

CHARITY  
COMMISSION

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

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

**FOR THE YEAR ENDED 31ST MARCH 2018**

Company No: 2337300  
Charity No: 800862

**REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31ST MARCH 2018**

**CONTENTS**

	<b>Page</b>
<b>Officers and Professional Advisors</b>	<b>2</b>
<b>Directors' and Trustees' Report</b>	<b>3 – 14</b>
<b>Auditor's Report</b>	<b>15</b>
<b>Statement of Financial Activities</b>	<b>17</b>
<b>Balance Sheet</b>	<b>18</b>
<b>Statement of Cash Flows</b>	<b>19</b>
<b>Notes to the Accounts</b>	<b>20 – 30</b>

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

**OFFICERS AND FINANCIAL ADVISORS**  
**FOR THE YEAR ENDED 31ST MARCH 2018**

<b>Trustees</b>	Neil Myerson - Chair Charles Taylor - Treasurer Lucy Butler Celia Kent - resigned 14 February 2018 Roger Banks Saskia Baron - resigned 17 April 2018 Jane Caldwell Alison Kahn - appointed 11 April 2018
<b>Secretary</b>	Celia Kent - resigned 14 February 2018
<b>Senior Management Team</b>	Noelle Blackman - Chief Executive Officer
<b>Company Number</b>	2337300
<b>Charity Number</b>	800862
<b>Registered Office</b>	3 <sup>rd</sup> Floor 24-32 Stephenson Way London NW1 2HD
<b>Auditors</b>	Fawcetts LLP Chartered Accountants and Statutory Auditors Windover House St. Ann Street Salisbury SP1 2DR
<b>Bankers</b>	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
	The Co-operative Bank Plc. P.O. Box 250 Skelmersdale WN8 6WT
<b>Solicitors</b>	Russell-Cooke Solicitors 2 Putney Hill London SW15 6AB

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

**DIRECTORS' AND TRUSTEES' REPORT**

**FOR THE YEAR ENDED 31ST MARCH 2018**

The Directors/Trustees present their report and audited accounts for the year ended 31 March 2018.

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

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

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

**Recruitment and appointment of Trustees**

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

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

The Trustees in office in the year are set out on page 2. They have no beneficial interest in the company other than as members. The Trustees are also the directors of the company. All 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 is currently being carried out by the Board of Trustees to ensure that the Board has the appropriate mix of relevant skills, knowledge and experience amongst the Trustees to ensure good governance and to lead Respond through the coming year to a sustainable financial future and to develop the services for the benefit of our beneficiaries.

**Organisation**

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

In the previous year, two new posts were created, a Senior Manager was appointed to lead the Survivors Services and the former Young People Services Coordinator was promoted to the role of Senior Manager of the Young People's Services. A senior management team now meets every six weeks comprising of the Chief Executive, Deputy Chief Executive, and the two Senior Managers, the Finance Manager and the Fundraising Manager. They meet to plan, develop and guide the future Business Plan of Respond and support the Board. Towards September 2017, the focus of the Survivors Services Manager was changed from being clinically focussed to having far greater responsibility for business development.

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

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

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

**FOR THE YEAR ENDED 31ST MARCH 2018**

**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, the resource provided to our CEO and Senior Management Team through the Emerging Executives Programme run by the Foundation for Social Improvement, was very helpful in informing thinking and business strategy for Respond. The organisation has also benefited from a pro bono review of our suite of policies and expert HR guidance.

**Risk Management**

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

**Volunteers**

Thanks go out to the 45 amazing volunteers who have supported the team at Respond over the last 12 months through the COSA project, Survivors service, family support services and fundraising teams.

**Public Benefit statement**

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

**OBJECTIVES AND ACTIVITIES**

***Mission Statement***

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

***Core Purpose***

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

***How we work***

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

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

**FOR YEAR ENDED 31ST MARCH 2018**

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

**ACHIEVEMENTS AND PERFORMANCE**

Respond has been pioneering Disability Psychotherapy since its inception. Providing psychotherapy for people with learning disabilities has always been contentious with many regulatory bodies and training courses overlooking this as a client group who could use this intervention. However, the world is changing and perhaps we could claim some credit for contributing to this. The proof of the change is that this year Respond was honoured to have been awarded the Bernard Ratigan Award for Psychoanalysis and Diversity by the British Psychoanalytic Council, this feels like a wonderful recognition that at last the psychoanalytic world believes that people with learning disabilities can be helped by psychotherapy. This year Respond was invited on two separate occasions to contribute evidence to the Independent Inquiry into Child Sexual Abuse, this is an important acknowledgement that many of the victims will have had a learning disability and may otherwise be under represented in the evidence being gathered as there are many challenges to them coming forward themselves to give evidence. This year Respond has been invited to contribute information and learning about trauma in the lives of people with learning disabilities to several national bodies these include Health Education England, The Royal College of Psychiatrists, the Positive Behaviour Academy and The British Institute of Learning Disability, it seems that at last trauma is being recognised and Respond are recognised as being national experts in this field.

**Respond's Services**

Respond provides counselling, psychotherapy and advocacy services for adults and young people with a wide range of learning disabilities, autism or both and their families. Our HQ and clinic are based in Euston and we run clinics in schools and community settings 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 training, consultancy and clinical supervision which are informed by our many years of experience in this specialised field.

**Young People's Service**

*"Working with Respond in our school has changed school culture and my own thinking"*

*Headteacher at Belvue School, Ealing, west London.*

2017-18 was a year characterised by renewal and national voice while continuing to deliver our core service of psychotherapy and emotional support to children and young people in our central London clinic and across seven schools in London. The children and young people referred to Respond have experienced trauma or abuse. During the year our skilled and dedicated therapists provided one to one therapy to 48 children and young people aged from 5 to 18 years over the course of 12 months. A key part of sustaining the positive difference made for these young clients is the work we do with families and professionals: in 2017-18, 12 family members received one to one counselling, a further 28 family members were given support and 175 professionals benefited from our training and advice.

