as a whole. We have been successful in adapting our services to work online, via a platform such as Teams, Zoom or even WhatsApp. The YPS team has shown great commitment to connect to their clients, authentically and they have found and shared therapeutic tools to enable creativity including when working online. We have since realised working online is a fantastic way to connect to young people outside of the London parameter and those inside London who struggle to engage with face-to-face work. Therefore, we intend to continue offering some of our services online once we move back to an in person clinic. We have also experienced that training online is a useful way of connecting to networks that we have existing relationships with, alongside a way of reaching out to a wider audience. We hope to be able to offer a blended approach to all our work in the future working both face-to-face and online.

- New developments in the service

We sadly said goodbye to one of our schools in June of this year as they were no longer in a financial position to continue to have a contract to work with us. This has meant that we are now working in 3 schools within London providing 4 days per week. We also have another contract with a 4<sup>th</sup> school. Along with our schools, we are partnering with another two charities to offer training and consultation to their teams. With the support of funding from John Lyon's Charity and BBC Children In Need, we have been able to offer limited fully funded spaces to therapy and several short-term sessions in our clinic.

- Challenges faced by the service this year

Working online has been a big change for our clients, and although we have managed this successfully, it has been a dramatic change to our usual way of working. Some young people found it hard to focus on just being in therapy when the world of the internet was also an option. We had to find ways to support our clients to focus on their process rather than social media, however, this gave us space to think with our clients about the risks and advantages the internet brought to us all.

We also had a lot of change when national lockdowns were being enforced and ended, our clients were one day in schools, and another day not being allowed to attend school, and feeling unsure of their usual timetable.

Another challenge, due to the raised needs of our client groups, was that although we were given financial support from John Lyon's Charity and BBC Children In Need, all our funded spaces were quickly filled, which meant we were unable to offer places to all the children referred to our service at our clinic. This was difficult as it meant a lot of children were left without our support due to local authorities/ schools/ CCG's lack of funding.

- Case study

One of our therapists worked with a 12-year-old autistic young person who had witnessed and experienced domestic violence at home. Thanks to their work together, the young person was able to express some behaviours and fears that were causing pain to her. She was able to accept more support in school around her health and self-esteem, due to her therapy. In therapy she was able to talk about incorporating healthier habits for her wellbeing, express her hurt safely and be understood and supported.

Case management was used to support the staff at school to understand her behaviour as communication, which meant they could better support her in her moments of anxiety at school. We were also able to connect with her mother and give her space to ask any questions that she had and have a better understanding of the impact the whole family experienced of Domestic Violence.

- Celebrations and positives

We have all felt working online has brought both challenges and opportunities to see how able our client group are when using technology, they understand and feel at home with technology - The YPS has had a fantastic opportunity to realise how amazingly resilient our client group are and how resourceful they can be given the opportunity.

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**DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**

**FOR THE YEAR ENDED 31ST MARCH 2021**

**Young People's Service (continued)**

- Celebrations and positives (continued)

Overall, we were able to deliver to 44 young people in therapy, which exceeded expectations.

We also developed skills and understanding of working online therapeutically and were able to share our skills and knowledge with professionals in online training.

88% of our clients feel they have started to address their emotional wellbeing in therapy. What we understand from this is that most of our client group have formed safe therapeutic relationships with their therapists and have started to explore their past experiences and acknowledging their emotions and feelings. This data comes from our Psychological Therapies Outcome Scale (PTOS)- an assessment we use to ensure we are positively affecting the lives of our clients.

**Circles of Support and Accountability (CoSA)**

The CoSA service meets the need for a non-clinical form of care which takes place alongside Respond's therapeutic work and acknowledges that people with learning disabilities who exhibit harmful sexual behaviour do so as a result of isolation, stigmatization, poor social and communication skills and lack of opportunity to learn about sex and their own sexuality. Respond's adapted Circle model, based on therapeutic principles offers a solution to supporting those with a history of sexual offending, or at risk of so doing, to live safely in the community.

A Circle of Support & Accountability (COSA) model brings together a group of 5 specially trained volunteers who help support and manage the risk of the person with the harmful sexual behaviour ("the core member"). The volunteers and the core member meet as a group weekly for a period of up to 18 months. They work from week to week under the guidance and supervision of a professional circle coordinator who liaises between the "inner circle" and other external professionals ("outer circle") also involved in the core member's life (i.e., social worker, psychiatrist, probation officer). The guidance given to the volunteers by the circle coordinator is informed by monthly clinical supervision with a Respond psychotherapist where the work of each Circle is reviewed, strategies and live issues discussed.

This year delivery of Circles has been severely impeded due to COVID restrictions on face-to-face group meetings. Still, while waiting to be able to start Circles, we have provided regular, sustained pre-Circle support to 9 prospective core members within the bounds of safe, social distancing. This has been delivered through such means as short 1:1 face to face meetings outdoors. Regular telephone contact, video calls and WhatsApp messaging were also used to stay in touch with our clients. This regular contact has been crucial to combating increased levels of isolation and anxiety in this client group as well as building relationships of trust and confidence which underpin the CoSA model.

In conjunction with Circles UK, Respond's CoSA service is actively exploring the commissioning of Circles for our particular client group within the new nationalised Probation Service. This is taking place within a climate where there is greater recognition than ever before of the need for specialist provision for the neuro-diverse client group within the criminal justice system. This is evidenced, for example, in the recent Criminal Justice Joint Inspection Report on Neurodiversity in the Criminal Justice system which highlights the need for practical strategies and proven forms of engagement which need the needs of this client group of which Circles is one of them. This new climate of interest is also reflected in the recent National Crime Agency investigation (to which Respond contributed) on the need for a different law enforcement approach for offenders with autism.

Little progress has been made with implementing a "wrap around" service which diverts young people away from the criminal justice system through community managed Local Justice Panels in collaboration with the Association of Panel Members (AOPM) which is the professional network of those who sit on Youth Offender Panels and Respond's trauma informed CoSA model. This has been due to difficulties securing funding thus far. However, the Police, Crime Sentencing and Courts Bill offers opportunities for new rehabilitative opportunities for young people, and it is hoped that Respond can build on this political will in the year to come.



**DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**

**FOR THE YEAR ENDED 31ST MARCH 2021**

**Circles of Support and Accountability (CoSA) (continued)**

Case Study

We have been able to run one Circle due to pre-pandemic good early relationships established face to face with the volunteers and confidence with Zoom by both Core Member (CM) and his parents. This Circle has met weekly either remotely or in person since February 2020 with the expectation to terminate in September 2021. This beneficiary who is 19, autistic was referred due to his aggressive behaviour (both sexual and otherwise) experienced consistency through the Circle which helped to manage the acute disturbance of COVID. His behavioural specialist says of the Circle; *"it has been an important outlet for him...to sort through his thoughts and feelings. Human connection was a driving force behind the problematic behaviour historically and connecting with different people from different walks of life has facilitated that human connection."* The Circle volunteers reported that he has matured, and the management of his emotions has improved immeasurably. His parent said *"The Circle has been a fabulous piece of support that has been fundamental to transforming where he has been over the last 2/3 years. We couldn't be more grateful."*

**Survivors Psychotherapy Service**

*It's because of your help that I could do the zoom assessments... I don't want another service because you and Respond have been so helpful. (I) really appreciate you! Survivor Client*

The Survivor's service has had to adapt and move to being online in response to the global pandemic. Despite this we have continued to develop the service and as a result of working online our reach has expanded so we now have a national remit, making our therapy service more accessible to many more clients. Clients who have been seen in the Survivors service have all engaged in weekly therapy sessions with their therapists and have attended their sessions regularly.

