

APPROVAL
COPY



RESPOND
(A company limited by guarantee)

**DIRECTORS' AND TRUSTEES' REPORT
AND ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2022**

CONTENTS

	Page
General Information	3
A message from the Chair	4
A message from the CEO	5
The Respond Model	6
Respond's Highlights from 2021 – 22	12
Service Reports	15
Strategic Report	24
Report of the Trustees	25
Statement of Directors and Trustees Responsibilities	30
Auditor's Report	32
Statement of Financial Activities	35
Balance Sheet	36
Statement of Cash Flows	37
Notes to the Accounts	38 - 49

General Information

Trustees	Oliver Lewis - Chair – appointed Charles Taylor - Treasurer Jane Caldwell (resigned July 2022) Alison Kahn Angela Hassiotis Emma Harewood (resigned March 2022) Murphy Hopkins-Hubbard (resigned April 2022) Jenieve Knowles (resigned January 2022) Joanne Dooney (resigned December 2021)
Company Secretary	Alison Kahn
Senior Leadership Team	Noelle Blackman - Chief Executive Officer (CEO) Rosie Creer - Clinical Director (CD) Georgina Hoare - Organisation Effectiveness Director (OED) Victoria Kuyela - Finance Director (FD)
Company Number	2337300
Charity Number	800862
Registered Office	180 King's Cross Rd, London WC1X 9DE
Auditors	Fawcetts Chartered Accountants and Statutory Auditors Windover House St. Ann Street Salisbury SP1 2DR
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
	The Co-operative Bank plc P.O. Box 250 Skelmersdale WN8 6WT
Solicitors	Russell-Cooke Solicitors 2 Putney Hill London SW15 6AB

A message from Oliver Lewis, Chair of the Board

People with learning disabilities and autistic people faced enormous challenges in the financial year April 2021 to March 2022, due to the enduring effects of the COVID-19 pandemic. As well as the emotional strain of lockdowns, the reduction of social and vocational activities and the financial pressures, many people faced enormous anxiety.

It was clear that people with learning disabilities, in particular those who live in congregate care settings, were at increased risk of catching COVID-19 and having more severe effects. Working age people with learning disabilities were entitled to receive the vaccination from May 2021, which brought hope that there may be a way out of the pandemic. As lockdowns lifted and people began meeting in person with each other again, some people with learning disabilities experienced sensory overwhelm of renewed social contact.

This Annual Report describes how Respond has pivoted quickly and with resilience to support people with learning disabilities and/or autistic people who have experienced exploitation, violence or abuse. The staff at Respond had to adapt their approach to help our clients understand and deal with these immense pandemic-related pressures. Conducting psychotherapy from one's home is not easy, yet Respond staff continued to do this with professionalism, always having the interests of our clients at the forefront.

During the reporting period, the charity identified that its income and services had grown quickly and significantly, that it now required the management, governance, policy and systems infrastructure to match its size of £1.5m income per year and expansion of services. We created 2 new Director positions - Organisation Effectiveness Director, and Finance Director who along with the Clinical Director and the CEO form a new Senior Leadership Team (SLT) we also created an executive task and finish committee, to coordinate a process of change that is now well underway.

The charity has just adopted a new three-year strategic plan for 2022-25 with a business plan that focuses on providing the staff with the support they need to provide high quality services, gathering the data and stories that we need to measure our outcomes, and diversifying income streams to ensure financial sustainability into the future. We are now in a strong position, both programmatically and financially.

On behalf of the trustees, I would like to thank Respond's donors, funders and commissioners for their support, and the staff for their hard work in providing healing to people with learning disabilities and/or autistic people who have experienced harm.

A message from Noelle Blackman, CEO

This year has been challenging as we have continued to live in the midst of an international pandemic. However, the lockdown began to ease in the last half of the year and we gradually started to plan a return to face-to-face working. This has meant searching for new premises for both London and the Midlands. We have been lucky enough to secure two good new premises, both of which are located centrally allowing ease of access to our clients.

The first of our services to return to face-to-face working were our forensic and COSA services, as their work has been challenging to manage on line.

We have been planning for everyone to return to a hybrid version of working from May 2022. This will mean that all full-time staff will work in the office a minimum of two days a week with part-time staff undertaking an agreed equivalent amount of time in the office.

This year, we have continued to grow and have brought in many new staff, this includes two new Director posts that strengthen our Senior Leadership Team (SLT). This has enabled us over the last six months to focus on a truly collaborative approach to devising our new three-year strategy for the period 2022 - 2025. This has been led by our newly appointed Organisation Effectiveness Director (OED) strongly supported by the Clinical Director (CD) and Finance Director (FD).

As part of developing our new strategy, we have also collaboratively reviewed and renewed our mission and values to reflect the organisation that we are and strive to continue to be:

We are looking forward to being back working face-to-face with each other and our clients and to implementing our exciting new strategy.

Mission Statement

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

Core Purpose

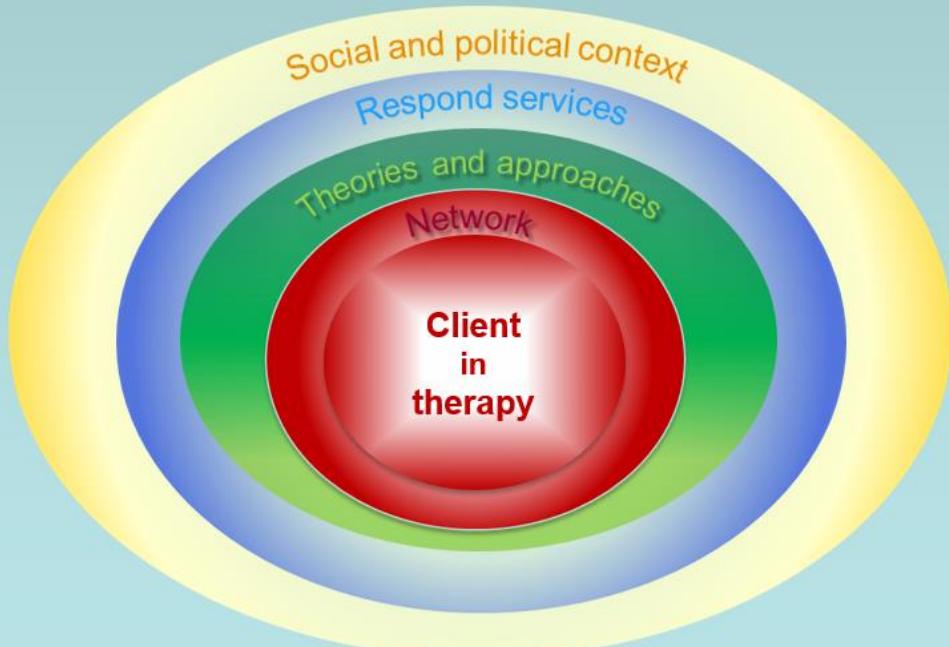
Respond seeks to bring about positive change that enables people with learning disabilities, autism or both who have experienced abuse, violence or trauma to live richer, more resilient lives. Respond works through psychotherapy, advocacy, campaigning and other support and aims to prevent abuse from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

The Respond Model

Psychotherapy, trauma and attachment theory underpins all of our services at Respond; we work with both the individual and with their network of supporters. In our psychotherapy services Respond uses a psychodynamic, system-focused approach 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 Respond services, not just 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 a more trauma informed environment. Our staff are multi-skilled, and we pride ourselves on our ability to provide unique support to autistic people and people with learning disabilities who have experienced a wide variety of traumatic experiences (who may also cause harm to others), to come to terms with their experiences and live more positive lives.