The renewal in the service was enabled through the creation of our Theory of Change. This allowed the Young People's Service to think about the work we do with young people in a different way, one that has a clear outcomes-focus supported by a clear set of indicators and measurement tools informed by consultation with young people. It will allow Respond to clearly communicate the purpose-driven nature of our work with young people to a range of audiences. We are very grateful to the external expert resource provided by Catch Impact consultants and generously funded by the Centre of Expertise on Child Sexual Abuse Evaluation Fund.

During the year, the Young People's Service enjoyed great opportunities to not only profile our work, but to make a strong case for its value. Our Service Manager, Rosie Creer, spoke on Radio 4 Woman's Hour Sports Relief feature with great eloquence and passion about the positive health and wellbeing impact on the client that is seen in the therapy room, and the familial and professional network around the individual. Listener feedback was very

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

**FOR YEAR ENDED 31ST MARCH 2018**

**Young People's Service (cont/d)**

encouraging resulting in several referrals and enquires about our packages of support, as well as increased journalistic interest.

July and November 2017 saw Respond at the Independent Inquiry on Child Sexual Abuse. The charity was invited to give evidence and contribute to a seminar on the criminal justice system respectively. It gave us a valuable opportunity to highlight the lived experienced of the barriers people with learning disabilities, autism or both have in reporting child sexual abuse before even getting to court.

Looking to the coming year we look forward to:

- Reaching more young people by fostering relationships with schools
- Piloting positive early attachment with infants with learning disabilities, autism or both.
- Partnering with others to engage more of our diverse client group particularly young people in mainstream environments whose needs are not being adequately met or even recognised

Respond is grateful for the generosity of its grant funders: John Lyon's Charity, Comic Relief, BBC Children in Need, Schroder Charity Trust and Lady Balogh Psychotherapy Trust.

**Circles of Support and Accountability**

*'The Circle kept me out of trouble and gave me a reason not to offend... They [the volunteers] listened to me. That was what was important. Some people...point the finger. The volunteers were trustworthy, positive and kind. They were there to help me.'*

*A former Circle Core Member*

2017-18 was another year of successful outcomes for the Core Members of the Circles of Support and Accountability (COSA), where Core Members are those individuals who are sex offenders or at high risk of offending. It is an endorsement of the effectiveness of Respond's adapted model that none of the Core Members has reoffended and all are doing their utmost to live safe and purposeful lives in the community. An independent evaluation of the COSA shows substantial improvements in Core Members' psychological wellbeing, communication skills, sexual knowledge and independence.

This last year has been one of challenge and opportunity for COSA. One of our key challenges is in securing the funding arrangements for the Circles for prospective Core Members. The shift in the statutory sector's financial landscape in the last few years has meant that funding for an adapted Circle is becoming increasingly scarce. In response to this challenge, the COSA team has focused on building partnerships and seeking opportunities to share and scale this adapted Circle model so that Respond can train, support and supervise the establishment of Circles in other organisations. This year we have delivered Circles in partnership with London Boroughs of Camden, Hackney, and Hillingdon, London Probation Service and East London NHS Foundation Trust (Forensic Mental Health Services). 2017-2018 saw us complete three Circles and start three new ones.

A key opportunity for Respond is the development of the COSA model of working for young people as Core Members. Many of our Core Members are aged under 25 years and the Circle approach has proved to be an effective one in enabling greater reflection and insight into their harmful sexual behavior and to broaden their skills in order that they are able to desist from it.

One of the most striking developments over the year has been the importance of supporting the families of Core Members. This practical and emotional support has led to a noticeable improvement in family members' ability and confidence in coping with difficult circumstances and the challenges that inevitably arise. This targeted support means a greater likelihood of sustaining the positive outcomes for Core Members.

Our Circle volunteers are a rich resource. Since 2012, 100 volunteers have been trained to be part of Circles and most will stay with the Circle for its 12-18 months duration. We are proud to say that our volunteers become advocates for people with learning disabilities, autism or both in their communities and continue their companionship of the Core Member after the Circle ends. This has led to the development of 'Beyond COSA' to sustain relationships between volunteers and Core Member.

The COSA project is supported by generous grant funding from the Esmée Fairbairn Foundation and The Henry Smith Charity.

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

**FOR YEAR ENDED 31ST MARCH 2018**

**Family Support Service**

*"I am being helped to realise that coping with how badly my son was failed by the agencies involved in his care IS very difficult and that it is ok to need help. RESPOND is a vitally important service."*

*Mother of a son who died a preventable death*

Families of loved ones with learning disabilities, autism or both who have experienced abuse, violence or trauma often find themselves in impossible situations that impacts on their own physical and mental health, self-esteem and sense of agency. Trauma may begin at birth for some people with learning disabilities and their families. It may be compounded by inadequate care and support, institutional abuse, sexual violence and sometimes even avoidable institutional death. Many parents who come to our service describe us as their 'last resort'.

In 2017-18, the Family Support Service worked with 32 families to achieve the best outcome for their loved one whether that is supported living closer to home, a managed discharge from an institution or justice following a preventable death. It is sometimes the case that families are excluded from the professional decision-making affecting their child. The Family Support Service seeks to enable family members to be resilient, competent and confident in fighting for the right of their loved one to live a rich and satisfying lives. Our Family Support Service uses individual and group support, encourages peer support, and advocacy in limited circumstances as well as family or individual therapy. The Service benefits from the tireless contributions of our volunteer counsellors and advocates without whom the Service would not be able to provide a service of this breadth and depth.

Over the year, the Service has embedded a circle model of support and counselling for families, leveraging the skill and expertise of volunteers to bring about positive change in the life of the loved one and their families. The role of the Circle is invaluable to family members as it provides a network of reliable, consistent support that has the families' best interest at heart. Its most important feature is allowing space for family members to reflect, think and plan. In 2017-18, we supported eight families through these Circles. This Circle approach is a new development for the Service and is being rolled out to support more families in the future.

The Service is also exploring opportunities for development through joint partnerships and framing our expertise as a training and consultancy service to service providers to increase our earned income. This builds on our role as a contractor of specialist services to NHS England including emotional therapeutic support for family members at national conferences tackling difficult subjects such as avoidable death or unexpected death.

The Family Support Service is generously grant funded by the London Community Foundation, The Daily Thomas Charitable Fund and the People's Postcode Trust.