In recognition of our work, we received a grant from the Home Office and are working in partnership with MOSAC (Mothers of Sexually Abused Children) to provide online therapy to survivors of childhood sexual abuse.

The Survivors service have worked with 43 clients nationally in the year 2020-21. We have seen a 200% increase in referrals from the previous year and recruited a new senior therapist and two other therapists into the service in order to meet this need. Unfortunately, despite this we struggled to meet the demand due to lack of capacity and had to close our waiting list for the last quarter.

The majority of clients coming into the service have been between the ages of 18 to 30 with 60% being female, 30% male and 10% transgender. We have had an increase in clients who identify as trans gender or non-binary. We have seen a huge increase in clients presenting with suicidal thoughts and self-harming behaviours or suicide attempts. There has been an increased number of people presenting with more serious mental health issues, including with psychotic symptoms (visual hallucinations and hearing voices) and with diagnoses such as complex PTSD, eating disorders and personality disorders.

This year we have seen an increase in referrals from autistic people who have expressed a preference for online work, and for our clients with extra vulnerabilities in their health, who have been shielding, having online therapy has been a lifeline.

The majority of our clients this year have experienced sexual violence, childhood sexual abuse, or sexual exploitation, or a combination of all three. In addition to these they have often had experiences of being brought up in the care system, neglect, domestic violence, parental mental health difficulties, loss, abandonment and have been in abusive relationships.

As well as complex trauma, many of our clients come to us with depression and anxiety, often they have very low self-esteem and will find social interaction difficult, which can make them more vulnerable to being isolated.

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**Survivors Psychotherapy Service (continued)**

The pandemic has exacerbated this for many of our clients, who have struggled with feelings of loneliness as well as increased levels of anxiety, caused by having to manage without their usual activities or support structures. Without professionals involved in their care, many have been more vulnerable to domestic abuse and online bullying.

80% of our clients have reported significant improvements in their mental health and wellbeing, the remaining 30% have not yet completed their therapy contracts.

Some of the outcomes of being in long term therapy for our clients have been:

- Improvement in mood
- Decreased anxiety levels
- Reduction in self harm, suicidal thoughts
- Reduction in using substances to manage trauma symptoms
- Reduction in suicide attempts and A&E admittance
- Increased self-esteem, leading to paid employment and attendance at college
- Improved relationships with family members
- Increased understanding of their autism
- Ability to keep themselves safe in relationships
- Increased ability to manage trauma symptoms
- Increased ability to express difficult feelings to others
- Increased ability to self-regulate

**Advocacy Services**

The Independent Sexual Violence Adviser (ISVA) service has continued to support victims of sexual violence this year and has been fortunate to expand services through extra funding, so that an advocacy team has been established. We received funding from the Gateway project for an additional independent sexual violence advocate (ISVA) post. This has significantly increased our capacity to offer support to more people with a learning disability who have experienced sexual harm and assault.

The advocacy team now includes 2 ISVAs, a domestic violence (DV) advocate and a young women's advocate (YWA). The DV advocate also continues working with victims of harmful practices. This year, the advocacy team received 128 referrals, which compares to the year before when the number of referrals was significantly lower at around 70.

This difference is due to a number of factors. Firstly, we have had increased capacity and the advocacy service has become more known due to partnerships and networks and also because of extending reach nationally but also due to COVID there has been a higher need for support. We have also received an increase in male referrals. The team is now supporting clients nationally around Domestic Violence (DV), Sexual Violence, hate crime, family courts, inappropriate residential placements, whether offering emotional support and advocacy or signposting. The DV advocate is funded one day to work with Solace's partners in the Ascent project – this involves case work around domestic abuse and webinars to raise awareness of working with people with a learning disability or autistic people, the creation of a guide for practitioners and bespoke psycho ed packages. We have worked with many partners this year these include Galop, the London Rape Crisis Centres, Survivors UK, the NHS Havens, Ascent and Solace, Funding came from Mopac and the Three Guineas Trust.

The successes within the service have been around building capacity and having a team with varied skill sets. This has meant that as a team reflecting on the work we are doing, this has resulted in some change around the data we collect, our approach to support – all within the context of using a new database. We began to use Toonly animation to explain processes and systems within the criminal justice system. We began an online webchat for young women.

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**FOR THE YEAR ENDED 31ST MARCH 2021**

**Advocacy Services (continued)**

The latter was not as successful as hoped, but it did open up ideas of how to support clients in different and more innovative ways . This was one of the positives to come out of COVID – the use of different ways to communicate and support people.

The challenges during this period were around the impact of COVID and offering support to people reaching out. This has stretched capacity.

**Case study:** Tracey (anonymised) Tracey is a 35-year-old Black British female with autism, dyslexia, and a mental health diagnosis. Tracey has experienced historical sexual and domestic violence, including CSA and gang exploitation.

Tracey recently received her diagnosis of autism and disclosed that she feels she is taken advantage of because of this. She finds it difficult to read the intentions of people, and as a form of protection Tracey takes on a named persona of a character who is strong, confident, and popular. She says she keeps a boyfriend by her side to prevent her abusive ex-partner from returning. She lacks trust and struggles with the impact of her trauma. Tracey experiences periods of depression and suicidal ideation.

Tracey has been receiving weekly sessions since March 2021 discussing topics such as, healthy relationships, boundaries and consent, healthy and unhealthy thinking and self-care. A disclosure during one session concerning an ex-partner, resulted in a referral to the Marac (multi agency risk assessment conference). During this period there were several sessions around the role of the Marac and the need for safeguarding her. There were other agencies involved and there was a conflict of ideas around housing moves for Tracey and so a professionals meeting was arranged for the situation and risk to be assessed and Tracey's point of view to be established. The ISVA was clear that she would be supported during the process and that the choice was hers.

Sessions with the ISVA continued over the weeks focusing on how she felt, what her choices were and how she planned to move forward with her life. Tracey wants to be able to speak about her trauma, so she is currently on a waiting list for therapy. She is also engaging in six weeks of group sessions with Respond and plans to undertake a graphics course.

Tracey's self-esteem has grown: where she would feel overlooked or feel she didn't have a say in her life, she has started to grow in confidence and find her voice. The journey continues...

From Tracey:

I'm comfortable to talk to my ISVA about anything. I'm happy with the support that I get. I'm happy that we have a good working relationship. My ISVA is easy to talk to. I feel like I've been heard & I'm open to any support or classes I have been referred to.

**The Midlands Service**

This last year has been challenging yet rewarding for the Respond team in the Midlands as we continue to develop our service and team. We have settled in well to our offices on Broad Street; central Birmingham, and our team has grown to welcome a Transforming Care Service Coordinator, two Senior Therapists, two Therapists and two CoSA project workers. We now seek to appoint a replacement Midlands Service Manager to lead the direction of our service and support the team with embedding the work of Respond the within the Midlands region.