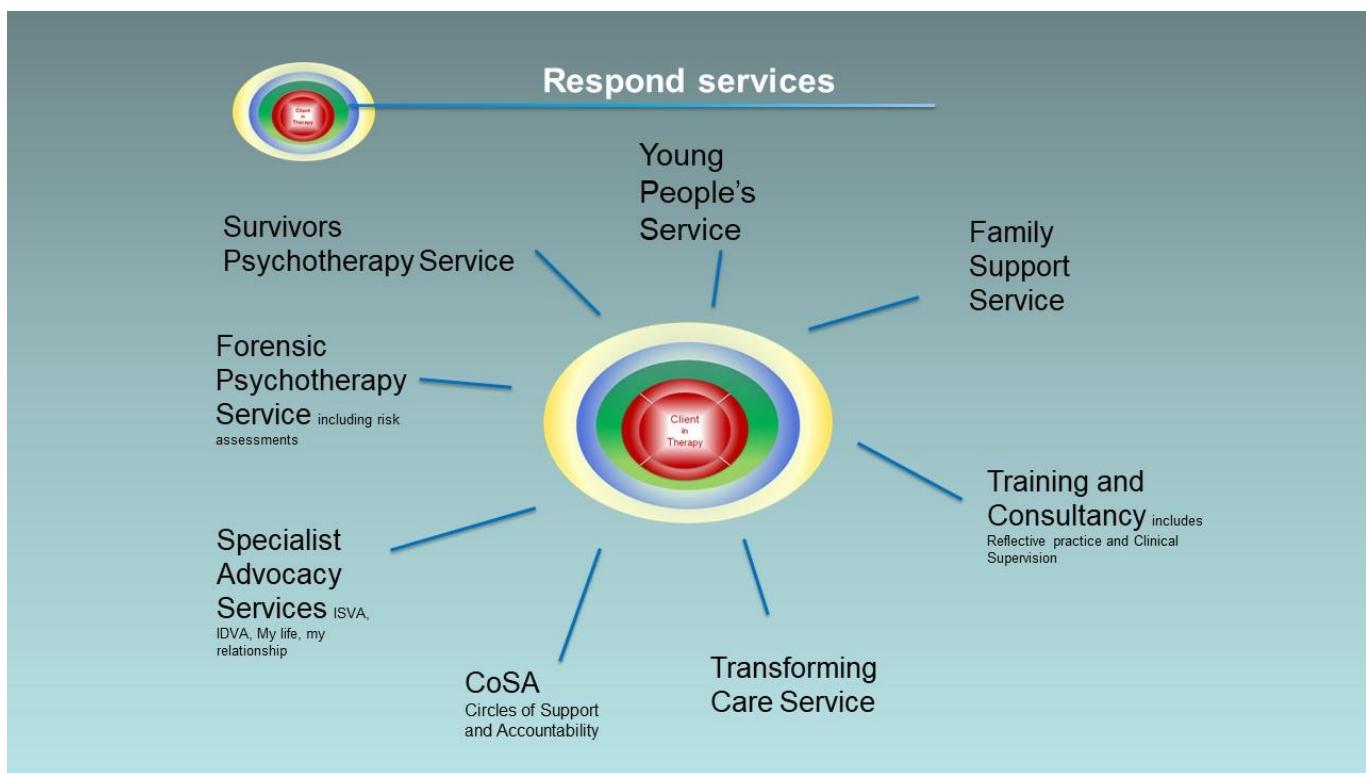
The Respond Model



Respond provides the following services

Respond provides support for people with learning disabilities and/or autism who have experienced trauma and abuse, including those who have gone on to abuse others. We provide psychotherapy and specialist advocacy services for adults and young people with learning disabilities, autistic people and families. Our Head Office and clinic is in central London, we also have a clinic and office in Birmingham. We also run clinics in schools in London.

Many of the people who are referred to Respond have substantial experience of abuse and/or neglect. The purpose of therapy is to focus on trying to undo some of the psychological damage caused by the trauma and therefore enable people to live more fulfilling lives. We also provide a variety of advocacy services that provide psychosocial and practical support. We provide trauma informed training, consultancy and clinical supervision which are informed by our many years of experience in this specialised field.



Forensic Psychotherapy

Our aims include increased awareness of triggers for sexually harmful behaviour, better understanding of self in the client, reduced harm to others and developing psychologically minded services around the client.

The therapeutic service we offer includes the following elements:

- A specialist forensic therapist who will firstly assess the client for 3-4 sessions to ensure that we are the right service for them. If we agree to work with the client, then the service will include the specialist forensic therapist working with the client for a minimum of a year (44 sessions in total including assessment).
- A second clinician would manage the case and support the identified network to care for the client adequately while therapy is ongoing, ensuring that any change achieved in therapy can be maintained.
- A pre-therapy inter agency meeting where appropriate.
- A home visit at the beginning of our involvement to introduce ourselves and our services to the client and their family or network.
- An induction training day for the network supporting the client that aims to introduce our model to the network working with the client and enable staff to develop their approaches with more insight into the psychological needs of the client.
- While the therapy is ongoing, the network will have access to the clinician managing the case to discuss and receive support on any issues they have. This will include 2 x 2-hour consultancy sessions.
- The case manager will also attend any relevant meetings as necessary.
- A final report with recommendations for future support necessary.

Some referrals may need an enhanced package, and this will be discussed with referrers and priced accordingly.

Forensic Circle of Support and Accountability (COSA)

The COSA service meets the need for a non-clinical form of care which acknowledges that people with learning disabilities who exhibit harmful sexual behaviour often do so as a result of isolation, stigmatisation and unsafe living conditions. It is an adapted Circle model, based on therapeutic principles it 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 and 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 clinical supervisor where the work of each Circle is reviewed, strategies and live issues discussed.

When a Circle starts, goals are agreed and these are reviewed at quarterly Reviews attended by the core member, the volunteers and the relevant professionals. Over time, the Circle gets used to meeting and working together; the core member experiences regular, structured support and as a member of the group, a sense of agency and equal participation. The volunteers model positive social relationships, provide practical assistance and a non-judgmental space in which issues of risky behaviour and feelings can be addressed.

Once a referral is made, and as part of the process of setting up the Circle, a full assessment is carried out to match the needs of the prospective core member with suitable trained volunteers who are diverse in terms of gender, ethnicity, age and background.

Survivors Psychotherapy

Our specialist psychotherapy service is for young people and adults who have experienced abuse or other trauma. People may be experiencing high levels of distress, anger, anxiety or withdrawal, they may be causing harm to themselves through the relationships they are making or through other harmful behaviours. Those who have experienced trauma or abuse will be experiencing complex feelings of rage and shame which may be expressed in behaviours that challenge others or withdrawal from the world. The aim of the therapy is to increase that person's emotional wellbeing, capacity to make sense of their experience and enable them to make healthy relationship choices. Attendance is at Respond's clinic weekly therapy over the course of a year, in the same space, with the same therapist, at the same time of the week. Therapists support that person to feel safe and communicate their experience in a way that works for them. Young people and adults who have attended psychotherapy go on to make better relationships and with a better sense of self and increased emotional wellbeing.

Specialist Advocacy

This service consists of 4 types of support:

The Independent Sexual Violence Advocacy (ISVA) service provides advocacy, advice and emotional support for young people and adults who have experienced sexual violence and/or sexual assault. They may have reported to the police already or be thinking about reporting but want some more information.

The Independent Domestic Violence Advocate (IDVA) service provides advocacy and support for people who have experienced domestic violence.

The CouRAGEous service offers one-to-one support and advocacy to young women (13-25) with a learning disability, autism or both who have experienced any form of gender-based violence.

The My Life, My Relationship service raises awareness about the issue of forced marriage of people with learning disabilities. We provide training to professionals and engage with communities to promote dialogue and change.

Family Service

This service supports family members of people with learning disabilities, autism or both who have experienced loss, harm or institutional abuse.

Families of people with learning disabilities, autism or both can face many challenges including fighting to get the right support, understanding their child or family member, being let down and neglected by services.

Services include face-to-face or telephone counselling and groups in which families can meet and be supported by other families and better cope with their experiences. Families feel better understood, less isolated and more connected.