**My Life, My Marriage - Forced Marriage project**

*'This session was very informative, and I got to know about...forced marriage, [an] issue which...I didn't even know about. Please do workshops where our children can learn about relationships.'*

*Parent Peer to Peer workshop participant*

2017-18 saw the My Life, My Marriage Project tackle the nuanced and complex issue of forced marriage of people with learning disabilities, autism or both. This year focused on the engagement of high risk communities across four London boroughs and an exciting academic partnership with University of Nottingham.

The sensitisation of communities is essential to bringing forced marriage to an end. Parents and community leaders are key advocates for change and this year we have focused on skilling up to recognise warning signs, comprehending 'capacity to consent' and appreciating the necessity of safe and healthy relationships for their children. We have trained 40 parents as peer to peer educators in LB Camden representing diverse communities including the high-risk Bangladeshi community, and communities with emerging need such as Somalia, Eritrea and Albania.

**DIRECTORS' AND TRUSTEES' REPORT (Cont/d)**  
**FOR YEAR ENDED 31ST MARCH 2018**

**My Life, My Marriage - Forced Marriage project (cont/d)**

A growing part of the project is the provision of advocacy support and a psycho-educational programme for clients at risk of forced marriage. These interventions help clients to better understand sex, healthy relationships and capacity to consent, and support them in making informed decisions about relationships. A key success in 2017-18 was the East London Mosque conference on forced marriage. This event brought together experts and strategic community influencers to share powerful messages on forced marriage. It was an honour for the My Life, My Marriage Project Lead to share the platform with the UK Board of the Sharia Council and the Forced Marriage Commission. At a national level, Respond's CEO presented to the 2018 National Autistic Society's Annual Professionals Conference on the learning arising from the project and our mobilisation of communities. The project is a member of working groups with the Home Office and Metropolitan Police.

Professionals remain a pivotal group to educate on forced marriage to be more able to identify those people with learning disabilities, autism or both who at risk. Respond is part of the My Marriage, My Choice national project led by Nottingham University resulting in practice guidance and series of short films, please click on this link <https://www.nottingham.ac.uk/research/groups/mymarriagemychoice/index.aspx>. At borough level, training was provided for staff in domestic and sexual violence services to alert them to the danger of forced marriage and how to respond appropriately and the project lead has joined a subgroup of the LB Camden's Children's Safeguarding Board.

Looking to the future, My Life My Marriage continues to broaden our reach to engage higher risk communities and extend support to individuals who have been or could be forced into marriage. Partnership working at local level with community groups and voluntary organisations is being developed as an important means of engagement and mobilisation.

The project is generously grant funded by Trust for London.

**Forensic Service**

*'The old behaviours stopped I think. It was all bad stuff...my behaviour, but now it's gone right down slowly'*  
Client talking about the impact of his therapy

In 2017-18, the Forensic Service was recognised as providing a high quality, consistent and reliable service to clients in an independent evaluation carried out by King's College London. It was also deemed value for money, particularly considering the high expense of treating offenders in more restrictive environments. The evaluation highlighted that we offer something unique in the field of forensic psychotherapy.

Over the year, the Forensic Service worked with 15 individual clients and experienced an increasing level of demand for all aspects of the service such as risk assessments, therapy, training and clinical supervision for staff. The demand for services came from both the statutory and voluntary sectors and all referrals were for males. Interestingly, there were enquiries for adult female service users that did not translate into referrals. In common with our sister services at Respond, work with families is crucial to sustaining the difference made to the lives of forensic clients. In 2017-18, 45 family members were supported during their relative's treatment. In tandem to the direct work with clients and their family members, the Forensic Team trained 115 professionals and supervised 10 clinicians.

The complexity and demands of the forensic work require a team of deeply experienced and skilled professionals. Respond has taken great care to ensure that our staff team is supported by supervision of the highest quality. Looking to the future the Forensic Service is committed to increasing its profile and developing relationships with more London-based forensic services to grow improved referral pathways. We are particularly interested in finding ways to work with female service users.

The Forensic Service is generously grant funded by the City Bridge Trust.

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

**FOR YEAR ENDED 31ST MARCH 2018**

### **Survivors Service**

*'The work of Respond is pioneering and incredibly valuable. I see smiling faces at the end of each [group therapy] session. Women being given the opportunity to try new things, get creative, be artistic, sing, and to express themselves in a safe space. The women who attend the group seem to have bonded and...This informal network helps reduce isolation and creates a sense of belonging and solidarity.'*

*Operations Manager, 'The nia Project' Huggett Centre, talking about the Women's Group*

Psychotherapy for adult survivors of abuse, trauma and violence has consistently proved to be of immense value to our clients who are able to live richer, more resilient lives as a consequence of engaging with our long term therapeutic support. In 2017-18 the Survivors Service provided one to one psychotherapy to nine clients and initiated a community-based therapy group for up to six women who have experienced trauma.

A significant challenge for the Survivors Service is the enduring impact of austerity on statutory funding for long term therapy, there has been a marked decrease in available finance which is unlikely to change in the foreseeable future. This has prompted a radical rethink of the way in which the Survivors Service is developed and delivered. The Service is now refocused on skilling up and training professionals to be better able support their adult clients and our training offer is firmly rooted in a trauma-informed approach. In 2017-18, the Service provided training and supervision to 30 professionals.

The initiation of community-based group therapy is a promising model of practice. The Women's Group clients, and the professional network of support around them, have expressed a great degree of satisfaction with the difference made to their quality of life and sense of wellbeing. There is a palpable reduction in loneliness, anxiety and lack of confidence. Members of the group are beginning to support each other and develop a friendship network. One of the key factors in the success of the group is that it is undertaken with a larger provider, 'The nia Project', and hosted in a local women's centre, The Huggett Centre in Dagenham.

During 2017-18, the Independent Sexual Violence Advocacy Service (ISVA) supported 59 individuals of which half were young people. ISVA clients are victims of sexual violence who have reported, or are thinking of reporting, the crime to the police. ISVA focused on guidance, training and consultancy for professionals, and in this year worked with 389 professionals.