From April 2020 to March 2021, seven individuals between the ages of 16 and 31 have accessed the Transforming Care service within Respond. Two of these seven clients have had additional funding secured following on from the original Transforming Care pilot project and we continue to offer support to the individuals as well as the teams and networks around them.

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**The Midlands Service (continued)**

We have commenced work with each of the five women who have been identified to access the support of Respond's Women's service and have extended our expertise out to offer 'Trauma Awareness Training' to a variety of beneficiaries across the Midlands.

The pandemic has brought new challenges to working and has forced much of our work, therapy and training to be facilitated online. Covid restrictions have created additional difficulties to the logistics of visiting clients within hospital settings and has had an impact on timescales for discharge for the clients we support. Despite these difficulties, we have successfully supported two of the five women to transition out of their long stay hospital placement into the community and continue to work together with services to build robust and reliable networks around the individuals we support, their families and teams.

Due to several factors; including change of management, challenges with recruitment and Covid restrictions – our Forensic service in the West Midlands was not able to develop as planned. With credit to our strong connections, partnership working and quality service delivery, it was agreed for us to continue and develop our work against the funding that had been originally identified for the forensic service. This has and will enable us to support more individuals, networks and provider teams with Trauma informed thinking and practice throughout the Midlands.

Reflecting on this year, a real highlight for our team has been the successful transition out of long-term hospital placements into the community for two of our clients within the Women's service. Our team worked hard to build strong and trusting relationships with the individuals which supported them to 'hold the hope' of their lives outside of hospital.

It means so much for us to be able to hear and witness plans that were once on paper as part of our client's life plan; being turned into real life experiences and we now look forward to continuing our support on to the next stage of their journey to healing through therapy.

The future of our service within the Midlands is looking bright as we grow from strength to strength and continue to deliver a quality support and training within the region. We are working together with Warwick University to extend the independent evaluation of the Transforming Care work which we hope will highlight the strengths of the framework as well as identify areas for development for this new and innovative way of working. We hope that when a suitable candidate for the role of Midlands Service Manager is appointed – we will then have opportunity to think about developing our services in the Midlands beyond our existing contracts and commitments.

**Forensic Service**

Respond's Forensic Service supports young people and adults with learning disabilities, autism or both who are a risk to themselves and/or others because of aggressive and/or sexually harmful behaviour. Due to the complexity of individual needs, the Forensic Service offers a bespoke approach tailored to the needs of each individual and the networks of support around them.

Over the year, we had 13 clients using the service for treatment, and this includes 4 new clients and 3 clients from the Midlands base that are managed by the Forensic Service. Most of our clients fall within the 16-18 age bracket, and 2 clients are over 30. The presenting difficulties are exhibiting harmful sexualized behaviors in general and, in particular, pornography addiction and aggression in the context of disorganised attachment have been on the rise.

The service continues to build upon the application of forensic psychotherapy ideas in treatment with client that have an LD and/or diagnosis of ASC.

Covid-19 has greatly impacted the individuals, families, and professionals that our Forensic Service supports. Our clients and their families have faced greater levels of anxiety, isolation, chaos, and stress. Many statutory services have been closed or are running at reduced capacity. We have adapted our Forensic Services to deliver online therapy, case management, family support and specialist training for professionals during the crisis.

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**Forensic Service (continued)**

However, due to the high safeguarding risks of online working for our client group, we have been unable to deliver Risk Assessments online. Meeting in person is essential for the assessing of risk, as it requires a deep understanding of traumatized clients and risky behavior. Although we have not been able to offer Risk Assessments for a total of 4 cases where the risk could not be assessed properly online, we have continued to provide a level of consultation to the professional and family networks associated with these cases, which has helped contain some of the difficulties that the networks and clients are experiencing. Since we have returned to working in person, the risk assessments have been scheduled to start in September 2021. This work is also part of managing the cases that are placed on the waiting list.

Apart from an ongoing need for detailed risk assessment and analysis, we have also seen an increase in referrals for therapy treatment as well as family support. The complexity of cases referred (for both therapy and risk assessment) has also increased and we are increasingly receiving referrals on behalf of clients that are placed in secure units and therefore not only community-based referrals. This is partly because clients with autism and/or learning disability have been particularly affected by the effects of the COVID-19 pandemic. Reductions in staffing levels due to illness and reductions in routine support provision have put our clients at increased risk, while the severe disruption of their routines, treatment and social lives over the last 18 months, has compounded the levels of trauma that they were already dealing with. In some cases, early release due to COVID-19 outbreaks, meant that a sudden transition in the community intensified the levels of support needed, while in other cases delays in securing housing placements due to reduced capacity of providers has meant that clients have remained stuck in institutions or temporary accommodation (even hotels), for prolonged periods of time. Prolonged incarceration in institutions is particularly evident in many cases of forensic cases of clients, due to lack of appropriate support in the community that was exacerbated by the pandemic.

What has added to the difficulty is that despite an increase in referrals and enquiries, we have seen that it has become harder to secure funding for treatment during the pandemic period and most referrals do not progress to treatment.

We have been able to start working collaboratively with the Midlands team, on several forensic cases. We are particularly pleased with this development and hope to continue to integrate our services. We are also in the process of creating a more integrated pathway between the forensic and COSA service and are planning to introduce a group intervention that is suitable for a lot of our clients.

The service faces financial challenges ahead. This is because various contracts were cancelled when we could not carry out forensic work face to face during this first year of the pandemic.

The Respond Forensic team enables individuals to make significant changes in their lives when they are faced with very challenging situations and are at risk of entering the criminal justice system. Aspects of the service support the individuals to address their issues at the earliest points and prevents their behaviour spiraling out of control. The short-term outcomes are: Improved mental well-being; increased ability to make positive choices, more control in their lives; decreased risk for individuals to be involved in the criminal justice system; improved mental well-being increased awareness of risk for family members; increased knowledge and skills of professionals and family members, thus improving the support for individuals. These outcomes support the individuals to have longer-term changes including the ability to sustain behavioral change. This includes improved mental health and safer behavior which moves them further away from the criminal justice system. The changes are measured using the Psychological Therapy Outcome Scale - Intellectual Disability assessment tool and through case study observations.

The service demonstrated a strong track record of enabling positive changes: 73% reported an improvement in managing distress and clients through interviews tell us that they had left behind behaviors which had put themselves or others at risk (and leading to the involvement of the criminal justice system) and this was attributed to therapy. Only one out of 13 therapy clients broke their license conditions (but reoffending was prevented).

**Case study**

Jack, 16 years old, was referred by his school for a forensic risk assessment. Jack was referred because of inappropriate approaches to female peers, persistent attention, and unwanted contact at times. Jack was diagnosed with Autistic Spectrum disorder, ADHD and learning disability.

## **DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**

### **FOR THE YEAR ENDED 31ST MARCH 2021**

#### Case study (continued)

Jack as expected, has difficulties with social interaction, understanding verbal and non-verbal cues as well as repetitive and restricted behaviour. He was described to us by his school at the pre assessment meeting as someone with predatory tendencies who can cause greater harm in the future. The system of professionals around him described a worrying picture of someone who would not stop until he got what he wanted and who was targeting younger and vulnerable girls. It was obvious that the school and some of the professionals around him did not consider the fact that he was an adolescent with limited sexual knowledge and understanding, whose sexual development was underway as would be expected in adolescence. There was a tendency to see all sexual behaviours and needs that he displayed as perverse or dangerous and he was effectively barred from any sexual experience or expression. As a young man with autism, he had sensory needs that were not being considered as well as communication needs that were dismissed. This was concerning as he was in a special school that were specifically provisioned to meet his needs.

