

# 2019

Annual Report



Advance Advocacy and Non  
Violence Community Education

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## Contents

---

**03** Chair's and Chief  
Executive's Introduction

---

**05** Annual Report of the  
Board of Trustees

---

**25** Statement of Trustees'  
Responsibilities

---

**26** Independent Auditor's  
Report to the Trustees  
of Advance

---

## Financial Statements

---

**29** Statement of Financial  
Activities

---

**30** Balance Sheet

---

**31** Statement of Cash flows

---

**32** Notes to the Accounts

# Contents

‘The need for our services has never been greater, with over 7,000 referred to us this year’



**Christine Losecaat MBE**  
Chair



**Niki Scordi**  
Chief Executive Officer

## Introduction from the chair and chief executive

This year has seen unprecedented public awareness about violence and abuse against women and girls (VAWG) in the UK. The Domestic Abuse Bill consultation was an opportunity for survivors, experts and campaigners to be heard, to transform our response to domestic abuse and to recognise in law its many forms, including economic and psychological abuse.

Yet this is also the year where reported domestic abuse incidents and domestic homicides have reached a new peak, the highest in five years in London and across the UK. One in four women and girls, more than 4 million, will still suffer domestic abuse in their lifetime; two women are still killed every week by a current or ex-partner; one in five children will still live in a home with domestic abuse, often direct victims themselves; and the number of women

caught in the criminal justice system continues to be high.

As we delivered our first year of Advance's current five-year strategy, the need for our services has never been greater, with over 7,000 referred to Advance. Our strategy is based on our continued commitment to support women and children suffering domestic abuse to be safe and change their lives, and those caught in the criminal justice system to end the cycle of re-offending, helping to keep families together and to build positive futures.

Not only is the need for our services at a peak, but is also more complex. As such, we have launched new innovative services to reach women with multiple disadvantages and needs, including domestic abuse, mental health, problematic substance use

and homelessness. These services are delivered through our pan-London Minerva WrapAround programme, our Women's Centres and our Meeting Survivors Where They Are programme. We were able to build on existing partnerships and develop new ones, collaborating with specialist organisations across London, to share best practice and maximise impact.

Advance continues to amplify the voice and experience of women and children service-users, to promote systems-change in a coordinated community response and to share our practice-based evidence with policy makers. We continued to work with Government, at local and national level, to highlight the need for vital specialist community-based services for survivors and for those caught in the criminal justice system, recognising that they themselves are often victims of abuse and trauma.

We face significant challenges, including economic and political uncertainty, a tough fundraising environment and a changing commissioning context for VAWG services. In response, we have invested in our fundraising efforts to diversify our income streams, so that we can plan for a more sustainable future, to enable us to continue our vital work with survivors and their families.

Every day we are inspired by those we support, which would not be possible without the amazing women in our teams across Advance and our Board of Trustees, all of whom are passionately committed to a world where women and girls can lead safe, violence-free and equal lives. We thank you all.

**Christine Losecaat MBE** Chair  
**Niki Scordi** Chief Executive Officer

# 201819

## Annual Report of the board of trustees

### Our activities in delivering our mission and impact

The Trustees (who are also the Directors of the charitable company for the purposes of the Companies Act) present their combined Directors' report and Trustees' annual report, as required by company law, together with the audited financial statements of Advance Advocacy and Non Violence Community Education (the Charity) for the year ended 31 March 2019. The Trustees confirm that the annual report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with the

Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015). The full audited accounts are also available on the Companies House website.

### Our vision

**is a world in which women and children lead safe, equal, violence-free lives so that they can flourish and actively contribute to society. We do this through our mission of saving and changing lives, by working with women who experience domestic abuse to be safe and take control of their lives, and women who have committed crime or are at risk of offending to break the cycle.**

**Domestic abuse has a devastating and often long-lasting impact** on many aspects of survivors' lives, including housing, finances, health, children and family, legal matters and issues resulting from coping with trauma, including mental health and substance misuse.

**Women who have committed crime also often experience trauma themselves**, with more than half of the women reporting domestic abuse, highlighting the link between domestic abuse

and offending behaviour. As a result of being sentenced, women are impacted by the stigma of offending, as well as needing support for issues relating to housing, finances, physical and mental health, substance misuse, children and families, and employment. Women are more often than not the primary care-givers and when in custody, even for short periods, the impact on the children and families can be significant and long-term.

### Our approach

**is holistic and centred on the survivor, working with them to develop a safety and support plan that responds to their needs and empowers them, on the often long journey to recovery from the trauma of their experience.**

### We work

**in a whole-system approach, collaborating with other statutory and non-statutory providers, to deliver a coordinated community and gendered response, improving access to services, enabling consistency and continuity of support throughout her journey.**

# Domestic Abuse Services

We continue to experience an increase in the need for our domestic abuse services, with 5,798 referrals of survivors suffering domestic abuse and violence made to Advance.

**3,784**

**direct referrals**

**1,872**

**children with their mothers supported**

As the journey for survivors of domestic abuse can often be long as they rebuild their lives, we have focused on ensuring we can provide support at each stage that meets the survivors' needs through our services:

- > Crisis support, risk management and safety planning for women and children suffering domestic abuse at all levels of risk, including risk of homicide or harm from perpetrators. We do this through our Independent Domestic Abuse Advisor (IDVA) services, which were once again accredited by SafeLives "Leading Lights" this year.
- > Emotional and practical help for survivors of domestic abuse and violence through the criminal justice system, including targeted advocacy and support for those who report to the police, working in partnership with the Police, Courts and Crown Prosecution Service through the process.
- > Advocacy and support for women accessing local authority services for help through our co-located Advocates in statutory settings such as children's services, housing and hospitals, who are referred to our co-located Advocates and working in a coordinated community response with statutory agencies to provide an improved response to survivors.
- > Holistic, woman-centric and often longer-term support for women and girls who have experienced domestic violence and abuse, with multiple and complex needs linked to their experiences, including those who are homeless, through our Domestic Abuse Outreach Advocates and specialist groups and activities at our Women's Centre.
- > Providing specialist support to children and young people from the age of 5 to 18 affected by experiences of domestic abuse and responding to their needs, in collaboration with Children's Services and schools.