ISVA communicated the impact and value of the service to a range of new audiences. At the innovative [Clearlines Festival](#), the ISVA Coordinator was part of a panel around disability and sexual assault. It was a great opportunity to talk about the support and respect for any victim/survivor with a learning disability, autism or both. The ISVA Team contributed a chapter to *To Report or Not to Report*, a new book edited by [Reconnected Life](#) where we talk about the criminal justice system from the perspective of challenges experienced by our clients.

As we look toward 2018, the Survivors Service is recruiting Honorary Therapists who are newly qualified or in post-graduate training. This enables Respond to not only provide a quality therapeutic service, it builds a professional workforce skilled in this field. On a communication note, it is evident that there are emerging creative and innovative ways to raise awareness and support for victims. We are interested to develop a social media presence and a more accessible web page to give voice to survivors of sexual violence.

The Survivors Service is very grateful to be supported by funding from The Three Guineas Trust and the London Community Foundation.

### **Fundraising and Income Generation**

In 2017-18 the institutional fundraising environment continued to be challenging for Respond as it was for most small to medium sized charities. Respond has invested more resources into our fundraising and income generation function to help the charity meet the challenge with engagement of a Fundraising Consultant focused on trust fundraising.

During the year we carried on building relationships with our key grant funders, many of which have been consistent supporters of Respond's work over the years for which the charity is profoundly grateful. The charity takes great strength from the generosity of our grant funders that they clearly have compassion for our cause and are prepared to be flexible in the management of their grants.

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

**FOR YEAR ENDED 31ST MARCH 2018**

We were successful in attracting new grant funders to Respond in the shape of The People's Postcode Trust and the Baily Thomas Charitable Trust, both for the Family Support Service, and The Drapers Charitable Fund for Circles of Support and Accountability. A game-changing grant for the Young People's Service and Respond came from the Evaluation Fund of the Centre of expertise on child sexual abuse. This grant enabled the Young People's Service to develop its Theory of Change and a supporting set of indicators and measurement tools to track change, positive and negative. The Theory of Change enables a greater clarity about the final outcomes we are seeking for and with our young clients and perhaps most importantly, it tells a simple and compelling story about the difference that we make to lives of children and young people who have experienced abuse. Looking to the future, Theory of Change training is being rolled out to other services within Respond to embed a cultural change towards an outcomes-focused, evidence-based approach.

In the year, Respond decided to invest effort and resources into increasing its earned income from sales of services and products. Respond is a unique organisation with a distinctive service offering and as such it can be a challenge to identify and build a market for our work. A new Business Development Manager post was created to lead a proactive strategy to generate income. Initial indications suggest that this is yielding a positive effect in that all services have increased their earned income on 2016-17, with the Family Support Service considerably increasing its income from therapy and related services over the year. The recent appointment of a Learning and Development Coordinator will be instrumental in generating a new customer base for the Respond training and consultancy service as well as building relationships with existing customers.

Secure, sustainable funding is vital in assuring the future of Respond. The dual approach of increasing trust funding and earned income is already beginning to shift the ratio from 70:30 towards 60:40 to make it a more sustainable funding base.

**Policy and Influence**

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

**Respond Action Group**

*'The group talked about what was important for Respond Action Group... These included: anti-bullying, anti-racism, pro-justice, ethics, standing up for our rights, [being] honest and authentic.'*

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

The Group offers its expertise to external stakeholders. In 2017-18, they made a significant contribution to academic research projects undertaken by King's College London and Bristol University, an evaluation of the Respond Forensic Service and research into Justice, Inequality and Gender Based Violence respectively. This culminated in the presentation of the anonymised story of one of the group members by the Bristol research team to Cabinet Members at the Houses of Parliament. During the year, a partnership has emerged with On Road Media to understand how the media works and effect a more positive approach by journalists to reporting and portraying people with learning disabilities in the media.

Looking forward, the Respond Action Group is developing its role as a consultancy and actively seeking partnerships such as the one with On Road Media. The intended outcomes of the Group are to increase influence in the thinking of decision-makers and service providers around people with learning disabilities and to enable a greater voice for Respond's beneficiaries in the wider world.

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

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

**FOR YEAR ENDED 31ST MARCH 2018**

**Respond also:**

- Provides training to support our staff and volunteers
- Runs lectures/seminars e.g. for the Trainee Clinical Psychology students at University College London and The University of East London
- Presents papers at a wide variety of national and international conferences
- Runs team dynamics and clinical supervision sessions for a wide variety of organisations

**Funders and Donors**

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

BBC Children in Need  
Centre of expertise on child sexual abuse  
City Bridge Trust  
Comic Relief  
Esmée Fairbairn Foundation  
John Lyon's Charity  
Lady Balogh's Psychotherapy Trust  
Lloyds Bank Foundation  
People's Postcode Trust  
Schroder Charity Trust  
The Baily Thomas Charitable Fund  
The Henry Smith Charity  
The London Community Foundation  
The Three Guineas Trust  
True and Fair Foundation  
Trust for London  
Tudor Trust

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

**FOR YEAR ENDED 31ST MARCH 2018**

**FINANCIAL REVIEW**

The Statement of Financial Activities showed a net surplus of £76,894 (2017 £55,140) for the year and reserves stand at £119,844 (2017 £42,950).

The surplus is split between unrestricted funds, which showed a surplus of £68,302 (2017 £58,419) and restricted funds, which showed a surplus of £8,592 (2017 deficit £3,279).

Total income increased marginally by 4% in the year to £847,502, up by £29,591. The main impact in the charity's income streams are as follows:

- generous funding from The Three Guineas Trust of grant of £100,000 towards core costs and £100,000 towards the Survivors Service in addition to £20k carry over from the previous year.
- increase in therapy income from Survivors Service of £7k due to a trauma assessment carried out during the year
- a new grant from Tudor Trust of £33k for the year to develop Respond's training and consultancy services
- three new grants totalling £22k for Young People Services to fund clinical supervision and develop a new Theory of Change for the service
- two new grants for the Family Service totalling £21,250 to cover the staff cost of the service and support the Families Together project
- income of £6,025 for a risk assessment and family support at NHS events

During the year, in view of substantial losses sustained in previous years and that Respond had low reserves at the start of the year, the Board of Trustees has approved that Respond consider suitable organisations for merger or collaborative working to ensure its future and financial sustainability. Respond has formed a strategic alliance with Choice Support in March 2017 and will continue to explore other strategic alliances/partnerships.