When we carried out the assessment and found Jack to be appropriate, calm, polite and willing to participate in the sessions so that his voice can be heard; something he did not experience at school often. What we found was that the measures taken by the system around Jack were unnecessarily restricting, distressing and frustrating for Jack who was already struggling to navigate through adolescent interaction and in fact, exacerbated the risks further. At any opportunity he had he was trying to escape the restrictions hoping that he can prove himself to the teachers as able to cope better. The teachers in turn, saw his tendency to try to escape as confirmation that he was unruly and a danger to others as he couldn't follow rules and regulations in their eyes. We identified psychoeducational needs that had not been addressed, which could then be specifically focused on to help increase Jack's understanding of sexual knowledge (including working on his understanding of consent).

We found that not only he was not predatory and a risk to others but that he was not getting the education he needed for him to develop his potential as the focus was on his behaviour. We recommended that the restrictive measures in place at the school must stop with immediate effect as they infringe on Jack's liberty, are not time limited and not adding to his social skills education. Alternative measures need to be in place to help Jack learn how to create and maintain peer relationships. We also recommended that Jack's current school should have some training on working with young people with learning disabilities, especially autism and harmful sexual behaviour. We also identified difficulties with emotional regulation that were addressed by recommending psychotherapy treatment. On the basis of the latter, we made a number of recommendations around occupational and social activities that were neglected, his vulnerabilities that were overlooked and as a result he was being bullied by his peers, for him to access psychotherapeutic treatment, and to access a tailored sex education package. In short young people with autism face a type of discrimination where their need to have meaningful relationships and sexual contact is denied and they are not supported to learn and understand consent. Jack like most other young men we have assessed at Respond are risk assessed and given 1:1 supervision that does not have an educational element to it but is merely for policing them whenever they express any sexual desires or attempt to experiment unlike their neurotypical peers.

#### **Family Support Services**

The family support service provides both face to face and online therapy to individuals and couples. We offer support for up to 1 year (44 sessions). Many of the families that we offer therapeutic support to have a loved one in an assessment treatment unit, who is placed in a hospital far away from home, who have experienced abuse or trauma during their time in hospital/care. We also work with families who have lost a loved one through 'death by indifference' (see case study to understand this term).

Twenty-seven family members have been referred to the family Support Service over the last year. Ten of these are new to the service. The age range is between 30-60 years. 98% are female, 96% are white British.

The Covid pandemic has led to many more families reaching crisis points due to a variety of reasons such - as having been unable to see their loved ones in their care homes/hospitals for very long periods of time; schools having been closed; support groups have been put on hold and the NHS has been concentrating on COVID-19 and this has left the health needs of people with learning disabilities behind.

## **DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**

### **FOR THE YEAR ENDED 31ST MARCH 2021**

#### **Family Support Services (continued)**

During the pandemic, recent research highlights those carers of individuals with learning disabilities are five times more likely to report severe anxiety than parents of children without intellectual disability. Throughout the pandemic an increasing number of families have also experienced significant trauma connected to the care for their family member with learning disabilities/autism during lockdown. These families report being completely let down and neglected by statutory services, with some relationships breaking down entirely.

The families that come to Respond are parents and siblings of autistic people and/or people with learning disabilities who have experienced complex trauma - and are much more likely to suffer further trauma or abuse. Disabled children are 3 times more likely than non-disabled children to be victims of child sexual abuse. The family members themselves are also severely traumatised from their experiences of caring for loved ones, particularly during the pandemic as services were restricted or closed. Many are stretched to the limit – juggling care with work and family, struggling with poor mental and physical health. Carers of individuals with learning disabilities are five times more likely to report severe anxiety than parents of children without learning disabilities; 1 in 8 adults in the UK provide unpaid care for family and friends: 81% of unpaid carers are currently providing more care than before lockdown; 64% stated their mental health has worsened (Carers UK) Respond led on a scoping project into how families are traumatised by services (in partnership with The Tizard Centre and the Challenging Behaviour Foundation (CBF)).

Our family feedback highlighted:

- Trauma experienced by family carers is multi-layered and complex.
- Families experience wide range of trauma but receive little/no support.
- Families have additional burden of needing to search for own support.
- Negotiating through a not fit-for-purpose system increases trauma.
- This trauma could be avoided in the first place. -
- The impact of this trauma on families is high and ongoing. *"The system is broken, and no one takes any responsibility. The impact of this on carers, and the constant fight, cannot be underestimated."* Family Carer

The pandemic meant that all our supportive work happened remotely. Whilst many of our families worked remotely before as we are a national charity there were many who came into the clinic for face-to-face support previously. Our support group has been put on hold as we have not been able to meet in person and many members did not have access to remote ways of connecting.

#### **New developments in the service**

We have been granted funding to support families who care for an autistic person or someone with learning disabilities, who are dealing with relationships that have broken down between their family and the supporting network of professionals. Targeted support for these families aims to ensure that their loved ones receive timely and appropriate support; increasing their quality-of-life outcomes and reducing the likelihood of further trauma and associated lifelong issues for the whole family.

After our work alongside Tizard and the CBF carrying out the family scoping project on trauma and families - 'Predictable and Preventable' we were commissioned to continue to work with several families therapeutically. We have also been working closely with the NHS Taskforce to offer families supervision whilst they are part of the taskforce.

Over the course of a year, we have undertaken some complex mediation work between a local authority and a family. Previous to the pandemic the family service had always worked both in person and remotely. During the pandemic however, all our work has been online. This has enabled us to work more flexibly with more people nationally at a time that is convenient to them, this suits many of our families due to their busy lives.

**RESPOND**  
(A company limited by guarantee)

**DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**

**FOR THE YEAR ENDED 31ST MARCH 2021**

**Challenges faced by the service this year**

Many of these are in relation to COVID and the restrictions associated with this. Our clinic closed in March 2020 and all our work then took place online. However, there were some aspects of our work that could not continue as it wouldn't have been possible to online. We had to end our family support group that met monthly, an attempt was made to take this online but it clear that this would not be possible to continue.

**Celebrations and positives**

We are gradually starting to see clients again face to face.

We are receiving more referrals and requests for support which is seeing the service develop and grow, many of these are commissioned through Clinical Commissioning Groups which means that we are able to offer a full year of therapy within our case management model, this offers families a really comprehensive service.

**A brief case study**

*"My son, who had Downs Syndrome, died very suddenly in 2012 – a premature and completely preventable death. Devastating .... but the on-going support being given by my counsellor at Respond is helping me enormously. Her specialist experience means that she understands not just the bereavement issues but also the traumatic aspects of waiting for so long for investigations to be completed before an inquest can even begin to be considered. My weekly conversations are enabling me to discuss very difficult feelings in a way which feels non-judgemental and very supportive. I am being helped to realise that coping with how badly my son was failed by the agencies involved in his care IS very difficult and that it is ok to need help. This is a vitally important service".*

**Policy and Influence**

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

**Respond Action Group**

The Respond Action Group bring lived experience of learning disability to the heart of Respond. The Group is influential in Respond strategy and operation and seeks to influence external stakeholders such as decision-makers in government. Within Respond, the Group plays a role in guiding the Trustees and staff team in making better decisions because they bring their expert experience to our work, and most importantly our thinking. Their perspective is helpful in determining service planning, delivery and evaluation. The Group also offers its expertise to external stakeholders.