We also work in partnership with professionals and organisations, in statutory and non-statutory settings in a whole-system approach to raise awareness and deliver systems changes needed to improve the response to survivors, including:

- > Raising awareness of domestic abuse and its impact through workshops and individual consultation sessions with professionals in statutory and non-statutory settings for earlier intervention, by improving their response and enabling access to support for survivors.
- > Preventative education and awareness events and training in communities, schools and within statutory and non-statutory settings, as well as in partnership with other organisations, in order to improve the response to all forms of violence and abuse against women and girls (VAWG).
- > Identifying and developing best practice responses at national level and working with experts to raise awareness on the issues associated with domestic abuse, including contributing to the consultations on the Domestic Abuse Bill.

## Our impact for survivors and their children

**Advance reached 20 years of service** in 2018, supporting women to end violence and abuse. Thousands of women every year transform their lives with our services and this positively impacts on hundreds more children too.

We enable women to be safer and develop a better quality of life by supporting women to end domestic abuse. In doing this, women achieve increased safety, more secure housing, improved confidence and self-esteem, and increased knowledge of their rights.

Across our services, the number of women and children being referred for support and using the service remains high and in 2018/19 Advance received 3,784 (2017/18 2,688) direct referrals across all projects. This year, we have also had 43 referrals from male survivors in Brent for the first time. Referrals were received from the survivors themselves, the MARAC, the Police, Social Care, Health, Housing agencies and other service providers.

Of those referred to Advance and met the criteria for the services 71% were contacted (2,694 in total – 1611 in 2017/18) and 79% engaged with the services offered (2,034 in total – 1,283 in 2017/18).

We supported 1,872 (2017/18 1,051) children with their mothers affected by domestic abuse and directly, through individual and group support across our domestic abuse services.

Women referred to Advance were across all age groups and communities across the four Central and West London Boroughs that we delivered domestic abuse services to.

## The women we have supported told us that the support received has impacted them positively:

**97%**

women said that they felt safer as a result of support provided

**96%**

of women were at reduced risk following the support provided by the service

**95%**

of women said that they felt their quality of life and well-being had improved as a result of support received by the service

**96%**

of women reported a reduction in abuse due to support and advice received from our Domestic Abuse service

# “ See Her – Survival and Hope through Creativity”

Art exhibition by women survivors of domestic abuse and artist Rachel Gadsden

In November 2018, Advance and visual and performance artist, Rachel Gadsden held an exhibition of art created in collaboration by Rachel and women survivors of domestic abuse, supported by Advance. The art focused on the women celebrating survival and hope through creativity.

The pieces were created during a series of workshops organised by Advance and facilitated by Rachel.

The art created was displayed alongside Rachel's own art inspired by the workshops and her other work with women survivors.

The Home Office's Director of Public Protection gave a keynote address.



**“I want people to see that out of some of the most tragic circumstances, individuals can still do something really beautiful” Rachel Gadsden**



During the preview event, Rachel Gadsden and composer Freddie Meyers, delivered a live art and music performance inspired by the See Her art project, which expressed the challenges, survival and hope of women who have suffered domestic abuse.

During the event and in the following days, visitors had the opportunity to meet Advance's staff and trustees, and some of the women survivors who participated in the workshops.

The art created is now displayed at Advance's women centres in West and North East London.



“ We've got to get our own identity back and that's what Advance do, they nurture you here ”

“It [Advance support] was perfect, way more than I could ever imagine. She [IDVA] changed my life ”



# Criminal Justice Services

Our Minerva programme continued to develop and expand its services available to women and young women from 15 years old of all levels of risk and need across London, reaching out to 1,284 women and young women with sentences in custody or in the community.

**1284**

**direct referrals**

**78%**

**engaged with our services**

Women are offered holistic, consistent support, meeting their individual needs over a longer period of time, empowering them to break the cycle of re-offending and preventing the breakdown of families. We do this through a whole-system and trauma-informed approach and provide:

- > Assertive outreach in their own communities for women subject to probation supervision, through individual appointments in the community with specialist Minerva keyworkers, focusing on empowerment, providing support to recover from trauma and preventing re-offending.
- > Development of individual and wraparound support specific to each woman that addresses all her needs and based on the pathways to offending. We provide one-to-one counselling, mentoring and group-work programs focusing on mental health and well-being, domestic abuse and other forms of abuse, problematic substance use issues, children and families, employability and finances, building networks, empowering women to access support for their needs and break the cycle of re-offending.
- > Advocacy and support for women accessing local authority services for help, such as children's services, housing, acute or mental health services, working in a coordinated community response with statutory agencies to provide an improved response to women involved in the criminal justice system.
- > Specialist housing advocacy and support for women involved in the criminal justice system that, often, are or become homeless, in order improve the response and access to support by statutory services and organisations.
- > Specialist support for young women aged 15 to 24, in order to improve engagement and access to support of statutory and other services, for this harder to reach group that have often experienced trauma and abuse themselves.
- > Women's Centre-based support, in a safe environment where women can address their needs in the way that they want. In addition to our West London centre, this year we opened a new women's centre in North London, as well as local hubs across 15 boroughs, to enable our advocates to support women in their communities in a safe women-only space.

We deliver systems changes by working in partnership within statutory and non-statutory settings, as well as with other organisations, through:

- > Raising awareness of women involved in the criminal justice system and its impact on them and their communities, through workshops and individual consultation sessions with professionals in statutory and non-statutory settings, improving their response through a trauma-informed approach.
- > Identifying and developing best practice responses, in partnership with the Mayor's Office for Policing and Crime (MOPAC) and others to develop a response in diverting women from the criminal justice system through offering alternatives to custody, including accessing specialist women's services in safe women-only spaces within the community.

## Our impact for women and young women in the Criminal Justice System

We enable women to break the cycle of offending and develop a better quality of life by supporting them across their needs. In doing this, women achieve increased safety, improved confidence, self-esteem and life skills, and are better able to access the support that they need.

This year, we expanded our services by launching our Minerva WrapAround service across 15 London boroughs and extending our Minerva Community Rehabilitation service across 21 boroughs. Across our Minerva services, we received 1,284 (2017/18 – 757) referrals of women and young women from the age of 15 years old to our Minerva services.

Of the women referred to Advance who met the criteria for the services, 99% were contacted and 78% engaged with the services offered, which included one-to-one support of up to 18 months and specialist groups and workshops across our Minerva service delivered in partnership with seven specialist organisations. Our service provided tailored holistic support across each woman's needs including employability, finances and debt, parenting and mental health.