Our school-based service allows ease of access to specialist psychotherapists in a setting that our young clients know and feel safe in. We work directly with young people using creative art-based therapists and with the child's support network, offering consultation, workshops and support to both the families and professionals around our clients through our Case Management way of working.

The Young People's Service works closely with the Family Service. Parents of children in our Young People's Service will often be referred for their own psychotherapy to support their own complex needs, which will also enable and support positive change.

Midlands Service

The Midlands service is Respond's first regional hub. The Transforming care work is based here and we are gradually building up other Respond services that can be delivered from this base.

Transforming Care

This service supports people who are moving out of hospital and provides a range of services aimed at supporting the person to remain living a good life in the community.

Our involvement begins with an in-depth exploration and understanding of a person's life-story and experience, through reports and meetings with family, professionals and carers.

We then develop a relationship with the individual and their support teams, undertake an independent review and then design a bespoke care package for the individual and their network. Care packages will include training, supervision and/or reflective practice for staff in the hospital setting, simultaneously working in partnership with a carefully selected provider and supporting their team through recruitment, training and ongoing reflective support beyond discharge.

Circles of Support and Accountability (COSA) are another key element of our model. Circles are formed by recruiting, training and supporting a group of volunteers who assist the individual over an 18-month period during which time they will transition between services and/or relocate.

Consistent collaboration with multi-disciplinary teams ensures a considered and fluid approach through clinical thinking, ongoing assessment and formulation for the best possible outcome for the person we are supporting.

Once the person has settled in their new home an assessment for one-to-one psychotherapy may be offered and, if appropriate, this would be for a minimum of a year.

We also provide continued post-discharge support across a person's personal and professional network through training and consultancy to enable those who have managed the transition to continue developing and thriving at home.

Training & Consultancy

Respond offers a broad range of trauma informed training, clinical supervision, reflective practice and consultation to meet the needs of individuals and organisations. This includes our acclaimed Trauma Champions Course which runs over 6 months and supports groups of people to champion and embed a trauma informed approach within their area or organisation.

Respond Action Group

The Respond Action Group brings lived experience of learning disability to the heart of Respond, they are influential in Respond's strategy and operation. They guide the Trustees and staff team in making better decisions bringing 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 seek to influence external stakeholders through offering consultancy services to other organisations and professionals such as researcher departments and media professionals.

Respond also:

- Provides training to support our staff and volunteers.
- Run lectures/seminars for Universities and training organisations.
- Presents papers at a wide variety of national and international conferences.

Respond's Highlights from 2021/22

Respond contributed to many national and international initiatives in the year.

In July 2021 our CEO, Dr Noelle Blackman, was invited to give a pre-conference workshop virtually at the International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD) congress held in Amsterdam. This was entitled, “Trauma and the whole family, the importance of working with a trauma informed approach”. In July, Respond staff were joint authors of a peer reviewed journal article that was accepted and published in the academic journal – Advances in Mental Health in Intellectual Disability. The article was entitled, “A survey of complex trauma in families who have children or adults who have a learning disability and/or autism.”

Respond were commissioned by NHS England to work in collaboration with the Challenging behaviour Foundation and the Tizard Centre on developing, in co-production with families, a series of training videos on the issue of trauma and families. These were then used in a series of nine workshops with education, health and social care staff across all of the NHS regions. They were held between 21st July 2021 and 11th January 2022. All were conducted virtually due to the pandemic restrictions. In total, there were 810 participants, with group sizes ranging from 40 to 150. This project has highlighted that there is a huge demand for more training of this sort. The training will continue to be further co-developed with people with lived experience and will be used to train many more professionals.

In September our CEO co-presented virtually at the European Association for Mental Health in Intellectual Disability Congress that was held in Portugal, along with Robert Ferris-Rogers, Deputy Director of Transformation and Midlands Regional Learning Disabilities and Autism Programme Director and Wendy Ewins, Head of Commissioning and Case Management. The presentation was focussed on the Transforming Care pilot project that we completed in March 2020.

In March 2022 several Respond staff were co-authors of a peer reviewed paper that was accepted for publication by the academic journal the Tizard Review. The paper was entitled, “Brief Report on six clinical cases of trauma in families who have children and adults who have a learning disability and/or are autistic.”

Despite the challenges that COVID-19 posed to our services, we continued to work towards achieving our goals and we are particularly proud of the feedback received from clients and networks in our spotlight section.

In the spotlight: COSA

We were able to run only one Circle due to pre-pandemic early relationships established face-to-face with the volunteers, and confidence using zoom by both Core Member (CM) and his parents. This Circle met weekly either remotely or in person. This beneficiary was 19 and autistic, was referred due to his aggressive behaviour, both sexual and otherwise. He experienced consistency through the Circle which helped to manage the acute disturbance of COVID-19.

"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." – Behavioural specialist

In the spotlight: Young Peoples Services

"I need this space to be able to think about a whole of things with you."
Young Person.

"All the kids come back relaxed, feel more comfortable, they are trying less to come out of the classrooms as they have a space to be understood in the therapy." Deputy Head Teacher.

"We work very well together, and we need more time because we are getting to know each other. I am expressing myself more than before, I am starting to express my feelings, and before I wasn't doing that. I've found the confidence to say stuff I'm feeling. I want to continue therapy." Young Person.

In the spotlight: People with lived experience

Respond Action Group

The Respond Action Group brings lived experience of learning disability to the heart of Respond. The group is influential in Respond's strategy and operation and seeks to influence external stakeholders.

Lockdown was a difficult period for the Action Group members, many activities and voluntary roles they usually undertook were closed and they were therefore quite lonely. We managed to secure electronic tablets in order that they might meet together by video, but we were unable to make this work as they all found these too complicated to use. We kept in close contact with everyone through individual phone calls until we were able to meet face-to-face again in the middle of March 2022.

Service Reports

The Survivors Psychotherapy Service

With the outbreak of the global COVID-19 pandemic and subsequent lockdown measures, we knew that our survivor clients were at a high risk of not being able to receive the therapy and the support they needed. We quickly had to adapt and come up with innovative ways of working, and with the support of a grant from the Home Office, in partnership with MOSAC, we were able to develop online therapy. This new way of working also supported many families who were struggling with isolation. They stated that Respond was a 'lifeline'.

This funding enabled us to pilot the 'Phoenix project' which was an online therapy service specifically to support people who are victims of childhood sexual abuse. Providing online therapy expanded our reach to become national.

Funding from The Three Guineas Trust also enabled us to continue to offer free assessments for clients coming into the survivors psychotherapy service who did not meet the criteria for the Phoenix project.

In the last year, the service saw an increase in referrals nationally as online therapy made it more accessible to those who live outside London or have physical disabilities or chronic illness. There was also an increase in referrals from autistic clients with no learning disability and a marked increase in non-binary and trans clients in the year.

With the increase in referrals, the service saw **46** clients: 24 of these were new to the service. 20% of these clients were under 18 years old. 67% female, 26% male, 7% non-binary/trans. 65% had a learning disability and 57% were autistic. 52% were white British, 9% were Black British, 7% were Black Caribbean and White, 4% were Asian or from a minority ethnic heritage, 7% were from a Dual Heritage, 4% were from minority ethnic heritage, 9% were from Other White background and 2% were Black American or minority ethnic heritage. The service also supported 3 family members with therapy/support sessions and provided support to 96 professionals.

We are extremely proud to see that our service made a huge impact on the clients and families we worked with who reported the following outcomes;

86% of our clients who completed their therapy in the Phoenix project reported improvements across several areas of their mental health and wellbeing from the start of therapy.

- **59%** reported an improvement in mood and felt happier.
- **50%** reported that they felt more able to manage their problems.
- **43%** of clients reported they had less thoughts of hurting themselves.
- **52%** felt more positive about their futures.

Within the large increase in referrals this year, many were for individuals that did not fall under the criteria for grant funding. We did our best to support them to make a case for receiving funding from their local commissioning groups where possible.

We successfully negotiated several NHS spot purchase contracts during the financial year and were also successful in securing funding for some of our individual clients who came into the service through the Phoenix project.