Respond explored merger possibilities with suitable organisations during the year but this did not materialise after months of exploration and discussions. Respond will need to operate within a model of operating surplus and rebuild its reserves through greater income generation from different income streams plus a cost reduction programme.

In assessing the going concern position for Respond for the twelve months from the date of approval of the accounts, the Trustees have prepared detailed financial forecasts and, based on the cash-flow forecasts, are confident that there will be sufficient cash available to meet the liabilities as they fall due. These forecasts include income from several grants/contracts which have been secured/not yet been secured.

We have more resources devoted to fundraising and more grant applications are being made during the year with good outcome. 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. As well as fundraised income, the charity is developing its income generating capacity from sales of service, training, clinical supervision and consultancy.

In terms of expenditure, we will continue to assess and ensure that costs are closely monitored and managed and that we keep costs to the minimum. Respond is well aware of the HR implications of an unstable funding environment especially where posts financed by grant funding are coming to an end. The Board understands the necessity for reducing staff costs including redundancy in order for Respond to continue as a service.

On this basis, the trustees believe that the preparation of the financial statements on a going concern basis is appropriate and the financial statements do not include the adjustments that would result if Respond was unable to continue as a going concern.

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

**DIRECTORS' AND TRUSTEES' REPORT (Cont/d)**  
**FOR YEAR ENDED 31ST MARCH 2018**

**Investment powers and policy**

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

**Remuneration policy for key management personnel**

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

**Reserves policy**

As a reserves policy, the Trustees have agreed that three months running costs (about £65,000 per month) and sufficient funds to make redundancy payments for the event of closure should be available at all times. The unrestricted funds not designated or invested in tangible fixed assets held by the charity are £86,807. (2017 £28,711).

The depletion of reserves was caused by a reduction in income over the last few years coupled with increase in expenditure. The trustees are committed to building and maintaining adequate free reserves in the coming financial year and there is a strong focus on building up the reserves to an acceptable level. They will continue to monitor both reserve levels and strategies to improve our income generating capabilities and to reduce expenditure.

**FUTURE PLANS AND DEVELOPMENTS**

The business plan for 2017 – 2019 has the following strategic aims:

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

**STATEMENT OF DIRECTORS AND TRUSTEES' RESPONSIBILITIES**

The Trustees (who are also directors of Respond for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of its income and expenditure for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

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

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

**FOR YEAR ENDED 31ST MARCH 2018**

**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:**

  
.....

**NEIL MYERSON - CHAIR**

**DATED:**..... *8/8/18*.....

# REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF

## RESPOND

(A company limited by guarantee)

### Opinion

We have audited the financial statements of Respond (the 'charitable company') for the year ended 31<sup>st</sup> March 2018 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 2018 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

### Other information

The other information comprises the information included in the Report of the Trustees, 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 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 Report of the Directors included within the Report of the Trustees have been prepared in accordance with applicable legal requirements

# REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF

## RESPOND

(A company limited by guarantee)

### 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 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 set out on page thirteen, 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.

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

### Use of our report

This auditor's report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

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

Dated: 10 August 2018

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

**STATEMENT OF FINANCIAL ACTIVITIES**

(Incorporating an income and expenditure report)

**FOR THE YEAR ENDED 31st MARCH 2018**

	<u>Note</u>	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2018</u> £	<u>Total 2017</u> £
<b>INCOME FROM</b>					
Donations	2	39,553	118,362	157,915	144,571
Incoming from charitable activities	2	254,046	435,541	689,587	673,340
Investment income		-	-	-	-
<b>TOTAL INCOME AND EXPENDITURE</b>		<b>293,599</b>	<b>553,904</b>	<b>847,502</b>	<b>817,911</b>
<b>EXPENDITURE</b>					
Expenditure on raising funds	3	49,687	-	49,687	46,970
Expenditure on charitable activities	3	188,110	532,811	720,921	693,021
Expenditure on administrations	3	-	-	-	22,779
<b>TOTAL EXPENDITURE</b>		<b>237,797</b>	<b>532,811</b>	<b>770,608</b>	<b>762,771</b>
<b>Net income/(expenditure) for the year before transfers</b>		<b>55,802</b>	<b>21,092</b>	<b>76,894</b>	<b>55,140</b>
Transfers between funds		12,500	(12,500)	-	-
<b>Net income/(expenditure) for the year after transfers</b>		<b>68,302</b>	<b>8,592</b>	<b>76,894</b>	<b>55,140</b>
Total funds brought forward		29,257	13,693	42,950	(12,190)
<b>Total funds carried forward at 31 March 2018</b>		<b>97,559</b>	<b>22,285</b>	<b>119,844</b>	<b>42,950</b>

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

**CONTINUING OPERATIONS**

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

**TOTAL RECOGNISED GAINS AND LOSSES**

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

The notes on pages 20 to 30 form part of these accounts

**RESPOND**  
 (A company limited by guarantee)  
 Registered number: 2337300

**BALANCE SHEET AS AT 31ST MARCH 2018**

	<u>Notes</u>	<u>2018</u>	<u>2017</u>
		£	£
<b>FIXED ASSETS</b>			
Tangible fixed assets	6	10,752	546
<b>CURRENT ASSETS</b>			
Debtors	7	122,566	92,508
Cash at bank and in hand		179,846	176,109
		<hr/> 302,412	<hr/> 268,617
<b>CREDITORS: amounts falling due within one year</b>			
	8	(193,320)	(226,213)
		<hr/>	<hr/>
<b>NET CURRENT ASSETS</b>		<b>109,093</b>	<b>42,404</b>
<b>NET ASSETS</b>		<b><u>119,844</u></b>	<b><u>42,950</u></b>
<b>INCOME FUNDS</b>			
Unrestricted funds	11	97,559	29,257
Restricted funds	11	22,285	13,693
		<hr/> <b><u>119,844</u></b>	<hr/> <b><u>42,950</u></b>

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

These accounts were approved by the Board of Trustees/Directors on *10 July 2018* and were signed on its behalf by:

  
**Neil Myerson (Trustee)**

The notes on pages 20 to 30 form part of these accounts.