**Respond also:**

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

**Funders and Donors**

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

BBC Children In Need  
Charles Hayward Foundation  
Dept of Health and Social Care



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(A company limited by guarantee)

**DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**

**FOR THE YEAR ENDED 31ST MARCH 2021**

**Funders and Donors (continued)**

Esmée Fairbairn  
Survivors Trust  
HMRC  
Henry Smith  
John Lyon's Charity  
The London community Fund  
Three Guineas Trust  
Edward Gostling Foundation  
Hobson Charity  
Lloyds Bank Foundation  
City of London Corporation

**FINANCIAL REVIEW**

The Statement of Financial Activities showed a net surplus of £215,670 (2020: £134,932) for the year and reserves stood at £612,525 (2020: £396,855).

Total income increased by 12.76% in the year to £1,416,472, up by £160,339.

As in previous years Respond has continued to target an operating surplus to grow the unrestricted reserves and a diverse income stream.

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 assessing the going concern position for Respond for the next 12 months the Trustees have prepared detailed financial forecasts and based on the cash-flow forecasts, are confident that there will be sufficient cash available to meet the liabilities as they fall due. These forecasts include income from several grants, contracts and partnership fees which have been secured, as well as a conservative projection of income streams not yet fully secured.

**Investment powers and policy**

The Memorandum and Articles of Association authorise the Trustees to make and hold investments using the general funds of the charity. The trustees have the power to invest in any way that they see fit.

**Remuneration policy for key management personnel**

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

**Reserves policy**

Responds reserve policy is to maintain 1 months forward looking costs, plus the contractual costs of closing down plus a variable sum as identified by the board to represent expected future costs. In addition, the board will require explanation if the reserves fall below either 3 months forward looking costs or 75% of their previous highest level.

At the end of March 2021, the reserve target was £397,000, and the unrestricted funds not designated or invested in tangible fixed assets held by the charity were £584,235 (2020: £386,177).

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**DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**

**FOR THE YEAR ENDED 31ST MARCH 2021**

**Reserve Policy (continued)**

Over the last few years Respond has had a deliberate financial strategy focussed on widening the range of diverse income streams. These include trust and foundation grants, sales of service and block contracts.

This has successfully enabled us to build reserves that will enable investment in developing a resilient organisational structure.

These non-designated reserves will be put towards the initial funding of new posts that have been identified as needed to further develop the infrastructure of Respond now that it has become a larger organisation. This will enable us to bridge the funding gap whilst we work towards our financial strategy of incorporating these into the core costs.

**FUTURE PLANS AND DEVELOPMENTS**

**2021 – 2022 Strategic Priorities**

- Improve the wellbeing and social integration of autistic people or people with learning disabilities who have experienced abuse or trauma.
- Reduce the risk of offending for autistic people or people with learning disabilities who may cause harm to themselves or others.
- Increase stakeholders understanding and knowledge of the needs and rights for autistic people or people with learning disabilities who have experienced trauma.

**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.

**RESPOND**  
(A company limited by guarantee)

**DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

**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 FRS102 effective from 1 January 2015 and the Memorandum and Articles of Association of the charity.

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

**AUDITORS**

A resolution will be proposed at the Annual General Meeting to appoint auditors of the charity for the ensuing year.

**APPROVED BY THE BOARD AND SIGNED ON ITS BEHALF BY:**



.....  
**Oliver Lewis - CHAIR**

**DATED:** 22 December 2021 .....

**REPORT OF THE INDEPENDENT AUDITORS  
TO THE TRUSTEES OF RESPOND**

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**Opinion**

We have audited the financial statements of Respond (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The other information comprises the information included in the Report of the Trustees (including Strategic Report), other than the financial statements and our Report of the Auditors thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees, which includes the Report of the Directors and the Strategic Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Report of the Directors included within the Report of the Trustees have been prepared in accordance with applicable legal requirements.

**REPORT OF THE INDEPENDENT AUDITORS  
TO THE TRUSTEES OF RESPOND (CONTINUED)**

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**Matters on which we are required to report by exception**

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Report of the Directors included within the Report of the Trustees.

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

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

**Responsibilities of Trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also directors of the charitable company for the purposes of company law and trustees of the charity for the purposes of charity law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

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

**Identifying and assessing potential risks related to irregularities**

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations we consider the following:

- the nature of the charity sector, control environment and financial performance;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charity's documentation of their policies and procedures relating to:
  - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
  - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

**REPORT OF THE INDEPENDENT AUDITORS  
TO THE TRUSTEES OF RESPOND (CONTINUED)**

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**Identifying and assessing potential risks related to irregularities (continued)**

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following area: revenue and resource recognition. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

**Audit response to risks identified**

As a result of performing the above, we identified revenue recognition and allocation as a key audit matter related to the potential risk of fraud. Our procedures to respond to risks identified included the following:

- reviewing source documentations of grants and donations to ensure accurate disclosure into restricted and unrestricted categories;
- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to compare against expectations and based on past experiences and management forecasts to identify any unusual or unexpected relationships that may indicate risk of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance;
- enquiring of those charged with governance to confirm the charity's ability to remain a going concern for a period of not less than 12 months from the date of this audit report and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; applying parameters designed to identify entries that were not within our expectations; and evaluating the charity's rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Auditors.

**Use of our report**

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Simon J. Ellingham*

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

Date: 22 December 2021

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

**FOR THE YEAR ENDED 31 MARCH 2021**

Income and expenditure		Unrestricted	Restricted	2021 Total	2020 Total
	Note	£	£	£	£
<b>INCOME AND ENDOWMENTS:</b>					
Donations and legacies	2	25,459	185,624	211,083	107,285
Charitable activities	2	901,844	303,545	1,205,389	1,146,374
Other trading activities	2	-	-	-	2,474
		<u>927,303</u>	<u>489,169</u>	<u>1,416,472</u>	<u>1,256,133</u>
<b>EXPENDITURE ON:</b>					
Raising funds	3	6,044	-	6,044	12,402
Charitable activities	3	705,589	489,169	1,194,758	1,108,799
		<u>711,633</u>	<u>489,169</u>	<u>1,200,802</u>	<u>1,121,201</u>
<b>NET INCOME/(EXPENDITURE)</b>		215,670	-	215,670	134,932
Transfers between funds		-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<u>215,670</u>	<u>-</u>	<u>215,670</u>	<u>134,932</u>
<b>RECONCILIATION OF FUNDS:</b>					
Total funds brought forward		396,849	6	396,855	261,923
<b>TOTAL FUNDS CARRIED</b>		<u><u>612,519</u></u>	<u><u>6</u></u>	<u><u>612,525</u></u>	<u><u>396,855</u></u>