**The women we have supported through our Minerva service say that the support they received has impacted them positively, including:**

**90%**

**women said that they felt safer as a result of support provided**

**88%**

**of women reported more confident in gaining employment**

**98%**

**of women reported an improved quality of life after being supported by our service**

**93%**

**of women using our service reported reduction in drug and alcohol use**

**100%**

**of women reported improved health and well-being**

**97%**

**of women reported a positive change in their support needs as a result of using our services**

“ You made such an amazing input into my journey ”

“ I feel everything starting to come together... thank you so much ”

“ I feel like it’s a sign I should keep trying because you [Advance keyworker] came into my life and I feel I can talk to you ”

Our goal is to reduce re-offending amongst women and young women by providing dedicated support services tailored to women’s needs.

#### Minerva services



## Hear Her – Women’s Voices through Poetry

Poetry by women in the criminal justice system and poet Shareefa Energy



Following the launch of Minerva WrapAround service, in March, we celebrated the opening of Advance’s new Women’s Centre in North East London - a women-only space for women and girls affected by the Criminal Justice System, supported by the Mayor’s Office for Policing and Crime (MOPAC) . To mark the occasion, a poetry event was held the Centre where poems by women

supported by Advance’s Minerva service were performed and exhibited.

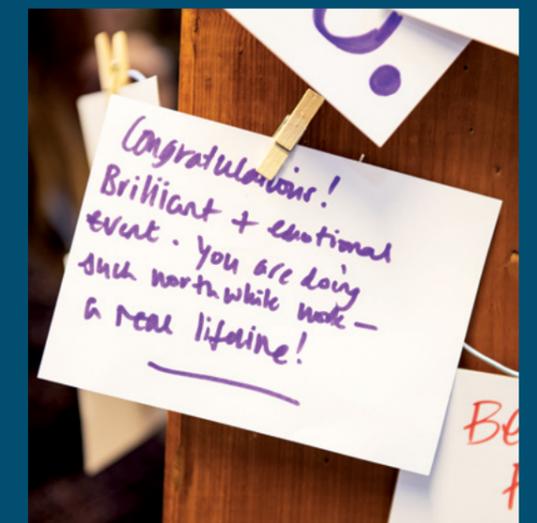
The poems were created in collaboration with spoken word poet, Shareefa Energy, who also performed her own poem inspired by the women and Advance’s work.

**Women showing up for themselves, women**  
**Women with life pages that shouldn’t yet be bookmarked, women**  
**Women who’ve felt pain showing up to uplift other women**  
**Inspiring women**  
**Poem by Shareefa Energy**

He chose me,  
And I was happy.  
I wanted to be his one and only.  
His companion – his partner in crime.  
But then it happened.  
Insignificantly at first.  
Don’t wear that, you’re too fat.  
Vilification of character at its finest.  
He was a pro.  
He applied shackles,  
At first thinly veiled as his caring nature and as my broken being and flawed perception of love.  
Then solidifying into the steel doors and bars of Bronzefield.  
Every bang of every door or command from an officer sending a whisper to my soul, that once again, my love was misplaced.  
I was indeed serendipitous. I just looked for the wrong treasure.  
He chose my because he saw my weakness. He could have kept me at my lowest. He could have.  
But somehow from the deepest depths of me. A little voice kept whispering. You can do that, you’re not so fat.  
Chose yourself, start believing.  
So he chose me because I’m money.  
But I chose me, I’m leaving.  
**Poem by Woman supported by Advance**

We were joined by Claire Waxman, London’s Victims’ Commissioner and Samantha Cunningham, Director of Criminal Justice Policy and Commissioning, MOPAC as our keynote speakers.

**“Powerful, thought provoking and utterly compelling – thank you for sharing”.**



## Delivering public benefit

The impact of Advance services on the lives of women and their families is significant. Women are reducing or stopping their offending; domestic violence incidents and risk is being reduced; safety is being increased, and the quality of life of women, children and young people using our services is being improved as a result.

During the year, we were also able to deliver public benefit through further development and innovation, by extending our services across new geographic areas and offering new services to women and children.

## Working in Partnership to deliver specialist services and systems change

Advance works in partnership to achieve a coordinated community response to domestic violence, and to reduce and prevent women's involvement in the criminal justice system.

Advance is an established member of strategic and operational domestic abuse and violence against women prevention partnerships across Hammersmith and Fulham, Westminster, Kensington & Chelsea, and Brent.

We lead and coordinate the Angelou partnership, a VAWG partnership of 10 specialist voluntary organisations in the three boroughs, delivering specialist services including to BAME and LGBT+ communities. We attend all borough operational partnership meetings such as risk and review, children and health operational groups.

We also developed and led a partnership of 10 specialist voluntary organisations delivering services to Women in the Criminal Justice System as part of the innovative Minerva WrapAround service across 15 North, East and West London boroughs.

We continue to build networks locally, regionally and nationally to help achieve our aim of supporting and empowering women. This includes being represented on the Home Office Violence Against Women and Girls Stakeholder Group, The Mayor of London's Office for Policing and Crime (MOPAC) Female Offender and VAWG Strategic Boards, the London VAWG Consortium, and other relevant local, regional and national partnerships.

## Supporting our activities

**This year, Advance continued to face significant funding pressures and changes as a result of the commissioning landscape faced by the women's sector. We have benefited from our work to strengthen our operational and financial management systems and processes, and this has placed us in an excellent position from which to maximise opportunities in 2019/20.**

**We have successfully extended our funding for the VAWG services in the four Central & West London boroughs and for the Minerva specialist interventions and groups work.**

## Future developments

**This year we worked with funders to expand our Domestic Abuse services, reaching more women across Central and West London and provide longer-term support across multiple and complex needs, including expanding our co-located service model. We also continued to develop our Minerva services model by providing specialist groups in women-only safe spaces, in addition to the holistic trauma-informed support through one-to-one Minerva advocates, reaching women pan-London. We have now successfully established service models that deliver earlier intervention and prevention work, as well as longer-term whole-system support to meet the needs of domestic survivors and women involved in the justice system, alongside our crisis intervention services.**

As Advance celebrated its 20th anniversary, we launched our Strategy for 2018 - 2022, which is aligned to our core values and theory of change, following consultation with our staff, stakeholders and our service-users. Our aim remains to continue to provide women and their families with support to be safe from abuse and violence and the turning point they need to change their lives.

In the first year of our five-year Strategy, we focused on our business plan to deliver our aims and objectives, as follows:

# Our Strategy 2018 – 2022

1

**Reach more women and their children experiencing domestic abuse or involved in the criminal justice system, by providing independent, non-judgemental support and advocacy through new referral pathways and improved access to services.**

In our first year of our strategy, we focused on:

- Extending our support to women throughout their journey from crisis to step-down and recovery, to meet their often multiple needs, through our holistic, trauma-informed Meeting Survivors Where They Are programme, as well as providing support to homeless women with multiple needs.
- Continued to build on long-lasting meaningful partnerships with specialist

criminal justice women's organisations to deliver our Minerva WrapAround and Women Centre based services, as well as continuing to build on our Angelou Partnership for VAWG services in West London, as part of a coordinated community approach, that is informed by women's voices and experiences.