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

**STATEMENT OF CASH FLOWS**

**AS AT 31ST MARCH 2018**

	<u>Notes</u>	<u>2018</u>	<u>2017</u>
<b>Cash provided by operating activities</b>		<u>3,737</u>	<u>96,950</u>
<b>Cash flows from investing activities</b>			
Interest income		-	-
Cash provided by/(used in) investing activities		-	-
<b>Cash flows from financing activities</b>		-	-
<b>Increase/(decrease) in cash and cash equivalents in the year</b>		<u>3,737</u>	<u>96,950</u>
<b>Cash and cash equivalents at the beginning of the year</b>		176,109	79,159
<b>Cash and cash equivalents at the end of the year</b>		<u>179,846</u>	<u>176,109</u>
<b>RECONCILIATION OF INCOME/(EXPENDITURE) TO NET CASH FROM OPERATING ACTIVITIES</b>			
Net income/(expenditure) for the year as per the statement of financial activities		76,894	55,140
Adjustments for:			
Depreciation charges		2,174	141
Decrease/(increase) in debtors		(30,058)	(41,460)
Increase/(decrease) in creditors		(32,894)	83,128
Purchase of fixed assets		(12,379)	-
		<u>3,737</u>	<u>96,950</u>

## **NOTES TO THE ACCOUNTS**

### **FOR THE YEAR ENDED 31ST MARCH 2018**

#### **1. ACCOUNTING POLICIES**

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

##### **1.1 Basis of preparation of accounts**

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective from 1<sup>st</sup> January 2015 – Charities SORP (FRS 102), and the Companies Act 2006.

##### **1.2 Going concern**

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

At 31 March 2018, the Trustees consider that there is sufficient funding to cover the year following the date of approval of these financial statements and that the going concern basis of preparation is therefore considered to be appropriate.

##### **1.3 Incoming resources**

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

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

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

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income is recognised on a receivable basis.

##### **1.4 Resources expended**

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

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

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

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

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2018**

**1.5 Volunteers and donated services and facilities**

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

**1.6 Irrecoverable VAT**

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

**1.7 Taxation**

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

**1.8 Tangible fixed assets and depreciation**

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

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

**1.9 Funds structure**

Unrestricted funds are available for use at the discretion of the Trustees and in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market value. The Restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

**1.10 Related party disclosure**

FRS 102 requires the disclosure of the details of material transactions between the company and any related parties, as defined. Details of relevant related party transactions are included in note 16 to the financial statements.

**1.11 Debtors**

Debtors are measured at their recoverable amount.

**1.12 Creditors and provisions**

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.

**1.13 Financial instruments**

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

**RESPOND**  
**(A company limited by guarantee)**  
**NOTES TO THE ACCOUNTS (Cont/d)**  
**FOR THE YEAR ENDED 31ST MARCH 2018**

**2. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

	<u>Unrestricted</u>	<u>Restricted</u>	<b>2018</b>	<b>2017</b>
	£	£	£	£
<b><i>Survivors Services</i></b>				
Grant: Home Office	-	-	-	20,000
Grant: London Community Foundation	-	3,250	3,250	28,439
Grant: MOPAC	-	-	-	25,995
Grant: The Three Guineas Trust	-	119,449	119,449	59,009
Therapy income	31,052	-	31,052	24,117
	<u>31,052</u>	<u>122,698</u>	<u>153,750</u>	<u>157,560</u>
<b><i>Forensic Services</i></b>				
Grant: City Bridge Trust	-	13,835	13,835	47,550
Grant: City Bridge Trust new grant		3,958	3,958	-
Forensic Services	108,744	-	108,744	104,554
	<u>108,744</u>	<u>17,793</u>	<u>126,537</u>	<u>152,104</u>
<b><i>Learning and development Services</i></b>				
Grant: Tudor Trust	-	33,333	33,333	-
Training and consultancy income	18,396	-	18,396	22,664
	<u>18,396</u>	<u>33,333</u>	<u>51,729</u>	<u>22,664</u>
<b><i>Young People's Therapy Services</i></b>				
Grant: BBC Children in Need	-	28,119	28,119	20,514
Grant: Comic Relief	-	40,000	40,000	40,000
Grant: John Lyon's Charity	-	40,000	40,000	40,000
Grant: MOPAC	-	-	-	56,797
Grant: Lady Balogh Psychotherapy Trust		3,000	3,000	-
Grant: Center of expertise on CSA		15,848	15,848	-
Grant: Schroder Charity Trust		3,000	3,000	-
Therapy and harm prevention income	71,229		71,229	70,991
	<u>71,229</u>	<u>129,967</u>	<u>201,195</u>	<u>228,302</u>
<b><i>COSA Project</i></b>				
Grant: Esmée Fairbairn	-	37,500	37,500	12,500
Grant: The Henry Smith Charity	-	34,750	34,750	25,350
Grant: The Inge Wakehurst Trust	-	-	-	10,000
	<u>-</u>	<u>72,250</u>	<u>72,250</u>	<u>47,850</u>
<b><i>Family Support Services</i></b>				
Grant: MOPAC	-	-	-	18,960
Grant: Souter Trust	-	-	-	2,750
Grant: Trust for London	-	35,000	35,000	21,750
Grant: University of Nottingham	-	-	-	705
Grant: London Community Foundation	-	3,250	3,250	-
Grant: The Baily Thomas Charitable Trust	-	10,000	10,000	-
Grant: People's Postcode Trust	-	11,250	11,250	-
Helpline	-	-	-	12,033
Therapy and other income	24,626	-	24,626	8,661
	<u>24,626</u>	<u>59,500</u>	<u>84,126</u>	<u>64,858</u>
<b><i>Support Costs</i></b>				
Grant: Three Guineas Trust		100,000	100,000	100,000
Grant: Lloyds Bank Foundation		18,362	18,362	23,071
Grant: Anonymous Charitable Trust	15,000		15,000	5,000
Grant: True & Fair Foundation	19,500		19,500	7,500
Donations	2,514		2,514	4,159
Room hire	2,290		2,290	565
Other income	249		249	4,276
	<u>39,553</u>	<u>118,362</u>	<u>157,915</u>	<u>144,571</u>
<b>Total</b>	<b>293,599</b>	<b>553,904</b>	<b>847,502</b>	<b>817,911</b>