The above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

**RESPOND  
BALANCE SHEET  
AS AT 31 MARCH 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible fixed assets	8	28,284	10,672
<b>Current assets</b>			
Debtors	9	564,254	201,102
Cash at bank and in hand		518,798	538,711
<b>Total current assets</b>		1,083,052	739,813
<b>Liabilities</b>			
Creditors: Amounts due within one year	10	(498,811)	(353,630)
<b>Net current assets</b>		584,241	386,183
<b>NET ASSETS</b>		<b>612,525</b>	<b>396,855</b>
<b>Funds</b>			
Unrestricted funds:	14	612,519	396,849
Restricted income funds	14	6	6
<b>TOTAL CHARITY FUNDS</b>		<b>612,525</b>	<b>396,855</b>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

These accounts were approved by the Board of Trustees/Directors on...22 December 2021.....and were signed on its behalf by:



.....  
**Oliver Lewis (Trustee)**

Company registration number: 2337300

The notes form part of these financial statements



**RESPOND**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	2021 £	2020 £
<b>Cash provided by operating activities</b>	a	6,483	302,848
<b>Cash flows from investing activities:</b>			
Purchase of tangible assets		(26,396)	(3,601)
Net cash provided by/(used in) investing activities		<u>(26,396)</u>	<u>(3,601)</u>
<b>Increase/(decrease) in cash and cash equivalents in the year</b>		(19,913)	299,247
Cash and cash equivalents at the beginning of the year	b	538,711	239,464
Cash and cash equivalents as at the end of the year	b	<u><b>518,798</b></u>	<u><b>538,711</b></u>

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

	2021 £	2020 £
Net income/(expenditure) for the year as per the Statement of Financial Activities	215,670	134,932
Adjusted for:		
Depreciation	8,784	7,584
(Increase)/decrease in debtors	(363,152)	(49,954)
Increase/(decrease) in creditors	145,181	210,286
<b>Net cash (used in)/provided by operating activities</b>	<u><b>6,483</b></u>	<u><b>302,848</b></u>

**b) Analysis of cash and cash equivalents**

	2021 £	2020 £
Cash at bank and in hand	<u><b>518,798</b></u>	<u><b>538,711</b></u>

**RESPOND**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

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**1. ACCOUNTING POLICIES**

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**a) Basis of preparation of the accounts**

The financial statements have been prepared under the historical cost convention and in accordance with applicable Accounting Standards in the United Kingdom, the accounting regulations issued under the Companies Act 2006 and the Statement of Recommended Practice (SORP) FRS102 "Accounting and Reporting by Charities".

Respond meets the definition of a public benefit entity under FRS 102.

**b) Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt over the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of two years from the date of approval of the financial statements.

At 31 March 2021, 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.

The Coronavirus outbreak has so far not had a material impact on this assessment and, based on their current knowledge, they do not expect it to do so going forward.

**c) Fund accounting**

Unrestricted funds are general funds that are available for use at the trustees' discretion in the furtherance of the objectives of the charity.

Restricted funds are those donated, or raised, for use in a particular area or for a specific purpose. The purposes and uses of the restricted funds are set out in the trustees report. Purchases of fixed assets with restricted funds are deemed to be satisfied once the purchase has taken place and therefore these restricted fund balances are released to unrestricted general funds unless the restriction is deemed to be on a permanent basis.

All funds are reviewed annually and transfers between funds undertaken as determined by that review.

**d) Income**

Voluntary income including donations, gifts and legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support performance activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income is only deferred when the donor specifies that the grant or donation must only be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement.

**e) Volunteers and donated services and facilities**

The value of services provided by volunteers is not incorporated into these financial statements. Further details of the contribution made by volunteers can be found in the trustees' annual report.

Where services are provided to the charity as a donation that would normally be purchased from our suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

**RESPOND**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

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**1. ACCOUNTING POLICIES (continued)**

**f) Resources expended**

Expenditure is recognised when a liability is incurred. Contractual arrangements and performance related grants are recognised as goods or services supplied. Other grant payments are recognised when a constructive obligation arises that result in the payment being unavoidable.

Charitable activities include expenditure associated with the main objective of the charity and include both the direct costs and support costs relating to these activities.

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

**g) Pension costs**

The charitable company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

**Leasing and hire purchase commitments**

Rental payments under operating leases are charged as expenditure as incurred over the term of the lease.

**h) Irrecoverable VAT**

All resources expended are classified under activity heading that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

**i) Taxation**

The Charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**j) Tangible fixed assets and depreciation**

Tangible fixed assets (excluding investments) are stated as cost less depreciation. The cost of minor additions or those costing less than £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

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

**k) Financial Instrument**

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

Debtors are measured at their recoverable amount.

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**RESPOND  
NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2021**

2. INCOME	Unrestricted £	Restricted £	2021 £	2020 £
<b>INCOME FROM DONATIONS AND LEGACIES</b>				
Grants	17,400	185,624	203,024	97,250
Donations	8,059	-	8,059	10,035
	<u>25,459</u>	<u>185,624</u>	<u>211,083</u>	<u>107,285</u>
<b>INCOME FROM CHARITABLE ACTIVITIES</b>				
<b>Survivors Services</b>				
Grants	139,129	37,500	176,629	37,500
Therapy Income	28,263	-	28,263	29,873
Trauma Assessments	-	-	-	1,211
Training and Consultancy	2,000	-	2,000	3,000
Other Income	2,015	-	2,015	16,986
<b>Forensic Services</b>				
Grants	-	16,667	16,667	47,500
Forensic Services	140,613	-	140,613	123,682
Other Income	2,000	-	2,000	-
<b>Learning and Development Services</b>				
Grants	-	-	-	6,667
Training and Consultancy Income	21,310	-	21,310	14,440
<b>Young People's Therapy Services</b>				
Grants	-	104,932	104,932	79,819
Therapy and Harm Prevention Income	46,630	-	46,630	60,326
Training and Consultancy Income	5,150	-	5,150	16,650
Other Income	(2,000)	-	(2,000)	450
<b>COSA Project</b>				
Grants	-	60,000	60,000	26,200
Therapy Income	-	-	-	4,212
Training and Consultancy Income	-	-	-	8,600
Other Income	28,000	-	28,000	8,000
<b>Family Support Services</b>				
Grants	-	76,432	76,432	37,500
Therapy Income	171,487	-	171,487	209,613
Training and Consultancy Income	27,964	-	27,964	17,980
Other Income	11,640	-	11,640	10,797
<b>Forced Marriage Work</b>				
Grants	-	-	-	6,675
Training and Consultancy	-	-	-	565
Other Income	-	-	-	2,000
<b>West Midlands</b>				
Grants	-	8,014	8,014	-
Training and Consultancy	54,170	-	54,170	-
Other Income	208,843	-	208,843	374,512
<b>Core</b>				
Training and Consultancy	14,450	-	14,450	-
Miscellaneous	180	-	180	1,616
	<u>901,844</u>	<u>303,545</u>	<u>1,205,389</u>	<u>1,146,374</u>
<b>INCOME FROM OTHER TRADING ACTIVITIES</b>				
Room Hire	-	-	-	2,474
Other Income	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,474</u>
<b>Total</b>	<b><u>927,303</u></b>	<b><u>489,169</u></b>	<b><u>1,416,472</u></b>	<b><u>1,256,133</u></b>
<i>Total 2020</i>	<i>917,022</i>	<i>339,111</i>	<i>1,256,133</i>	

Further information on grants is provided in note 14.