We are grateful to those who have supported the service in the year, including our two honorary therapists who provided us with a total of 672 hours.

We look forward to continued partnerships beyond this year.

The Advocacy Service

The advocacy service received a total of **104** new referrals across the 4 projects within the service (ISVA, Gateway IDVA, Courageous and My Life, My Relationship). In addition to these new referrals, we also provided increased support to family members and carers. Of those supported, 49% were white British, 29% were Black British, 4% were Asian or Asian British, 5% were Black Caribbean or minority ethnic heritage, 5% were from dual heritage, 2% were Chinese or minority ethnic heritage and 5% other.

The service noticed a rise in enquiries and referrals where there had been a diagnosis of ADHD, but no diagnosis or learning disability or autism. Many were self-identifying as autistic women because waiting times for an official assessment were so long and they were experiencing mainstream advocacy services as inaccessible. The service also noticed an increase in referrals for autistic women and women with ADHD.

Because the service had adapted and moved online, the support through the service was more accessible nationally. This also meant the service had an increase in availability from advocates because there was no travel time to meetings.

Through the use of our new CRM database, the service was able to collect feedback from clients, family members and professionals. The feedback was positive with the following outcomes:

50% of our clients in the last quarter took part in an outcomes survey for the ISVA service and achieved the following outcomes:

- **70%** of clients report improved feelings of safety.
- **80%** of clients report an increased range of self-care strategies and positive coping patterns.
- **80%** of clients report that they are better informed and empowered to act.
- **80%** of clients report an increase in health and wellbeing.
- **80%** of clients pursuing criminal just outcomes report that the ISVA helped improve their experience of this process.

The pandemic had several effects on the service. During the pandemic, we noticed that it became more difficult to communicate with statutory services, as they had also changed their ways of working.

However, our biggest challenge was being able to always meet the needs of our diverse group of clients. The pandemic altered the way we worked and the thinking behind the way we supported our clients. The focus changed, we found that it was important to place the emphasis on building up wellbeing rather than solely on support. This in turn meant that we had to ensure that our wellbeing information was more accessible with, for example, the use of videos. The online group which offered support around wellbeing and coping was really successful and it offered an opportunity to isolated individuals to be part of a peer support group.

The use of reasonable adjustments, in particular the Section 28 use of pre-recorded video evidence, worked really well with our clients who often requested this as part of special measures to support them in court.

The advocacy team produced leaflets, delivered training and offered webinars to professionals and self-advocates. The partnership working with self-advocates around domestic and sexual violence led us to be more proactive in involving these experts by experience in developing and delivering the training and information.

Working alongside the Gateway and CouRAGEous projects enabled us to develop more ideas around intersectionality. It has also prompted the advocacy team to think more about how available and accessible information and knowledge was to the clients we support.

Due to our successful outcomes, the service received further extended funding via Mopac and London councils. This was no doubt an indication that the service was valued. In addition to this funding, the service also generated income through psychoeducational training and consultancy.

We are grateful to those who have supported the service in the year.

Family Service

The service saw a small increase in referrals this year (3 more clients) we also noticed an increase in fathers asking for support. Delivery of services was mainly online using a variety of online platforms, with only 4 clients being seen in person in the clinic. Assessments also took place online and working in this new way meant that we could utilise our time and resources better with less time spent traveling.

The families who were able to move to online sessions easily said that they preferred this as it fitted in better with their busy lives. We did not run any support groups for families this year.

At the end of the financial year we had supported **36 families**, and **36 professionals**. The age group of the family members supported ranged between 30-60 years. Of those supported, 92% were female, 8% male. 94% were white British, 3% were from Black Caribbean or minority ethnic heritage, 3% were Asian or minority ethnic heritage.

Towards the end of financial year, we began using the evaluation tool Score 15. It was used with clients at the start, middle and end of their therapy. This will enable us to monitor the impact of the therapy and case management of the families, but due to the late start of the implementation, it is still too early to report on this. We also asked for more qualitative feedback

from families who stated that they felt more supported, less isolated and more confident in managing their situations. Parents also reported to us that our specialist experience in autism, learning disabilities, trauma and abuse set us apart from other organisations.

After so many years of struggling financially as a service, this year saw the family service thriving and busy. From the increase in funded referrals, it was evident that families were finally receiving the emotional support that they needed alongside the practical support they also needed for their circumstances.

The service was also commissioned to provide supervision to the family members who are part of the NHSE Taskforce.

We were successful in tendering for the family support part of the HOPE(S) project, which begins in the next financial year. The HOPE(S) model is an ambitious human rights-based approach to working with people in long-term segregation developed from research and clinical practice. In partnership with Mersey Care Foundation Trust, NHS England and NHS Improvement is funding the roll out of this model across services in England. The HOPES project will offer 36 families trauma informed therapeutic support over three years.

We were also successful in a bid for funding from the Sir Halley Stewart Trust which will enable us to work with 30 families over the next three years delivering trauma informed therapeutic support.

This year saw changes in legislation to the Mental Health Act (which hasn't been changed since 1983) an important outcome of this for the families that we support is that there had been a change to the definition of "mental disorder" in the Act so that it no longer includes autism. This introduces a duty of care to provide adequate community services and making Care and Treatment Review actions enforceable. Our hope is that this might change some of the poor practice we have witnessed over the years.

COVID-19 put a lot of pressure on everyone and all services. We particularly saw this in the NHS and Social Care services and saw the impact that this had upon families whose loved ones were at risk of going into crisis. This often left families more vulnerable to their family member being sectioned under the Mental Health Act or of being placed in seclusion if they are already in hospital, often because of the negative impact on them of staff shortages because of burn out or sickness.

The impact of the loss of face-to-face meetings as the new normal during the pandemic, in particular the large multi professional meetings, meant that it was harder to get things progressing for families regarding some of the difficult situations they are in.

This change to how multi-professional and networking events took place also meant that we were not able to connect to other organisations and professionals as easily, which was challenging, as these informal professional relationships have always been important in the way that we work.

We are grateful for the funding and support received this year.

The service particularly benefited from one very skilled volunteer who gave 2 hours each week directly to supporting families. She has given the families services her time for many years and continues to support the service, for which we are very grateful.

The Midlands Service

Respond firmly established its presence in the Midlands following the one-year pilot project that was completed in March 2020.

Following the end of the pilot project, Respond was successfully commissioned to deliver two three-year block contracts. This was year two of this work. One of these contracts was to support a further 5 women out of hospital as part of our transforming care work, the other contract was intended to support 5 men on forensic sections out of hospital.

Of the 5 women we were commissioned to support as part of the block contract, all but 1 successfully transitioned out of hospital with the 5th very close to this point. 2 out of the 5 also successfully transitioned from Young People's Services to Adult Services in the community. Respond continued to contribute specialist services to support all of them to continue to thrive in the community.

During the year, we worked with 3 different providers to support the 5 women. We provided them with regular trauma training and monthly reflective practice sessions. Respond also continued to successfully deliver training and reflective practice to staff teams online. Therapy and relational visits were facilitated online for much of the year, many of these safely transitioned to face to face meetings after lockdown restrictions were lifted. The online meetings meant that some of the relationship building was a little slower than originally hoped, as building a rapport with clients online took longer than it would face-to-face. However, we acknowledged that there was an increased benefit in these being delivered face-to-face where possible, as it allowed for time that would have been spent travelling to visit and meet with clients face-to-face to be used in other productive ways.

The Transforming Care service celebrated 6 and 12 month milestones since moving out of hospital with 2 of the women within the service, which was a huge achievement, given that when they were in hospital many professionals did not believe that they would be able to remain stable in the community. Two of the women completed psychotherapy assessments and were offered weekly therapy sessions.

Under the variable contract with the Black Country TCP, the Transforming Care service was able to offer a range of therapeutic services across the Midlands. A total of **12** clients accessed the service for either an assessment for therapy or a forensic risk assessment. Of the 12 clients referred, 5 were male and 7 were female. 3 of the cases were of a forensic nature. Of those supported 95% were white British and 5% were Asian or minority ethnic heritage.