2

**Engage with the community to raise awareness of violence against women and girls, to ensure our services meet their needs and gain support of our activities.** This year we launched our Peer Mentor programme, working with women with lived experiences, giving voice to the women and meeting their needs how they want through service-user engagement and peer mentors.

3

**Maximise our impact and public accountability through processes and practice that ensure we are an efficient and well-governed charity, which delivers high-quality services to women and children, their families and local communities.**

In our first year of the strategy, we developed our new Advance Training Programme and built on our Impact and Evidence reporting, fostering a continuous learning environment. We also continued to raise awareness of our work and impact with policy-makers, donors and the public through events, consultations and briefings.

4

**Build strong financial fundamentals in response to challenges in funding environment and ensure long-term sustainability.** This year we developed and implemented our fundraising plan to diversify income streams and built our capacity in fundraising resources.

## Structure, governance and management

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2019. The trustees have adopted the provisions of 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).

### Reference and Administrative Details

#### Registered Company number

04064660 (England and Wales)

#### Registered Charity number

1086873

#### Registered office

PO BOX 74643, London, W6 6JU

#### Auditors

Knox Cropper LLP  
65 Leadenhall Street  
London EC3A 2AD

#### Bankers

CAF Bank Ltd  
25 Kings Hill Avenue, Kings Hill,  
West Malling, Kent ME19 4JQ

### Trustees

<b>Christine Losecaat, MBE</b>	<b>Chair</b>
<b>Christine Mullin</b>	<b>Treasurer</b>
<b>Pria Rai</b>	<b>Chair, Governance, Risk and Human Resources Sub-Committee</b>
<b>Helen Arbon</b>	<b>(Resigned as Treasurer and Chair of Finance, Fundraising and Business Development Sub-Committee, remains as Trustee)</b>

<b>Swatee Jasoria</b>	
<b>Emily Midwood</b>	
<b>Tallulah Perez-Sphar</b>	
<b>Rebecca Egan</b>	<b>(resigned 26 March 2019)</b>
<b>Louise Finer</b>	<b>(resigned 03.June.2019)</b>
<b>Elizabeth Jones</b>	<b>(resigned 26 March 2019)</b>
<b>Maria Sookias</b>	<b>(resigned 10 September 2019)</b>
<b>Carole Easton</b>	<b>(appointed 26 March 2019)</b>
<b>Anita Hamilton</b>	<b>(appointed 26 March 2019)</b>
<b>Kate Parsley</b>	<b>(appointed 26 March 2019)</b>
<b>Vanessa Challess</b>	<b>(appointed 26 March 2019)</b>

### Senior Management

<b>Niki Scordi</b>	<b>Chief Executive</b>
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## Governing document and Objectives

Advance is a charitable company limited by guarantee and is governed by a Memorandum and Articles of Association, which was incorporated in August 2000. Advance was registered as a charity in September 2000. Our vision is a world where women and girls can live safe, violence-free and equal lives, so that they can actively participate and contribute to society.

The objects of the charity for the public benefit in 2018/19 are:

1. The relief and support of persons, including children, who have suffered or are in danger of suffering domestic violence;
2. To advance the education of voluntary and statutory agencies and the public in all aspects of domestic violence, including without limit, its causes and prevention and the relief of its consequences;
3. Divert women from the Criminal Justice System at the earliest opportunity, reduce re-offending amongst women and encourage desistance amongst repeat offenders; and
4. Reduce the number of custodial sentences imposed on women by the Courts and prevent families breaking down as a result of offending.

The Trustees have complied with the duty in section 17(5) of the 2011 Charities Act to have paid due regard to the guidance published by the Charity Commission on public benefit. In particular, the Trustees consider how planned activities contribute to the achievement of the Charity's objects.

## Recruitment and appointment of new trustees

The Directors of the company are also the charity trustees. Trustees are appointed for the skills and experience that they bring and their ability to assist Advance in meeting its charitable objects. In 2018/19, Advance's Trustees brought diverse experience and a wide skill-base to the Board at a time of significant growth.

All new Trustees are provided with Advance's Memorandum and Articles, strategic plan, quarterly management accounts and relevant reports, as well as access to all policies via a secure online shared resource. All new Trustees are also provided with the Charity Commission's 'The Essential Trustee' and invited to discuss any queries with the Chair.

The Articles of Association state that each year one third of the elected Trustees shall retire from office and shall be those who have served longest in office. A retiring Trustee shall be eligible for re-election. The board is able to decide how many vacancies

there are subject to the maximum of twelve persons and minimum of three persons. Where a vacancy exists, the vacancy is openly advertised on Advance's website and networks, and applicants are interviewed and appointed by delegated Trustees.

Trustees are responsible for the overall direction and strategic development of the organisation. This involves overseeing the strategic plan, monitoring performance against set objectives, agreeing the annual budget, monitoring reserves, reviewing and developing policies and procedures, the recruitment of staff and managing other personnel issues that may arise.

The Board of Trustees meets quarterly and is supported by two Trustee sub-committees, which also meet quarterly in-between full Board meetings, focusing on: Finance, Fundraising & Business Development; and Governance, Risk & Human Resources.

## Organisational structure

The trustees delegate the management and delivery of services to meet the charity's objects to the Chief Executive (CEO), the Business Services team led by the Head of Finance and Business Services and the Head of Human Resources and Governance and two Service Delivery teams led by the Director of Violence Against Women and Girls (VAWG) Services and the Director of Criminal Justice Services respectively.

The senior staff remuneration at the levels below the CEO is set by the CEO in close consultation with the board, particularly with reference to the Governance, Risk and HR sub-committee, which includes the chair, and also in relation to market rates. A salary scale is used to ensure consistency in similar roles. The salary of the CEO is set by the Board and all staff receives an annual increment up to the top of the scale.

Employees are responsible for delivering the outputs and outcomes in line with funder requirements and Advance's objectives. This includes service delivery, training, consultancy and other core areas related to administration, fundraising, finance and human resources.

Advance values diversity and welcomes applications from all sections of the community for its roles. In line with this, we have developed policies to ensure that we have fair and transparent recruitment and selection processes in place that meet our equality and diversity policy.

Advance enjoys a strong working relationship with a number of partnerships, organisations and individuals and is represented on a number of working groups in order to further its charitable objectives.