**RESPOND**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**3. EXPENDITURE**

	Direct staff costs £	Direct costs £	Support costs £	2021 £	2020 £
<b>Raising funds</b>	-	6,044	-	6,044	12,402
<b>Charitable activities</b>					
Survivors Services	198,444	19,931	29,292	247,667	64,459
Forensic Services	77,743	10,853	11,476	100,072	100,190
Learning and Development Services	10,353	173	1,528	12,054	44,476
Young People's Therapy Services	117,163	10,350	17,294	144,807	124,401
COSA Project	69,978	4,770	10,329	85,077	47,556
Family Support Services	40,790	78,226	6,021	125,037	189,079
Forced Marriage Work	-	-	-	-	19,877
West Midlands	150,079	22,113	22,153	194,345	311,665
Policy, Campaigns & Leadership	187,179	30,090	68,430	285,699	207,096
	<u>851,729</u>	<u>176,506</u>	<u>166,523</u>	<u>1,194,758</u>	<u>1,108,799</u>
<b>Total</b>	<u>851,729</u>	<u>182,550</u>	<u>166,523</u>	<u>1,200,802</u>	<u>1,121,201</u>
<i>Total 2020</i>	630,686	214,871	275,644	1,121,201	

<b>Analysis of support costs:</b>	<b>2021</b> £	<b>2020</b> £
Management salaries	25,233	22,383
Administration salaries	30,277	67,192
Premises costs	35,658	99,066
Communication costs	10,994	9,984
Information Technology	18,091	7,131
Legal and professional costs	16,020	38,476
Depreciation	8,784	7,584
Miscellaneous expenses	21,466	23,828
	<u>166,523</u>	<u>275,644</u>

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

**RESPOND  
NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2021**

<b>4. NET INCOME/(EXPENDITURE)</b>	<b>2021</b>	<b>2020</b>
This is stated after charging:	<b>£</b>	<b>£</b>
Depreciation of fixed assets	8,784	7,584
Auditor's remunerations	7,800	7,800
Operating lease rentals - property	19,406	54,282
Operating lease rentals - equipment	3,428	3,428
	<u>3,428</u>	<u>3,428</u>

<b>5. STAFF COSTS AND NUMBERS</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Wages and salaries	819,800	650,578
Social security costs	69,134	54,679
Pension costs	18,305	15,004
	<u>907,239</u>	<u>720,261</u>

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

	<b>2021</b>	<b>2020</b>
Average number of employees	<u>35</u>	<u>23</u>

No employee received emoluments of more than £60,000 (2020: none).

The key management personnel of the charity are listed on page 2. The total amount of employee benefits (including employer pension contributions) received by the key management personnel for their services was £192,191 (2020: £160,813).

**6. TRUSTEES EXPENSES AND REMUNERATION**

Trustees are not remunerated and no expenses were reimbursed in the year (2020: £nil).

**7. RELATED PARTY TRANSACTIONS**

There were no related party transactions during the year (2020: £795 was paid to Peter Casell, who is the spouse of the Chief Executive, Noelle Blackman, for services to the charity).

There were no other related party transactions during the year (2020: none).

**RESPOND**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**8. TANGIBLE FIXED ASSETS**

	Office equipment	Fixtures & fittings	Computers & IT systems	Total
	£	£	£	£
<b>Cost</b>				
At 1 April 2020	5,320	3,981	57,758	67,059
Additions	-	-	26,396	26,396
Disposals	-	-	-	-
At 31 March 2021	<u>5,320</u>	<u>3,981</u>	<u>84,154</u>	<u>93,455</u>
<b>Depreciation</b>				
At 1 April 2020	2,550	2,850	50,987	56,387
Charge for the year	693	170	7,921	8,784
Eliminated on disposals	-	-	-	-
At 31 March 2021	<u>3,243</u>	<u>3,020</u>	<u>58,908</u>	<u>65,171</u>
<b>Net book value</b>				
At 31 March 2021	<u>2,077</u>	<u>961</u>	<u>25,246</u>	<u>28,284</u>
At 31 March 2020	<u>2,770</u>	<u>1,131</u>	<u>6,771</u>	<u>10,672</u>

**9. DEBTORS**

	2021 £	2020 £
Grant and contract income debtors	480,390	171,384
Other debtors and accrued income	80,479	25,555
Prepayments	3,385	4,163
	<u>564,254</u>	<u>201,102</u>

**10. CREDITORS: amounts falling due within one year**

	2021 £	2020 £
Trade creditors	40,067	32,649
Other taxes and social security costs	25,988	19,377
Deferred income (note 11)	379,402	257,098
Accruals	53,354	44,506
	<u>498,811</u>	<u>353,630</u>

**RESPOND**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**11. DEFERRED INCOME**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Total deferred income at 1 April	257,098	92,723
Additions during the year	1,196,814	1,242,688
Released to income	(1,074,510)	(1,078,313)
	379,402	257,098

Deferred income represents contract and grant income relating to the proportion of funding for 2021/22 services.

**12. OPERATING LEASE COMMITMENTS**

As at 31 March the charity had total future minimum lease payments under non-cancellable operating leases are as follows:

	<b>Equipment</b>	<b>Buildings</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Less than 1 year	2,365	-	2,365	49,122
Between 2 and 5 years	11,246	-	11,246	1,428
In 5 years or more	1,874	-	1,874	-
	15,485	-	15,485	50,550
<i>Total 2019</i>	<i>4,856</i>	<i>45,694</i>	<i>50,550</i>	

The building lease expired in September 2020. There wasn't any commitment to a new lease as at 31 March 2021. However, a new lease agreement has been signed post year ended 31 March 2021 in November 2021. Renovation works have began and we hope to move into the new building as soon as possible.

**13. SHARE CAPITAL**

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



**RESPOND**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**14. MOVEMENT IN FUNDS**

	<b>Balance at 01.04.2020</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>Balance at 31.03.2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Survivors Services</b>					
The Three Guineas Trust	-	75,000	(75,000)	-	-
City of London Corporation	-	11,561	(11,561)	-	-
Dept of Health and Social Care	-	27,371	(27,371)	-	-
<b>Forensic Services</b>					
Charles Hayward Foundation	-	16,667	(16,667)	-	-
<b>YP Therapy Services</b>					
BBC Children in Need	-	37,561	(37,561)	-	-
John Lyon's Charity	-	40,000	(40,000)	-	-
Dept of Health and Social Care	-	27,371	(27,371)	-	-
<b>COSA</b>					
Esmee Fairbairn Foundation	6	30,000	(30,000)	-	6
The Henry Smith Charity	-	30,000	(30,000)	-	-
<b>Midlands Service</b>					
HMRC Furlough	-	8,014	(8,014)	-	-
<b>Core Grants</b>					
The Three Guineas Trust	-	75,000	(75,000)	-	-
Lloyds Bank Foundation	-	46,818	(46,818)	-	-
Hobson Charity	-	417	(417)	-	-
The London Community Fund	-	23,428	(23,428)	-	-
The Edward Gostling Foundation	-	5,000	(5,000)	-	-
City of London Corporation	-	11,562	(11,562)	-	-
Dept of Health and Social Care	-	23,399	(23,399)	-	-
<b>Total Restricted Funds</b>	<u>6</u>	<u>489,169</u>	<u>(489,169)</u>	<u>-</u>	<u>6</u>
<b>Unrestricted General Funds</b>	396,849	927,303	(711,633)	-	612,519
<b>Total Funds</b>	<u><u>396,855</u></u>	<u><u>1,416,472</u></u>	<u><u>(1,200,802)</u></u>	<u><u>-</u></u>	<u><u>612,525</u></u>