**NOTES TO THE ACCOUNTS (Cont'd)**

**FOR THE YEAR ENDED 31st MARCH 2018**

**3. RESOURCES EXPENDED**

	<b>Costs directly allocated to activities:</b>	<b>2018</b>						<b>2017</b>					
		<b>Fund raising</b>	<b>Survivors Services</b>	<b>Forensic Services</b>	<b>Learning &amp; Development</b>	<b>People's Services</b>	<b>COSA Project Services</b>	<b>Support Services</b>	<b>Governance</b>	<b>Family</b>	<b>Young</b>	<b>People's</b>	<b>COSA Project Services</b>
		£	£	£	£	£	£	£	£	£	£	£	£
<b>Staff salaries</b>	31,788	95,283	35,807	30,742	151,076	53,045	55,652	453,393	473,731				
<b>Direct costs</b>	4,683	5,007	29,745	5,958	16,117	4,120	7,939	73,568	78,063				
<b>Audit fees</b>								5,539	5,539	5,377			
<b>Trustees expenses</b>								202	202	-			
<b>Support costs allocated to activities:</b>													
Management salaries	2,671	9,326	3,045	2,967	15,092	5,342	9,633	-	48,075	31,327			
Administration salaries	3,444	12,025	3,926	3,826	19,461	6,888	12,421	-	61,991	56,606			
Policy and other costs	529	1,846	603	587	2,988	1,057	1,907	-	9,517	-			
Premises costs	5,098	17,801	5,812	5,663	28,809	10,196	18,387	-	91,766	85,190			
Communication costs	516	1,803	589	573	2,917	1,033	1,862	-	9,293	14,057			
Information Technology	327	1,142	373	363	1,848	654	1,180	-	5,888	6,675			
Legal and professional costs	290	1,012	330	322	1,638	580	1,046	-	5,218	4,945			
Depreciation	121	422	138	134	682	242	436	-	2,174	141			
Miscellaneous expenses	221	773	252	246	1,251	443	798	-	3,984	6,660			
	49,687	146,439	80,620	51,381	241,880	83,599	111,260	5,742	770,608	762,771			

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

**NOTES TO THE ACCOUNTS (Cont/d)****FOR THE YEAR ENDED 31st MARCH 2018****4. NET INCOMING RESOURCES**

Net incoming resources are shown after charging:

	<u>2018</u>	<u>2017</u>
	£	£
Depreciation of fixed assets	2,174	141
Auditors's remunerations	5,539	5,377
Operating lease rentals - property	62,400	62,400
Operating lease rentals - equipment	3,428	3,428

**5. DIRECTORS AND EMPLOYEES**

	<u>2018</u>	<u>2017</u>
	£	£
Wages and salaries	515,389	515,851
Social security costs	44,446	43,998
Pension costs	3,623	1,815
	<u>563,459</u>	<u>561,664</u>

No employee received emoluments of more than £60,000 (2017 - £NIL).

No trustee received any remuneration or reimbursed expenses in the year (2017 - £NIL).

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

	<u>2018</u>	<u>2017</u>
Direct project staff	12.76	12.33
Management staff	1.00	1.00
Administration staff	2.60	2.60
	<u>16.36</u>	<u>15.93</u>

Total number employed full and part time during the year are 24. (2017: 22)

The key personnel of the charity comprise the Trustees and the Chief Executive Officer. The total remuneration of the key management personnel was £49,856 (2017 - £53,394). None of the Trustees nor persons connected with them received any remuneration or other material benefits from the association or any connected organisation.

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

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31st MARCH 2018**

**6. TANGIBLE FIXED ASSETS**

**NET BOOK VALUES**

	<u>2018</u>	<u>2017</u>
Office equipment	213	284
Fixtures and fittings	223	262
Information system	10,316	-
	<u>10,752</u>	<u>546</u>

**MOVEMENTS IN YEAR**

<u>Cost of Valuation</u>	<u>Opening Balances</u> £	<u>Additions</u> £	<u>Disposals</u> £	<u>Closing Balances</u> £
Computer equipment	37,949	-	-	37,949
Office equipment	1,377	-	-	1,377
Fixtures and fittings	2,961	-	-	2,961
Information system	-	12,379	-	12,379
	<u>42,287</u>	<u>12,379</u>	<u>-</u>	<u>54,666</u>
<u>Depreciation</u>	<u>Opening Balances</u> £	<u>Additions</u> £	<u>Disposals</u> £	<u>Closing Balances</u> £
Computer equipment	37,949	-	-	37,949
Office equipment	1,093	71	-	1,164
Fixtures and fittings	2,699	39	-	2,738
Information system	-	2,063	-	2,063
	<u>41,741</u>	<u>2,174</u>	<u>-</u>	<u>43,915</u>

**7. DEBTORS**

	<u>2018</u> £	<u>2017</u> £
Grant and contract income debtors	84,813	66,523
Other debtors	9,035	-
Prepayments	28,721	25,985
	<u>122,568</u>	<u>92,508</u>

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

	<u>2018</u> £	<u>2017</u> £
Trade creditors	41,457	37,092
Other taxes and social security costs	12,793	14,107
Deferred income (Note 9)	115,588	147,110
Accruals	23,482	27,905
	<u>193,320</u>	<u>226,213</u>

## RESPOND

(A company limited by guarantee)

### NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 31st MARCH 2018

#### 9. DEFERRED INCOME

	<u>2018</u>	<u>2017</u>
	£	£
Balance at 1st April	147,110	87,311
Released to incoming resources	(147,110)	(87,311)
Deferred in the year	115,588	147,110
Balance at 31st March	<u>115,588</u>	<u>147,110</u>

Deferred income represents contract income of £115,588 related to the proportion of funding for 2018/19 services.