## Risk management

The Board of Trustees has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated quarterly, overseen by the Trustee sub-committees with a focus on services and governance, finance, fundraising and people. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. The Governance, Risk & HR Sub-Committee comprising Trustees and the Chief Executive meets quarterly through the year.

Internal control risks are minimised by the review of financial management procedures and implementation of procedures for authorisation of all transactions and

projects. Procedures are in place to ensure compliance with health and safety of staff, clients and visitors. The implementation of National Service Standards for domestic violence services and review and implementation of safeguarding children and adults at risk procedures ensure a consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The Board has agreed and oversees the new five-year strategic business plan 2018/19 – 2022/23. This sets out plans to allow for the diversification of funding and activities and an action plan is refreshed annually.

The main risks identified and the mitigating responses to manage these risks include:

Risk Identified	Response to risk
Challenging climate due to public sector cuts, leading to increasingly competitive tendering.	Advance continues to build on its high-quality services through innovation; aims to reach more women and girls across new geographic areas and broaden access to its services; engages with local and central government to influence provision of services needed by women; develops new services aligned to its mission and policy frameworks; collaborates with statutory and voluntary service providers to develop best-practice partnerships.
Increasingly competitive funding and commissioning environment.	Advance has built the capacity of its fundraising resources; developed and launched a new fundraising strategy; is diversifying its funding streams; continues to build and strengthen relationships with commissioners; is building on its specialist local experience and understanding of needs; ensuring continued improvement and value for money of tender proposals; monitors key performance indicators and reports regularly to the board of trustees.
Recruiting and retaining sufficient and highly-skilled staff to maintain quality of services and capacity for growth.	Advance has built the capacity of its human resources team; developed its recruitment and people development processes; grown its service delivery management structure and its business services team; continues to invest in training; engages and responds to team feedback through a bi-annual staff survey.
Sufficient unrestricted reserves to enable sustainability and support significant growth.	Advance has launched a new fundraising strategy to diversify its funding streams; continues to ensure full-cost recovery for funded services; is developing bid proposals to fund capacity building and core costs; is building relationships with individual donors and events with communities to raise awareness and support for its activities; monitors reserves and reports regularly to the board of trustees.
Information and systems security breach.	Advance uses a cloud-based data environment; has encryption in place for its systems and devices; completed an audit of its data protection processes and systems; has clear policies on confidentiality, privacy and data protection; regularly reviews systems security.

## Financial Overview

Following another year of significant funding pressures and changes to the commissioning landscape faced by the women's sector, we have benefited from the work undertaken by the charity to strengthen our financial management systems, policies and procedures, enabling us to maximise opportunities that arose in 2018/19.

### Funding sources

Our success in securing existing contracts and obtaining additional funding to extend service delivery into new areas demonstrates the confidence commissioners and funders have in our delivery and approach. Our fundraising strategy complements our success in achieving restricted funding by targeting designated and unrestricted funding towards our business services and other core costs.

The principal funding sources for the charity in 2018/19 were from the following:

Borough of Brent  
Borough of Hammersmith & Fulham  
Borough of Kensington & Chelsea

Borough of Westminster  
Department for Digital, Culture & Sports  
Department of Communities & Local Government  
Insurance Industry Charitable Foundation  
Mayor's Office for Policing & Crime (MOPAC)  
SafeLives  
Treebeard Trust  
Women's Aid  
Other donors

Additional financial donations and contributions to help us support families using our services have been received from other donations.

### Financial Review

The Trustees consider the financial performance by the charity during the year to have been satisfactory given the initial reserves position of the organisation, the funding environment and the expansion of services undertaken. The financial statements are set out on pages 28-42.

The annual income for 2018/19 as shown in the Statement of Financial Activities was £3,421,952 (2018: £2,430,790), an increase of 40%, with annual expenditure of £3,420,329 (2018: £2,197,042), generating an overall annual surplus of £1,623 (2018: surplus of £233,748).

Despite a challenging funding environment, the increase in income has been a result of new grants and contracts from statutory sources, including providing Domestic Abuse services for the London Borough of Brent and providing Minerva WrapAround Services pan-London, funded by MOPAC. The increase in annual expenditure was due to the provision of new services and programmes, whereas fundraising costs increased to £65,539 (2017/18 £35,598), due to increasing fundraising resources in line with our strategy.

The total funds at the year ended 31 March 2019 stands at £723,951 (2018: £722,327) of which unrestricted funds are £514,149 (2018: £476,149) and restricted are £209,801 (2018: £246,179). An increase in unrestricted reserves of £38,000 is in line with the strategic priority to grow unrestricted reserves over the next 3 years as outlined in Advance's Reserves Policy. Cash balances at the year-end were £604,107 (2018: £691,616)

This year Advance has opened an additional Women's Centre in North London, supporting the organisation's growth of its services. The new premises were leased for five years and the refurbishment was carried out in line with Advance's planned expenditure, resulting in the increase of tangible fixed assets to £86,018. Advance's policy is to capitalise assets over the amount of £200. The Board of Trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

### Reserves policy

The Board of Trustees reviewed Advance's Reserves policy in response to the charity's main risks and the current funding environment, and agreed that unrestricted funds held should be equivalent to up to three months of staff and premises costs and one month of running and activities costs for all projects.

In 2018/19, Advance continued to expand its services and income, and unrestricted reserves are needed to meet the charity's working capital needs and support further development of its services. The Board has agreed a plan to increase unrestricted

reserves to a target of £620,000 over the next 3 years. This is deemed realistic and will be achieved through effective financial management, focusing on boosting unrestricted income and improving the agreed level of future contributions from restricted projects towards core costs and unrestricted reserves.

Total funds at 31 March 2019 were £723,951, of which unrestricted £514,149 and restricted £209,801. The Board consider that Advance is able to continue its current activities with existing reserves.

## Statement of trustees' responsibilities

The trustees (who are also the directors of Advance for the purposes of Company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law and Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

### ON BEHALF OF THE BOARD:

Christine Losecaat MBE, Chair  
10 September 2019

## Independent auditor's report to the trustees of Advance

### Opinion

We have audited the financial statements of Advance for the year ended 31 March 2019, which comprise the Statement of Financial Activities (including the Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2019 and of its income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Use of our report

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

### 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 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 Trustees' Report, other than the financial statements and our auditor's report 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.

## Auditors

On 31 March 2019, Knox Cropper, the charitable company's auditors, transferred its business to Knox Cropper LLP, a limited liability partnership incorporated under the Limited Liability Partnerships Act 2000. The Trustees have consented to treating the appointment of Knox Cropper as extending to Knox Cropper LLP.