**RESPOND**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**14. MOVEMENT IN FUNDS (continued)**

Comparative statement of funds for the year ended 31 March 2020:

	Balance at 01.04.2019 £	Income £	Expenditure £	Transfers £	Balance at 31.03.2020 £
<b>Survivors Services</b>					
The Three Guineas Trust	-	75,000	(75,000)	-	-
<b>Forensic Services</b>					
City Bridge Trust	1,758	47,500	(49,271)	13	-
<b>YP Therapy Services</b>					
BBC Children in Need	-	34,819	(34,822)	3	-
John Lyon's Charity	-	40,000	(40,002)	2	-
Centre of expertise on child sexual abuse	-	5,000	(5,000)	-	-
<b>COSA</b>					
Esmee Fairbairn Foundation	-	15,000	(14,994)	-	6
The Henry Smith Charity	3,717	8,700	(12,417)	-	-
Drapers Charitable Fund		2,500	(2,500)		
<b>Forced Marriage Work</b>					
Trust for London	6,650	6,675	(13,325)	-	-
<b>Learning and development</b>					
Tudor Trust	2,183	6,667	(8,850)	-	-
<b>Core Grants</b>					
Amanda Jenkins	873	-	(873)	-	-
The Three Guineas Trust	-	75,000	(75,000)	-	-
Lloyds Bank Foundation	-	19,250	(19,250)	-	-
The Ling Trust	-	3,000	(3,000)	-	-
<b>Total Restricted Funds</b>	<u>15,181</u>	<u>339,111</u>	<u>(354,304)</u>	<u>18</u>	<u>6</u>
<b>Unrestricted General Funds</b>	246,742	917,022	(766,897)	(18)	396,849
<b>Total Funds</b>	<u><u>261,923</u></u>	<u><u>1,256,133</u></u>	<u><u>(1,121,201)</u></u>	<u><u>-</u></u>	<u><u>396,855</u></u>

**RESPOND**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

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**14. MOVEMENT IN FUNDS (continued)**

**Transfers**

There were no transfers during the year. In 2020, a transfer of unrestricted funds totalling £18 was made to cover additional costs of forensic services and young people therapy services.

**Purposes of Restricted Funds:**

**Survivors Services**

The Three Guineas Trust - the grant was used towards the cost of a specialist team of Independent Sexual Violence Advisers to support people with learning disabilities who have experienced sexual violence, and to offer advice and training to other service providers.

**Forensic services**

Charles Hayward Foundation - this was used to contribute towards the funding of the Forensic service. The overall aims of the project is to improve the mental health of people with learning disabilities involved in the criminal justice system or likely to come into contact with it, thereby reducing offending and reoffending.

**Young People's Therapy Services**

Funding from the BBC Children in Need, John Lyon's Charity and Department of Health and Social Care are used to provide services to support young people with learning disabilities who have experienced trauma, and those who display sexually harming behaviors. These include psychotherapy services at Respond's Euston clinic and in seven special and mainstream schools across London boroughs. Funding was also used towards the Harm Prevention project which supports young people in schools to help them understand positive relationships.

**Circle of Support and Accountability (COSA) Project**

Esmee Fairbairn Foundation - this was used towards the running costs including staff salaries for the continuation of Respond project to provide COSA to young people and adults with learning difficulties.

The Henry Smith Charity - this was used towards the running costs including the salary of the Project Coordinator of the COSA project for adults and young people from London with learning disabilities who have displayed sexually harmful behavior.

**Families and Young People Services**

Department of Health and Social Care - Funding of costs needed to deliver a Telephone and Virtual Therapy service to clients in order to provide them with a continued service during the covid 19 pandemic.

**My Life My Marriage & Learning and Development Services**

City of London Corporation - To fund essential and urgent costs to enable Respond continue to deliver a service during the Covid -19 pandemic.

**The Midlands Team**

HMRC - Furlough staffing costs during Covid-19 pandemic.

**RESPOND  
NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2021**

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**14. MOVEMENT IN FUNDS (continued)**

**Support Costs**

The Edward Gostling Foundation - Funding of Salary costs to enable Respond to connect up digitally to create an online peer network and continue to operate during the covid-19 pandemic

Hobson Charity - This grant was a contribution towards the purchase cost of a database system.

The London Community Fund on behalf of MOPAC - Funding of incurred additional costs due to the COVID 19 pandemic.

The Three Guineas Trust - the grant was used towards Respond's core costs specifically the salaries of the chief executive, an administrator, a fundraising manager and a freelance fundraising consultant.

Lloyd Bank Foundation - the grant was used to fund and support staff in the leadership team and the operations manager.

**15. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Unrestricted £</b>	<b>Restricted £</b>	<b>Total £</b>
Tangible fixed assets	28,284	-	28,284
Net current assets	584,235	6	584,241
	<u>612,519</u>	<u>6</u>	<u>612,525</u>
<b>Net assets at the end of the year</b>	<b><u>612,519</u></b>	<b><u>6</u></b>	<b><u>612,525</u></b>

Comparative analysis of net assets between funds for the year ended 31 March 2020:

	<b>Unrestricted £</b>	<b>Restricted £</b>	<b>Total £</b>
Tangible fixed assets	10,672	-	10,672
Net current assets	386,177	6	386,183
	<u>396,849</u>	<u>6</u>	<u>396,855</u>
<b>Net assets as at 31 March 2020</b>	<b><u>396,849</u></b>	<b><u>6</u></b>	<b><u>396,855</u></b>

**RESPOND  
NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2021**

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**16. Statement of financial activities - comparative balances as at 31 March 2020**

<b>Income and expenditure</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>Total</b>
			<b>£</b>
<b>INCOME AND ENDOWMENTS:</b>			
Donations and legacies	10,035	97,250	107,285
Charitable activities	904,513	241,861	1,146,374
Other trading activities	2,474	-	2,474
	<hr/>	<hr/>	<hr/>
<b>Total income</b>	<b>917,022</b>	<b>339,111</b>	<b>1,256,133</b>
<b>EXPENDITURE ON:</b>			
Raising funds	12,402	-	12,402
Charitable activities	754,495	354,304	1,108,799
	<hr/>	<hr/>	<hr/>
<b>Total expenditure</b>	<b>766,897</b>	<b>354,304</b>	<b>1,121,201</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>150,125</b>	<b>(15,193)</b>	<b>134,932</b>
Transfers between funds	(18)	18	-
	<hr/>	<hr/>	<hr/>
<b>NET MOVEMENT IN FUNDS</b>	<b>150,107</b>	<b>(15,175)</b>	<b>134,932</b>
<b>RECONCILIATION OF FUNDS:</b>			
Total funds brought forward	246,742	15,181	261,923
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>396,849</b>	<b>6</b>	<b>396,855</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>