Six of these clients received psychotherapy. Reflective practice was delivered to 4 of the teams, 4 were still waiting for therapy and the other 2 turned-down the therapy that was offered to them. There currently is an active case management on all the 12 cases.

The Transforming Care service also delivered training across **6 Teams** and **2 parents** were referred to our family service.

In the same period, the Transforming Care Service completed Respond's first survivors circle which provided support from three volunteers with a total of **99 volunteer hours** over 2021/2022. The volunteers continued to support one individual through the one-year lifespan of the circle and celebrated the circle ending with a party for the client. All the volunteers acknowledged out loud and celebrated her achievements and the personal growth which she had experienced during this time.

During the year we commissioned the expertise of an autism and eating disorder specialist who had facilitated a total of nine sessions with Respond staff and network members on the subject, in response to the difficulties of one of the women in the Transforming Care service. This was a really positive experience that created an opportunity to be able to think and discuss the individual's difficulties in depth. It provided the team, network and staff with a rich variety of resources, information and ideas to practically and theoretically apply to supporting the client, building confidence and a consistent approach from the whole network of support around this individual.

The service also received a range of other referrals for varying levels of service, which included, case management, therapy support following breakdown in foster placements and transition out of hospital or placement settings.

Respond undertook all aspects of creating and managing the ongoing systemic model including support to the families and training for the individual's community provider support staff plus regular reflective practice, life planning, formulation, CPAs (Care Programme Approach), CETRs (Care, Education and Treatment Review), ward rounds for those in hospital and MDT (Multi-Disciplinary Team) meetings and consistent case management and liaison with existing and potential providers.

Looking forward into the next year the goal will be to continue to grow the team in order to offer our services to clients on the waiting list as well as expand the forensic service in the Midlands to meet demand. We currently have a waiting list of **16** people who require a COSA and **25** requests for therapy from people who have not been able to secure funding through their local CCG.

We are grateful to the Black Country Commissioning Team for supporting Respond as we develop and grow our services in the Midlands.

New funding opportunities are currently being explored with the Police Crime Commissioner (PCC) and the Ministry of Justice (MOJ) to further develop our range of services in the Midlands.

Circles of Support and Accountability (COSA) Service

The COSA service saw an impact from the COVID-19 pandemic. Starting new circles was severely delayed due to COVID-19 restrictions on face-to-face group meetings. During this time, the COSA coordinators continued to provide pre-circle support through short 1:1 face-to-face meetings outdoors, regular telephone contact, video calls and WhatsApp messaging. Towards the latter part of the year, we were able to start 3 new circles face-to-face.

Having got used to delivering work online during the pandemic, video calls continued to be used when it was not possible to meet in person with our clients. This was a very effective way of combating increased levels of isolation and anxiety in this client group.

The COSA service supported **8** clients in total of which 4 were new to the service. Of those supported, 87.5% were male and 12.5% female, 87.5% of these clients were autistic, 50% had a learning disability, 50% were white British, 25% of dual heritage, 12.5% black Caribbean, 12.5% White Other (identifies as Jewish, not white). The average age was 31 years.

In the year, for the first time, the service supported a survivor and not a perpetrator of sexual abuse as the core member at the centre of one of our COSAs. This is an exciting new

development of our COSA service and we are beginning to further develop these Survivor COSAs as part of the transforming care work.

The long-term outcome for the COSA service has demonstrated that all the clients we have supported over the years had not re-offended.

Over the last year, **100%** of clients demonstrated an increase in positive wellbeing, they continued to have a reduction in anxiety and distress as well as a growth of desistance factors (such as improved communication skills, greater self-esteem, sense of personal responsibility) as measured by qualitative feedback from professionals and self-reporting.

We are grateful to funding from the Henry Smith Charity and the Esmée Fairbairn Foundation who continued to support the COSA service.

There were **25** volunteers in the service over the year, 10 in a Circle and 11 new volunteers trained during the past year.

Forensic Service

The pandemic greatly impacted the individuals, families and professionals that the Forensic Service supported last year. The clients and their families faced greater levels of anxiety, isolation, chaos, and stress. Many statutory services were closed or were running at reduced capacity.

We adapted our Forensic Services to deliver online therapy, case management, family support and specialist training for professionals during the start of the pandemic.

Meeting in person is essential for the assessing of risk, as it requires a deep understanding of traumatised clients and risky behaviour. However, due to the high safeguarding risks of online working for our client group, we were unable to deliver Risk Assessments online. Although we were not able to offer Risk Assessments for 4 cases where the risk could not be assessed properly, we continued to provide a level of consultation to the professional and family networks associated with these cases, which helped contain some of the difficulties that the networks and clients were experiencing.

We returned to working in person towards the latter part of the year, which meant that we were able to re-schedule in-person risk assessments.

In the year, **9** clients received an intervention from the Forensic Service. All were new to the service. Of these, 57% had a diagnosis of learning disability, 100% had an autistic spectrum diagnosis, 71% were White British and 29% were from Black, Asian or minority ethnic heritage, 7 clients were male and 2 were female. In addition to this, 5 family members received direct support (sessions) and 13 professionals attended training and consultation sessions (not counting ad-hoc case management support).

We noticed that there was an increase in case complexity in terms of referrals (higher levels of risk and co-morbidity).

The service demonstrated a strong track record of enabling positive changes: **73%** clients reported an improvement in distress. Through qualitative interviews, clients reported that they had left behind behaviours which had put themselves or others at risk (and leading to the involvement of the criminal justice system) and this positive change was attributed to their experience of psychotherapy. Only **1** out of **9** therapy clients broke their therapy or criminal justice conditions (but serious reoffending was prevented).

The Forensic Service worked collaboratively with the Midlands Service on several forensic cases and we began working on developing much more integrated forensic services across the geographic regions.

We also began developing a more integrated pathway between the forensic and COSA service and introducing a group intervention that will be a new helpful addition to our range of interventions for this client group.

We are grateful to The Charles Hayward Foundation for continued support.

Young People's Service

With challenges brought on by COVID-19, school staff had to get "get on with it" and did not have space to deal with their own anxieties and mental health, rather they gave their 100% to support students who were having a harder time than before. Family relationships became more strained and there was a reported increase in mental health concerns for parents.

We continued to develop hybrid online therapy. What we noticed from this was that some young people became more isolated, and more comfortable in "hiding" behind a screen or behind a face mask. Whilst others craved social interactions so much after the lockdowns, that being back in school made them appreciate it more and realise the importance of it, and of their friendships.

Despite these challenges, the service supported **125** Individuals throughout the year. This included **25** young people, aged 5-18 years. We also supported 25 family members, and 75 professionals.

The children and young people we supported increased their ability to process and cope with the effects of trauma through group and individual therapy. Of these;

- **71%** reported decreased psychological distress.
- **64%** reported increased positive wellbeing.
- **50%** experienced a reduction in anxiety.

Parents also reported to us that they had increased their capacity to engage with their children through play and activities, and to discuss and deal with feelings. Foster carers reported through informal feedback that their foster children have had increased capacity to express their feelings and understand their feeling

The Young People's service continued to benefit from funding from BBC Children in Need and John Lyon's Charity. We are grateful for the ongoing support we received.

We are also grateful for the support received from 5 honorary therapists in training who were in placement in special schools across London and who provided approximately 1260 volunteer hours.

Strategic Report

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2022, in compliance with S414C of the Companies Act 2006.

Fair view of the business

The last financial year was an unprecedented year for Respond, as it was for clients and the families we support. With lockdown, Respond quickly pivoted parts of our model to providing remote support.

Principal risks and uncertainties

The trustees have a risk management strategy which comprises:

- A quarterly review of the principal risks and uncertainties that the charity faces.
- The establishment of policies, systems and procedures to mitigate those risks identified in the reviews, and
- Procedures designed to minimise or manage any potential impact on the charity, should those risks materialise.