The auditors, Knox Cropper LLP, will be proposed for re-appointment at the

# Independent auditor's report to the trustees of Advance

## Opinion 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 Trustees' Report, which includes the directors' 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 directors' report, included within the Trustees' Report, has been prepared in accordance with applicable legal requirements.

## Matters on which we are Required to Report by Exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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; or
- > The trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Trustees' Report.

## Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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 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 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 an auditor's report 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: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

## Richard Billingham ACA (Senior Statutory Auditor)

For and on behalf of Knox Cropper LLP (Statutory Auditor)  
65 Leadenhall Street  
London  
EC3A 2AD



28th November 2019

# 201819 Accounts

## Statement of Financial Activities

(Incorporating an Income and Expenditure Account)  
For the year ended 31 March 2019

Year ended 31 March on given years

Statement of Financial Activities	Notes	Unrestricted Fund 2019 (£)	Restricted Fund 2019 (£)	2019 Totals (£)	2018 Totals (£)
<b>Income:</b>					
Charitable activities	2	37,616	3,383,869	<b>3,421,485</b>	2,430,486
Investment income – Interest Receivable		467	-	<b>467</b>	304
<b>Total incoming resources</b>		<b>38,083</b>	<b>3,383,869</b>	<b>3,421,952</b>	2,430,790
<b>Expenditure:</b>					
<b>Costs of Raising Funds:</b>					
Fundraising costs	3	65,539	-	<b>65,539</b>	35,598
<b>Expenditure on Charitable Activities:</b>					
Total Charitable Activities	3	83	3,354,707	<b>3,354,790</b>	2,161,444
<b>Total expenditure</b>	3	<b>65,622</b>	<b>3,354,707</b>	<b>3,420,329</b>	2,197,042
<b>Net income / (expenditure) for the year</b>		(27,539)	29,162	<b>1,623</b>	233,748
Transfers between Funds		65,539	(65,539)	-	-
<b>Net Movement in Funds for the year</b>		<b>38,000</b>	<b>(36,377)</b>	<b>1,623</b>	233,748
<b>Reconciliation of Funds</b>					
Total Funds brought forward		476,149	246,178	<b>722,327</b>	488,579
<b>Total Funds carried forward</b>	9-10	<b>514,149</b>	<b>209,801</b>	<b>723,950</b>	722,327

All income and expenditure derive from continuing activities.

## Balance Sheet – As at 31 March 2019

Advance Advocacy and Non Violence Community Education  
Charity no. 1086873 Company no. 4064660

Balance Sheet	Notes	At 31 March 2019	At 31 March 2018
<b>Fixed assets</b>			
Tangible assets	5	<b>86,019</b>	74,298
<b>Current assets</b>			
Debtors	6	<b>453,446</b>	296,547
Cash at bank and in hand		<b>604,106</b>	691,616
		<b>1,057,552</b>	988,163
<b>Liabilities:</b>			
Creditors falling due within one year	7	<b>(419,621)</b>	(340,134)
<b>Net current assets</b>		<b>637,931</b>	648,029
<b>Net assets</b>	<b>11</b>	<b>723,950</b>	<b>722,327</b>
<b>Funds</b>			
Unrestricted income funds	9	<b>514,149</b>	476,149
Restricted funds	10	<b>209,801</b>	246,178
		<b>723,950</b>	<b>722,327</b>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies. The notes on pages 32-42 form part of these accounts.

Approved by the Trustees and authorised for issue on 10th September 2019 and signed on their behalf by



Christine Losecaat MBE, Chair



Christine Mullin, Treasurer

# Statement of Cashflows

For the year ended 31 March 2019

Year ended 31 March on given years

	2019 (£)	2018 (£)
<b>Net Movement in Funds</b>	<b>1,623</b>	233,748
<b>Adjustments for:</b>		
Depreciation of tangible assets	<b>28,293</b>	10,367
Interest received	<b>(467)</b>	(304)
(Increase) / decrease in debtors	<b>(156,899)</b>	(128,235)
Increase / (decrease) in creditors	<b>79,487</b>	227,465
<b>Net Cash generated from Operating Activities</b>	<b>(47,963)</b>	343,041
<b>Cash flows from investing activities:</b>		
Purchase of tangible fixed assets	<b>(40,014)</b>	(80,856)
Interest	<b>467</b>	304
<b>Net cash from investing activities</b>	<b>(39,547)</b>	(80,522)
<b>Cash flows from financing activities</b>		
Interest paid	-	-
<b>Net cash used in financing activities</b>	-	-
<b>Net increase / (decrease) in cash and cash equivalents</b>	<b>(87,510)</b>	262,489
Cash and cash equivalent at beginning of period	<b>691,616</b>	429,127
<b>Cash and cash equivalent carried forward</b>	<b>604,106</b>	691,616
<b>Cash and cash equivalents can be analysed as follows:</b>		
<b>Cash in hand</b>	<b>604,106</b>	691,616

# Notes to the Accounts

For the Year Ended 31 March 2019

## 1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

### a. Basis of Preparation

The financial statements have been prepared under the historical cost convention, and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

Advance is a charitable company limited by guarantee (company number 04064660 and charity number 1086873). The registered office is PO Box 74643, London, W6 6JU.

The presentation currency of the financial statements is pound sterling (£).

### b. Key Judgements and Assumptions in applying Accounting Policies

There are no key judgements or assumptions used in applying the accounting policies.

### c. Preparation of the Accounts on a Going Concern basis

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The charity has cash resources and has no requirement for external funding. The directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

### d. Incoming Resources

All income is recognised in the Statement of Financial Activities on an accruals basis once the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably. For unsolicited donations this is when received.

In particular, revenue grants are recognised as income at the earlier date of when they are received or when they are receivable, unless they relate to a specified future period or the completion of unmet performance related conditions outside the control of the charity, in which case they are deferred. Deferred income is released to income in the reporting period in which the performance-related or other conditions that limit recognition are met.

### e. Resources Expended:

All expenses are accounted for on an accruals basis.

#### i. Fundraising costs

These costs are incurred in seeking voluntary contributions. Direct fundraising costs consist of external direct costs and a proportion of direct salary costs calculated on the basis of estimation of time spent on fundraising activities.

#### ii. Allocation of Support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs includes costs and services, such as finance, payroll and governance costs which support the charity's work. Support costs have been allocated directly against charitable activities.