#### 10. SHARE CAPITAL

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

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

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31st MARCH 2018**

**11. MOVEMENT IN FUNDS**

	<u>Balance</u>				<u>Balance</u>
	<u>at 01.04.17</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfer</u>	<u>at 31.03.18</u>
	£	£	£	£	£
<b><i>Support costs</i></b>					
Amanda Jenkins	5,473	-	1,650	-	3,823
Lloyds Bank Foundation	1,118	18,362	19,480	-	-
The Three Guineas Trust	-	100,000	100,000	-	-
<b><i>Survivors Service</i></b>					
The Three Guineas Trust	-	119,449	119,449	-	-
London Community Founcation	-	3,250	3,250	-	-
<b><i>Forensic Services</i></b>					
City Bridge Trust	3,825	13,835	17,660	-	-
City Bridge Trust - new grant	-	3,958	2,740	-	1,218
<b><i>YP Therapy Services:</i></b>					
BBC Children in Need	-	28,119	28,119	-	-
Comic Relief	-	40,000	40,000	-	-
John Lyon's Charity	-	40,000	40,000	-	-
Lady Balogh Psychotherapy Trust	-	3,000	3,000	-	-
Center of expertise on child sexual abuse	-	15,848	11,367	-	4,481
Schroder Charity Trust	-	3,000	3,000	-	-
<b><i>COSA</i></b>					
Esmee Fairbairn Foundation	2,053	37,500	26,966	(12,500)	88
The Henry Smith Charity	1,224	34,750	33,834	-	2,140
<b><i>Family Support Services</i></b>					
London Community Founcation	-	3,250	3,250	-	-
The Baily Thomas Charitable Trust	-	10,000	10,000	-	-
People's Postcode Trust	-	11,250	9,827	-	1,423
Trust fot London	-	35,000	25,888	-	9,112
<b><i>Learning and development</i></b>					
Tudor Trust	-	33,333	33,333	-	-
<b>Total Restricted Funds</b>	<b>13,693</b>	<b>553,904</b>	<b>532,811</b>	<b>(12,500)</b>	<b>22,285</b>
<b>Unrestricted Funds</b>					
<b>General Funds</b>	<b>29,257</b>	<b>293,598</b>	<b>237,797</b>	<b>12,500</b>	<b>97,559</b>
<b>Total Funds</b>	<b>42,950</b>	<b>847,502</b>	<b>770,608</b>	<b>-</b>	<b>119,844</b>

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

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31st MARCH 2018**

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

**Transfers**

A transfer of funds totalling £12,500 has been made to release the income deferred in respect of the grant from Esmee Fairbairn to cover the staff costs of the project incurred in previous year.

**Purposes of Restricted Funds:**

**Support Costs**

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

Lloyds Bank Foundation – the grant was used to fund the costs of the Operations Manager.

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

**Survivors Services**

The London Community Foundation - the grant was used to fund the cost of a case manager/therapist.

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**

City Bridge Trust – this was used to fund the costs of a part-time forensic psychotherapist. The overall aims of the project is to improve the mental health of people with learning disabilities involved in the criminal justice system or likely to come into contact with it, thereby reducing offending and re-offending.

**Young People's Therapy Services**

Funding from BBC Children in Need, Comic Relief, John Lyon's Charity, Lady Balogh Psychotherapy Trust, Centre of Expertise on child sexual abuse and Schroder Charity Trust are used to provide services to support young people with learning disabilities who have experienced trauma, and those who display sexually harmful behaviours. These include psychotherapy services at Respond's Euston clinic and in 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**

Esmée 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 behaviour.

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

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31st MARCH 2018**

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

**Family Support Services**

London Community Foundation – this is used to support the cost of the co-ordinator/therapist.

Trust for London – the grant is used to employ a Forced Marriage Project Lead who works towards raising awareness of the forced marriage of people with learning disabilities in all its various forms.

The Baily Thomas Charitable Trust – the grant is to cover the salary costs of the Family Support Service Coordinator.

People's Postcode Trust – this is used to support the Families Together project to support parents in bringing their adult child with learning disabilities to live safe and well, closer to home.

**Learning and Development Services**

Tudor Trust – the grant is to cover the salary and associated costs of a psychotherapist to lead and develop Respond's training and consultancy service.

**12. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS**

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
	£	£	£
Tangible fixed assets	10,752	-	10,752
Net current assets	86,807	22,285	109,092
	<hr/>	<hr/>	<hr/>
	97,559	22,285	119,844

**13. OPERATING LEASE COMMITMENTS**

The total future minimum payments due on leases expiring:

	<u>2018</u>	<u>2017</u>
	£	£
<b>Photocopier</b>		
Within 2 - 5 years	<u>4,647</u>	<u>7,702</u>
<b>Land and buildings</b>		
Within 1 year	<u>176,717</u>	<u>213,200</u>

**14. RELATED PARTY TRANSACTIONS**

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

During the year £1,650 was owing to Peter Casell, who is the spouse of the Chief Executive, Noelle Blackman, for services to the charity.

No Trustee received any remuneration during the year (2017 - £nil). No Trustees received reimbursed expenses during the year (2017 - £nil).

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

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31st MARCH 2018**

**15. PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES**

	<u>Notes</u>	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total</u> <u>2017</u> £
<b>INCOME AND ENDOWMENTS FROM</b>				
<b>Donations</b>				
Voluntary income	2	21,500	123,071	144,571
Incoming from charitable activites	2	243,021	430,319	673,340
<b>TOTAL INCOME</b>		<b>264,521</b>	<b>553,390</b>	<b>817,911</b>
<b>EXPENDITURE</b>				
Expenditure on raising funds	3	46,970	-	46,970
Expenditure on charitable activities	3	136,352	556,669	693,021
Expenditure on administrations	3	22,779	-	22,779
<b>TOTAL EXPENDITURE</b>		<b>206,102</b>	<b>556,669</b>	<b>762,771</b>
<b>Net income/(expenditure)</b>		<b>58,419</b>	<b>(3,279)</b>	<b>55,140</b>
Transfers between funds		-	-	-
<b>Net movement in funds</b>		<b>58,419</b>	<b>(3,279)</b>	<b>55,140</b>
Total funds at 1 April 2017		(29,162)	16,972	(12,190)
<b>Total funds carried forward at 31 March 2017</b>		<b>29,257</b>	<b>13,693</b>	<b>42,950</b>