Given the context within which Respond works, the principal risks are:

- Service Delivery: where face-to-face assessments are required for our Forensic work. The service would face financial challenges as contracts would not be secured where face-to-face referral assessments are required. Our Transforming Care would be impacted where we support clients in hospital. School closures would impact our Young Peoples service as work would need to be done online, working with children in families' homes online can be very challenging.
- COVID19: The impact of COVID_19 continued to be monitored. Respond had, and continues to have, a robust COVID-19 response and a recovery plan in place that covered both the programmatic and operational aspects of our response.

Beyond the above risks, Respond continued to have unrestricted reserves which were above its target, which meant the trustees were focused on protecting Respond's financial stability.

Liquidity risk

Prudent liquidity risk management includes maintaining sufficient cash balances, and the availability of funding from an adequate amount of committed credit facilities. Management monitors rolling forecasts of the charity's liquidity reserve based on expected cash flow.

The strategic report was approved by the trustees of the Charity on 03rd August 2022 and signed on its behalf by: Oliver Lewis.

Report of the Trustees

The Trustees present below the Trustees' and Directors' report for the year ended 31st March 2022.

Structure, governance and management

Governing document

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

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

Recruitment and appointment of Trustees

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

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

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

Trustee induction and training

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

A skills audit has been 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 clients. This has enabled the Board to be clear of where there are gaps and to recruit suitably experienced trustees when vacancies arise. This year, we have seen four of our trustees decide to step down, all for different reasons. The last two years of living through a pandemic has brought many challenges both to organisations and the Teams and Boards that lead them and also to individuals and the impact on their own lives. We are currently in the process of recruiting new trustees to the Board. The recruitment process has been informed by the skills audit.

Organisation

In October 2021, Respond recruited a 2nd Director to a newly created post of Organisation Effectiveness Director, and in January we recruited to a 3rd Director post of Finance Director, along with the Clinical Director and led by the CEO, this forms a newly formed Senior Leadership Team (SLT).

The Board of Trustees sets Respond's strategy with the Chief Executive and Senior Leadership Team and ensures governance of this through regular reports from the CEO and Directors. The Senior Leadership Team (SLT) develops operational and business plans that sit under the strategy and set Key Performance Indicators by which to measure progress. This is monitored through the organisational line management structure and regular meetings with the team of managers.

The decisions for the day-to-day operations of Respond are made by the Chief Executive in consultation with the Senior Leadership Team, with major decisions affecting the future of the organisation discussed and planned with the Board of Trustees 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.

Pro bono support

Respond has been fortunate over the year to have the pro bono support of excellent individuals and organisations. For example, through the Lloyds Enhance Programme we have been fortunate enough to receive pro bono coaching for a number of staff members. We would also like to thank Neil Myerson for supporting Respond with contracts and negotiations for securing our London and Birmingham premises, and Martin Horton for his much valued coaching and support to the Senior Leadership Team.

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. Quarterly risk register reports are provided for the board and the SLT also raise any emerging risks for discussion.

Volunteers

Thanks go out to the 32 amazing volunteers who have supported the team at Respond over the last 12 months through the COSA project, Young People's project, Transforming Care service, Survivors service and family support service. Our volunteers come from all walks of life and bring in different perspectives, knowledge and skills to support and broaden the support we offer our clients. Their commitment, thoughtfulness and collaboration are greatly appreciated.

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.

Fundraising and Income Generation

The majority of funds have been raised from existing donors, which are a mix of trusts, foundations, and government institutions. Respond has strict policies and guidelines in place which govern our approach to fundraising, including compliance with GDPR. Over the last year we contracted one part-time, self-employed fundraiser who was supported by members of the Senior Leadership Team who closely monitored for compliance with these policies and guidelines.

Respond received no complaints related to fundraising in any way over the year. Respond takes all due care to ensure that any communication that is sent out from Respond is wanted by the recipient.

Policy and Influence

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

Funders and Donors

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

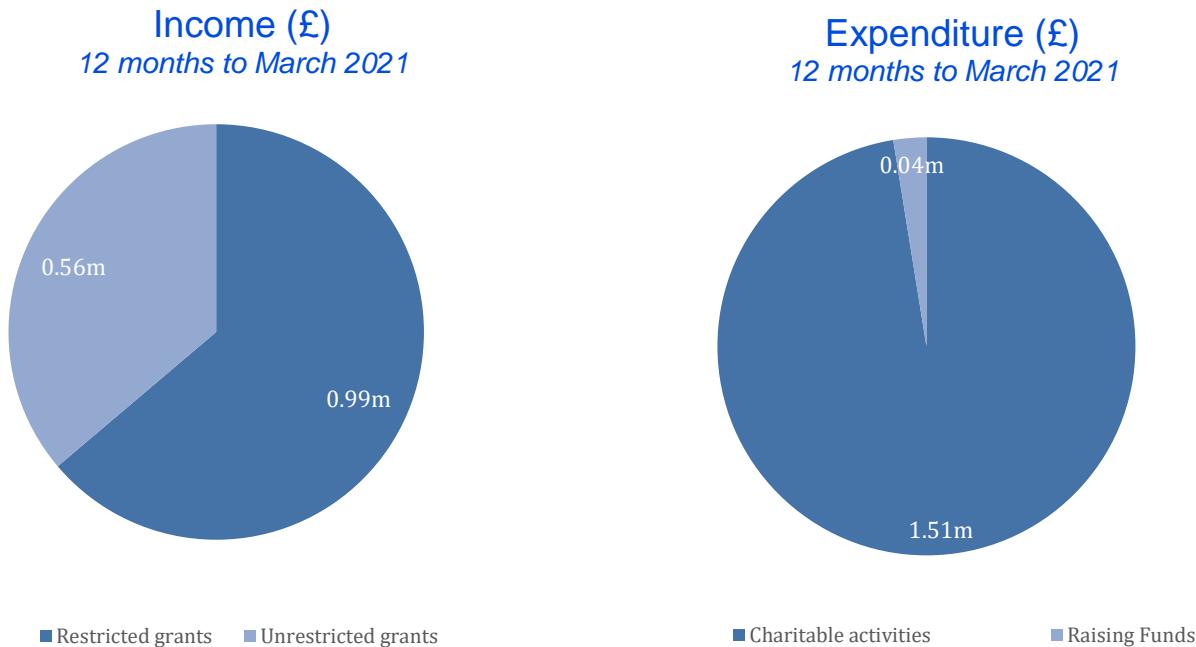
BBC Children in Need
Charles Hayward Foundation
Esmée Fairbairn Foundation
Henry Smith
John Lyon's Charity
The Three Guineas Trust
Edward Gostling Foundation
Lloyds Bank Foundation
The Volant Charitable Trust
MOPAC

Financial Review

Respond's total income for the year was £1.55m. This was 9% higher than the prior period (£1.42m). Respond's income position grew considerably due to additional multi-year funding that was secured in the year. Respond will continue to target an operating surplus, growing unrestricted reserves and a diverse income stream.

In terms of expenditure, during the year Respond spent £1.54m (prior year £1.20m).

Expenditure on raising funds came to £0.04m, which represents 3% of the total expenditure.



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 based on the cash-flow forecasts and 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. Respond last undertook a pay review in 2020 with an external HR professional to benchmark and review all roles.

Reserves policy

Respond's 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 2022, the unrestricted reserve target was £0.47m, and the unrestricted funds not designated or invested in tangible fixed assets held by the charity were £0.62m (2021: £0.61m)

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 Development

The last financial year was the last year of Respond's 3-year strategic period. We are proud of our main achievements as highlighted within this report.

Respond will be launching its new strategy for the period 2022 to 2025 with a business plan to support the following strategic aims:

- Increase public understanding and knowledge of the psychodynamic trauma informed approach.
- Provide a whole system approach when supporting children, young people, and their families.
- Improve the wellbeing and social integration of people moving out of long stay institutions into the community.
- Reduce the risk of offending for those who may cause harm to themselves or others.
- Reduce isolation, increase coping mechanisms and prevent further abuse.