### f. Staff Pensions

Advance operated a defined contribution pension scheme (DCS) during the year. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. At 31 March 2019, Advance had 56 (2018: 50) active members in the scheme. Total contributions to the DCS for the year were £28,295 (2018: £18,423).

# Notes to the Accounts

For the Year Ended 31 March 2019

## g. Tangible fixed assets

Tangible fixed assets are stated in the balance sheet at cost less depreciation. These items are depreciated on a straight line basis so as to write off their cost over their estimated useful lives. The rates used are as follows:

### Buildings and Refurbishments

10% or the length of the lease whichever is shorter

Computers 33%

Fixtures & Fittings 20%

Items costing less than £200 are written off in full in the year of acquisition.

## h. Debtors

Debtors are recognised when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

## i. Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than 3 months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

## j. Creditors

Short term creditors are measured at the transaction price. Creditors are recognised when the charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

## k. Restricted funds

Restricted funds are accounted for in accordance with the particular terms of trust arising from the express or implied wishes of donors in so far as these are intended to be binding on the Trustees. Where any such wishes are not intended to be legally binding, they are taken into account and recognised in appropriately designated funds.

## l. Unrestricted funds

Unrestricted funds are those which are not subject to any special restrictions and they are classed within the General fund.

## m. Foreign exchange

Transactions denominated in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences arising in the ordinary course of business are included in incoming resources or resources expended. Assets and liabilities denominated in foreign currencies are translated into sterling at the exchange rates ruling at the balance sheet date.

## n. Operating Leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

# Notes to the Accounts

For the Year Ended 31 March 2019

## 2. Income from Charitable Activities

Year ended 31 March on given years

	Unrestricted Funds 2019 (£)	Restricted Funds 2019 (£)	2019 Totals (£)	2018 Totals (£)
<b>Grants: Community-based</b>				
Advocacy & Support	20,000	3,383,869	<b>3,403,869</b>	2,399,684
Donations & gifts	17,616	-	<b>17,616</b>	10,802
Other income	-	-	-	20,000
	<b>37,616</b>	<b>3,383,869</b>	<b>3,421,485</b>	2,430,486

### Grants received, included in the above, are as follows:

Year ended 31 March on given years

	2019 Totals (£)	2018 Totals (£)
<b>Unrestricted Grants</b>		
Henry Smith	-	30,000
Treebeard Trust	<b>20,000</b>	20,000
	<b>20,000</b>	50,000

Year ended 31 March on given years

	2019 Totals (£)	2018 Totals (£)
<b>Restricted Grants</b>		
London Borough of Brent	<b>428,151</b>	122,949
London Borough of Hammersmith & Fulham	<b>464,603</b>	525,203
Royal Borough of Kensington & Chelsea	<b>513,261</b>	243,051
Westminster City Council	<b>242,661</b>	242,661
City Bridge	-	30,000
Department for Digital, Culture, Media and Sports	<b>100,000</b>	74,945
Ministry of Housing, Communities and Local Government	<b>62,875</b>	37,625
Insurance Industry Charitable Foundation (IICF)	<b>7,500</b>	2,500
Mayor's Office for Policing & Crime (MOPAC)	<b>833,818</b>	328,000
London Community Rehabilitation Company (MTC Novo)	<b>700,000</b>	700,000
SafeLives	<b>25,000</b>	18,750
Women's Aid	<b>6,000</b>	24,000
	<b>3,383,869</b>	2,349,684
<b>Total Grants Received</b>	<b>3,403,869</b>	2,399,684

# Notes to the Accounts

For the Year Ended 31 March 2019

## 3. Analysis of total expenditure

Year ended 31 March on given years

	Direct Costs (£)	Staff Costs (£)	Support Costs (£)	2019 Total Cost (£)	2018 Total Cost (£)
<b>Expenditure on Charitable Activities</b>					
<b>Cost of generating funds:</b>					
Fundraising costs	1,380	64,159	-	<b>65,539</b>	35,598
<b>Charitable activities:</b>					
Community-based Advocacy & Support	693,295	2,421,376	201,174	<b>3,315,845</b>	2,139,716
Governance Costs	-	-	38,945	<b>38,945</b>	21,728
<b>Total Charitable activities</b>	<b>693,295</b>	<b>2,421,376</b>	<b>240,119</b>	<b>3,354,790</b>	2,161,444
<b>Total Expenditure 2019</b>	<b>694,675</b>	<b>2,485,535</b>	<b>240,119</b>	<b>3,420,329</b>	
Total Expenditure 2018	451,792	1,563,090	182,160		2,197,042

## Direct costs include:

Year ending 31 March on given years

	2019 Totals (£)	2018 Totals (£)
<b>Direct costs related to community-based activities</b>		
Partners costs	<b>469,301</b>	296,520
Client activities	<b>75,006</b>	54,297
IT & Telecoms Costs	<b>108,336</b>	67,922
Other Direct Costs	<b>40,652</b>	31,295
	<b>693,295</b>	450,034

# Notes to the Accounts

For the Year Ended 31 March 2019

## Support Costs includes:

Year ended 31 March on given years

	2019 Totals (£)	2018 Totals (£)
<b>Support costs related to community-based activities</b>		
HR & payroll	<b>8,030</b>	6,674
Premises & storage	<b>25,502</b>	36,247
Lease costs	<b>128,419</b>	111,581
Staff related support costs	<b>22,713</b>	5,819
Other Support Costs	<b>16,510</b>	111
	<b>201,174</b>	160,432

Year ended 31 March on given years

	2019 Totals (£)	2018 Totals (£)
<b>Governance costs</b>		
Legal & Professional fees	<b>3,669</b>	7,000
Auditors' fees	<b>4,500</b>	4,348
AGM / Annual Report	<b>2,438</b>	13
Trustee expenses	<b>45</b>	-
Depreciation	<b>28,293</b>	10,367
	<b>38,945</b>	21,728

## Notes to the Accounts

For the Year Ended 31 March 2019

### 4. Trustees and employees

Year ended 31 March on given years

Staff Cost	2019 Totals (£)	2018 Totals (£)
Salaries	1,893,137	1,284,407
Social security costs	174,976	127,677
Pension scheme contributions	23,585	18,513
Redundancy	3,914	-
Consultants & Agency staff	359,180	103,783
Recruitment and training	30,743	28,710
	<b>2,485,535</b>	1,563,090

Year ended 31 March on given years

	2019 Average	2018 Average
The average number of persons employed during the year was:	67	45

The charity considers its key management personnel to comprise the Trustees and the Chief Executive. The total employment benefits including employer pension contributions and national insurance contributions of the key management personnel were £75,532 (2018 Excl. NIC: £62,225). There was no employee with employee benefits between £60,001 and £70,000 (2018: 1). One employee had employee benefits between £70,001 and £80,000 (2018: 0).