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, disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of Disclosure to Auditors

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

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:.....03rd of August 2022.....

RESPOND
REPORT OF THE INDEPENDENT AUDITORS
TO THE TRUSTEES OF RESPOND

Opinion

We have audited the financial statements of Respond (the 'charitable company') for the year ended 31 March 2022 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 2022 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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.

RESPOND

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

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.

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

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. This description forms part of our Report of the Auditors.

Use of our report

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



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

Date: 10 August 2022...

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

FOR THE YEAR ENDED 31 MARCH 2022

Income and expenditure	Note	Unrestricted	Restricted	2022	2021
		£	£	Total £	Total £
INCOME AND ENDOWMENTS:					
Donations and legacies	2	6,388	110,500	116,888	211,083
Charitable activities	2	982,722	451,414	1,434,136	1,205,389
Other trading activities	2	1,750	-	1,750	-
		—————	—————	—————	—————
Total income		990,860	561,914	1,552,774	1,416,472
EXPENDITURE ON:					
Raising funds	3	39,292	-	39,292	6,044
Charitable activities	3	946,887	559,798	1,506,685	1,194,758
		—————	—————	—————	—————
Total expenditure		986,179	559,798	1,545,977	1,200,802
NET INCOME/(EXPENDITURE)		4,681	2,116	6,797	215,670
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		4,681	2,116	6,797	215,670
RECONCILIATION OF FUNDS:					
Total funds brought forward		612,519	6	612,525	396,855
		—————	—————	—————	—————
TOTAL FUNDS CARRIED FORWARD		617,200	2,122	619,322	612,525

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 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	8	33,458	28,284
Current assets			
Debtors	9	420,027	564,254
Cash at bank and in hand		573,909	518,798
Total current assets		993,936	1,083,052
Liabilities			
Creditors: Amounts due within one year	10	(408,072)	(498,811)
Net current assets		585,864	584,241
NET ASSETS		619,322	612,525
Funds			
Unrestricted funds:	14	617,200	612,519
Restricted income funds	14	2,122	6
TOTAL CHARITY FUNDS		619,322	612,525

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 3 August 2022 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 2022

	Notes	2022 £	2021 £
Cash provided by operating activities	a	74,345	6,483
Cash flows from investing activities:			
Purchase of tangible assets		(19,234)	(26,396)
Net cash provided by/(used in) investing activities		<u>(19,234)</u>	<u>(26,396)</u>
Increase/(decrease) in cash and cash equivalents in the year		55,111	(19,913)
Cash and cash equivalents at the beginning of the year	b	518,798	538,711
Cash and cash equivalents as at the end of the year	b	<u>573,909</u>	<u>518,798</u>

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

	2022 £	2021 £
Net income/(expenditure) for the year as per the Statement of Financial Activities	6,797	215,670
Adjusted for:		
Depreciation	14,060	8,784
(Increase)/decrease in debtors	144,227	(363,152)
Increase/(decrease) in creditors	(90,739)	145,181
Net cash (used in)/provided by operating activities	<u>74,345</u>	<u>6,483</u>

b) Analysis of cash and cash equivalents

	2022 £	2021 £
Cash at bank and in hand	<u>573,909</u>	<u>518,798</u>

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

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 2022, 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 2022

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.

h) Leasing and hire purchase commitments

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

i) 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.

j) 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.

k) 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% on
Office equipment	25% on reducing balance
Fixtures and fittings	15% on reducing balance

l) Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

m) 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 2022

2. INCOME	Unrestricted £	Restricted £	2022 £	2021 £
INCOME FROM DONATIONS AND LEGACIES				
Grants	-	110,500	110,500	203,024
Donations	6,388	-	6,388	8,059
	<u>6,388</u>	<u>110,500</u>	<u>116,888</u>	<u>211,083</u>
INCOME FROM CHARITABLE ACTIVITIES				
Survivors Services				
Grants	-	98,066	98,066	123,421
Therapy Income	52,312	-	52,312	28,263
Training and Consultancy	-	-	-	2,000
Other Income	-	-	-	2,015
Forensic Services				
Grants	-	25,000	25,000	16,667
Therapy income	-	-	-	12,720
Forensic Services	41,574	-	41,574	127,893
Other Income	-	-	-	2,000
Learning and Development Services				
Training and Consultancy Income	103,505	-	103,505	21,310
Young People's Therapy Services				
Grants	-	63,787	63,787	104,932
Therapy and Harm Prevention Income	42,057	-	42,057	46,630
Training and Consultancy Income	-	-	-	5,150
Other Income	-	-	-	(2,000)
COSA Project				
Grants	-	60,000	60,000	60,000
Other Income	11,000	-	11,000	28,000
Family Support Services				
Grants	-	37,500	37,500	64,871
Contract income	71,720	-	71,720	143,440
Therapy Income	78,227	-	78,227	28,047
Training and Consultancy Income	27,895	-	27,895	27,964
Other Income	11,000	-	11,000	1,000
West Midlands				
Grants	-	-	-	8,014
Contract income	480,000	-	480,000	-
Therapy income	19,000	-	19,000	-
Training and Consultancy	10,896	-	10,896	54,170
Other Income	9,836	-	9,836	208,843
Core				
Training and Consultancy	-	-	-	14,450
Miscellaneous	-	-	-	180
Advocacy Services				
Grants	-	167,061	167,061	64,769
Other income	23,700	-	23,700	10,640
	<u>982,722</u>	<u>451,414</u>	<u>1,434,136</u>	<u>1,205,389</u>
INCOME FROM OTHER TRADING ACTIVITIES				
Other Income	1,750	-	1,750	-
	<u>1,750</u>	<u>-</u>	<u>1,750</u>	<u>-</u>
Total	990,860	561,914	1,552,774	1,416,472
<i>Total 2021</i>	927,303	489,169	1,416,472	

Further information on grants is provided in note 14.

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

3. EXPENDITURE

	Direct staff costs £	Direct costs £	Support costs £	Governance Costs £	2022 £	2021 £
Raising funds	20,400	13,477	5,066	348	39,292	6,044
Charitable activities						
Survivors Services	142,767	14,459	48,442	3,332	209,000	247,667
Forensic Services	70,226	14,908	31,918	2,195	119,247	100,072
Learning and Development Services	40,830	789	19,057	1,311	61,987	12,054
Young People's Therapy Services	143,321	2,383	49,416	3,399	198,519	144,807
COSA Project	74,521	8,937	35,777	2,461	121,696	85,077
Family Support Services	87,876	41,181	22,019	1,514	152,590	125,037
West Midlands	217,590	50,220	93,806	6,451	368,067	194,345
Advocacy services	163,034	6,881	81,412	5,599	256,926	-
Policy, Campaigns & Leadership	14,777	877	2,806	193	18,653	285,699
	<hr/> <u>954,942</u>	<hr/> <u>140,635</u>	<hr/> <u>384,653</u>	<hr/> <u>26,455</u>	<hr/> <u>1,506,685</u>	<hr/> <u>1,194,758</u>
Total	<hr/> <u>975,342</u>	<hr/> <u>154,112</u>	<hr/> <u>389,719</u>	<hr/> <u>26,803</u>	<hr/> <u>1,545,977</u>	<hr/> <u>1,200,802</u>
<i>Total 2021</i>	851,729	182,550	166,523	7,861	1,200,802	

Analysis of support costs:

	2022 £	2021 £
Management salaries	109,697	25,233
Administration salaries	50,260	30,277
Premises costs	66,477	35,658
Communication costs	8,137	10,994
Information Technology	15,882	18,091
Legal and professional costs	84,865	16,020
Depreciation	14,060	8,784
Miscellaneous expenses	18,195	21,466
Bad debts	22,146	
	<hr/> <u>389,719</u>	<hr/> <u>166,523</u>

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

Analysis of governance costs:

	2022 £	2021 £
Management salaries	18,163	-
Legal and professional costs	2,494	-
Miscellaneous expenses	146	-
Audit fees	6,000	7,800
Trustees	-	61
	<hr/> <u>26,803</u>	<hr/> <u>7,861</u>

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

4. NET INCOME/(EXPENDITURE)	2022	2021
	£	£
Depreciation of fixed assets	14,060	8,784
Auditor's remunerations	5,980	7,800
Operating lease rentals - property	53,576	19,406
Operating lease rentals - equipment	1,428	3,428
	<u><u> </u></u>	<u><u> </u></u>

5. STAFF COSTS AND NUMBERS	2022	2021
	£	£
Wages and salaries	1,033,554	819,800
Social security costs	97,722	69,134
Pension costs	22,186	18,305
	<u><u> </u></u>	<u><u> </u></u>
	<u><u>1,153,462</u></u>	<u><u>907,239</u></u>

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

	2022	2021
Average number of employees	<u><u>41</u></u>	<u><u>35</u></u>

No employee received emoluments of more than £60,000 (2021: 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 £193,671 (2021: £192,191).

6. TRUSTEES EXPENSES AND REMUNERATION

Trustees are not remunerated and no expenses were reimbursed in the year (2021: £Nil).

7. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year (2021: £Nil).

There were no other related party transactions during the year (2021: none).

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

8. TANGIBLE FIXED ASSETS

	Office equipment	Fixtures & fittings	Computers & IT systems	Total
	£	£	£	£
Cost				
At 1 April 2021	5,320	3,981	84,154	93,455
Additions	1,221	7,801	10,212	19,234
Disposals	-	-	-	-
At 31 March 2022	<u>6,541</u>	<u>11,782</u>	<u>94,366</u>	<u>112,689</u>
Depreciation				
At 1 April 2021	3,243	3,020	58,908	65,171
Charge for the year	621	632	12,807	14,060
Eliminated on disposals	-	-	-	-
At 31 March 2022	<u>3,864</u>	<u>3,652</u>	<u>71,715</u>	<u>79,231</u>
Net book value				
At 31 March 2022	<u>2,677</u>	<u>8,130</u>	<u>22,651</u>	<u>33,458</u>
At 31 March 2021	<u>2,077</u>	<u>961</u>	<u>25,246</u>	<u>28,284</u>

9. DEBTORS

	2022	2021
	£	£
Grant and contract income debtors	154,320	480,390
Other debtors and accrued income	247,441	80,479
Prepayments	18,266	3,385
	<hr/>	<hr/>
	<u>420,027</u>	<u>564,254</u>

10. CREDITORS: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	39,834	40,067
Other taxes and social security costs	34,238	25,988
Deferred income (note 11)	302,757	379,402
Accruals	30,458	53,354
Other creditors	785	-
	<hr/>	<hr/>
	<u>408,072</u>	<u>498,811</u>

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

11. DEFERRED INCOME

	2022	2021
	£	£
Total deferred income at 1 April	379,402	257,098
Additions during the year	441,446	1,196,814
Released to income	(518,091)	(1,074,510)
 Total deferred income at 31 March	 <hr/> <hr/> 302,757	 <hr/> <hr/> 379,402

Deferred income represents contract and grant income relating to the proportion of funding for 2022/23 services.

12. OPERATING LEASE COMMITMENTS

As at 31 March 2022 the charity had total future minimum lease payments under non-cancellable operating leases are as follows:

	Equipment	Buildings	2022	2021
	£	£	£	£
Less than 1 year	-	180,700	180,700	1,428
Between 2 and 5 years	-	129,900	129,900	-
In 5 years or more	-	-	-	-
 <i>Total 2021</i>	 <hr/> <hr/> -	 <hr/> <hr/> 310,600	 <hr/> <hr/> 310,600	 <hr/> <hr/> 1,428

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 2022**

14. MOVEMENT IN FUNDS

	Balance at 01.04.2021	Income	Expenditure	Transfers	Balance at 31.03.2022
	£	£	£	£	£
Survivors Services					
The Three Guineas Trust	-	37,500	(37,500)	-	-
HO MOSAC	-	60,566	(60,566)	-	-
Forensic Services					
Charles Hayward Foundation	-	25,000	(25,000)	-	-
YP Therapy Services					
BBC Children in Need	-	33,787	(31,665)	-	2,122
John Lyon's Charity	-	30,000	(30,000)	-	-
COSA					
Esmee Fairbairn Foundation	6	30,000	(30,006)	-	-
The Henry Smith Charity	-	30,000	(30,000)	-	-
Family Support Services					
The Three Guineas Trust	-	37,500	(37,500)	-	-
Core Grants					
The Three Guineas Trust	-	75,000	(75,000)	-	-
Lloyds Bank Foundation	-	33,000	(33,000)	-	-
Hobson Charity	-	2,500	(2,500)	-	-
Advocacy Services					
Volant	-	6,250	(6,250)	-	-
Solace (Ascent)	-	10,000	(10,000)	-	-
WGN Gateway	-	98,044	(98,044)	-	-
WGN courageous	-	52,767	(52,767)	-	-
Total Restricted Funds	<hr/> 6	<hr/> 561,914	<hr/> (559,798)	<hr/> -	<hr/> 2,122
Unrestricted General Funds	612,519	990,860	(986,179)	-	617,200
Total Funds	<hr/> 612,525	<hr/> 1,552,774	<hr/> (1,545,977)	<hr/> -	<hr/> 619,322

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

14. MOVEMENT IN FUNDS (continued)

Comparative statement of funds for the year ended 31 March 2021:

	Balance at 01.04.2021 £	Income £	Expenditure £	Transfers £	Balance at 31.03.2022 £
Survivors Services					
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)	-	-
Forensic Services					
Charles Hayward Foundation	-	16,667	(16,667)	-	-
YP Therapy Services					
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)	-	-
COSA					
Esmee Fairbairn Foundation	6	30,000	(30,000)	-	6
The Henry Smith Charity	-	30,000	(30,000)	-	-
Midlands Service					
HMRC Furlough	-	8,014	(8,014)	-	-
Core Grants					
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)	-	-
Total Restricted Funds	<hr/> 6	<hr/> 489,169	<hr/> (489,169)	<hr/> -	<hr/> 6
Unrestricted General Funds	396,849	927,303	(711,633)	-	612,519
Total Funds	<hr/> 396,855	<hr/> 1,416,472	<hr/> (1,200,802)	<hr/> -	<hr/> 612,525

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

14. MOVEMENT IN FUNDS (continued)

Transfers

There were no transfers during the year (2021: £Nil).

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 2022

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.

Lloyds 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

	Unrestricted £	Restricted £	Total £
Tangible fixed assets	33,458	-	33,458
Net current assets	583,742	2,122	585,864
Net assets at the end of the year	617,200	2,122	619,322

Comparative analysis of net assets between funds for the year ended 31 March 2021:

	Unrestricted £	Restricted £	Total £
Tangible fixed assets	28,284	-	28,284
Net current assets	584,235	6	584,241
Net assets as at 31 March 2021	612,519	6	612,525

RESPOND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

16. Statement of financial activities - comparative balances as at 31 March 2021

Income and expenditure	Unrestricted £	Restricted £	2021 Total £
INCOME AND ENDOWMENTS:			
Donations and legacies	25,459	185,624	211,083
Charitable activities	901,844	303,545	1,205,389
Other trading activities	-	-	-
Total income	927,303	489,169	1,416,472
EXPENDITURE ON:			
Raising funds	6,044	-	6,044
Charitable activities	705,589	489,169	1,194,758
Total expenditure	711,633	489,169	1,200,802
NET INCOME/(EXPENDITURE)	215,670	-	215,670
Transfers between funds	-	-	-
NET MOVEMENT IN FUNDS	215,670	-	215,670
RECONCILIATION OF FUNDS:			
Total funds brought forward	396,849	6	396,855
TOTAL FUNDS CARRIED FORWARD	612,519	6	612,525