Advance recognises termination payments immediately, once the charity becomes demonstrably committed to the expense. As a result, redundancy costs of £3,914 were charged to the Statement of Financial Activities in 2018-19 with respect to a member of the service delivery team. The redundancy payment was made in October 2018.

The Trustees and persons connected with them have not received or obtained any remuneration or other financial benefits for the period directly or indirectly from Advance's funds. The aggregate amount of expenses reimbursed to Trustees to cover travel expenses during 2018/19 was £45 (2018: £nil).

## Notes to the Accounts

For the Year Ended 31 March 2019

### 5. Tangible fixed assets

	Buidlings (£)	Fixings & Fittings (£)	IT Equipment (£)	Total (£)
<b>Cost</b>				
Balance at 1 April 2018	51,105	10,167	29,624	90,896
Additions	6,014	5,998	28,002	40,014
<b>Balance at 31 March 2019</b>	<b>57,119</b>	<b>16,165</b>	<b>57,626</b>	<b>130,910</b>

Accumulated Depreciation				
Balance at 1 April 2018	5,962	1,075	9,561	16,598
Charge for period	10,572	2,670	15,051	28,293
<b>Balance at 31 March 2019</b>	<b>16,534</b>	<b>3,745</b>	<b>24,612</b>	<b>44,891</b>
<b>Net book value at 31 March 2019</b>	<b>40,585</b>	<b>12,420</b>	<b>33,014</b>	<b>86,019</b>
Net book value at 31 March 2018	45,143	9,092	20,063	74,298

### 6. Debtors

	At 31 March 2019 (£)	At 31 March 2018 (£)
Accrued income and grants receivable	370,682	233,791
Prepaid expenses	50,558	33,538
Other debtors: due in less than one year	32,206	29,218
	<b>453,446</b>	296,547

# Notes to the Accounts

For the Year Ended 31 March 2019

## 7. Creditors amounts falling due within one year

	At 31 March 2019 (£)	At 31 March 2018 (£)
Trade Creditors	167,825	103,977
Taxation and social security	58,205	38,721
Accruals and Other Creditors	87,674	56,144
Deferred Income	105,917	141,292
	<b>419,621</b>	340,134

Deferred income reflects grants received during the year for which performance conditions have not been met at the year end. Deferred income recognised at 31 March 2018 was recognised in full in the current financial year.

## 8. Operating Lease Commitments Land & Buildings

	At 31 March 2019 (£)	At 31 March 2018 (£)
<b>Minimum Lease Payment Falling Due:</b>		
Within 1 year	130,528	107,010
Within 2 to 5 year	320,245	347,783
	<b>450,773</b>	454,793

As of 2nd August 2017, we have signed two new 5-year leases for new premises for £107,010 per annum.

As of 1st November 2018, we have signed a new 53 months lease for new premises for £23,518 per annum.

# Notes to the Accounts

For the Year Ended 31 March 2019

## 9. Restricted Income Funds

	Balance at 1 April 2018 (£)	Incoming/(Outgoing) Resources (£)	Balance at 31 March 2019 (£)
Advance General Fund	476,149	38,000	<b>514,149</b>

### The Unrestricted Income Funds are classified as follows:

	At 31 March 2019 (£)	At 31 March 2018 (£)
Free Reserves (incorporating General Fund)	471,889	401,851
Tangible Fixed Assets in use	42,260	74,298
<b>Total</b>	<b>514,149</b>	476,149

## 10. Restricted Funds

Restricted funds are accounted for in accordance with the particular terms of trust arising from the express or implied wishes of donors in so far as these are intended to be binding on the Trustees.

Where any such wishes are not intended to be legally binding, they are taken into account and recognised in appropriate alternative funds, as indicated as transfers below.

	Balance at 1 April 2018	Incoming Resources (£)	Transfers (£)	Resources expended (£)	Balance at 31 March 2019 (£)
Domestic Abuse services	87,506	1,850,051	(35,663)	(1,825,478)	<b>76,416</b>
Criminal Justice services	158,672	1,533,818	(29,876)	(1,529,229)	<b>133,385</b>
<b>Total</b>	<b>246,178</b>	<b>3,383,869</b>	<b>(65,539)</b>	<b>(3,354,707)</b>	<b>209,801</b>

### Domestic abuse services:

Services are provided to the boroughs of Brent, Hammersmith & Fulham, Kensington & Chelsea, Westminster through a number of programmes including the Angelou Partnership VAWG Services, Social Care IDVA services, and the Criminal Justice and Police IDVA services.

### Women in Criminal Justice

#### Minerva services:

Services are provided pan-London through our Minerva programmes, including our collaboration with London Community Rehabilitation Company (LCRC) and the Mayor's Office for Policing and Crime (MOPAC).

# Notes to the Accounts

For the Year Ended 31 March 2019

## 11. Analysis of the charity's net assets by Fund

	Unrestricted Funds (£)	Restricted Funds (£)	Total Funds (£)
<b>Fund balances at 31 March 2019 are represented by:</b>			
Tangible fixed assets	42,260	43,759	<b>86,019</b>
Debtors	82,764	370,682	<b>453,446</b>
Cash at bank and in hand	419,697	184,409	<b>604,106</b>
Creditors: amounts falling due within one year	(30,572)	(389,049)	<b>(419,621)</b>
	<b>514,149</b>	<b>209,801</b>	<b>723,950</b>

## 12. Taxation status

Advance is a registered charity and no taxation is payable on its income arising in the United Kingdom.

## 13. Related party transactions

There were no connected charity transactions during the year. There were no related party transactions during the year. None of our Trustees receive remuneration or other benefit from their work with the charity.

# Notes to the Accounts

For the Year Ended 31 March 2019

## 14. Comparative 2018 Statement of Financial Activities

Year ended 31 March 2018

Statement of Financial Activities	Unrestricted Fund 2019 (£)	Restricted Fund 2019 (£)	2018 Totals (£)
<b>Income:</b>			
Charitable activities:			
Domestic violence advocacy projects	80,802	2,349,684	<b>2,430,486</b>
Investment income – Interest Receivable	304	-	<b>304</b>
<b>Total incoming resources</b>	<b>81,106</b>	<b>2,349,684</b>	<b>2,430,790</b>
<b>Expenditure:</b>			
<b>Costs of Raising Funds:</b>			
Fundraising costs	35,598	-	<b>35,598</b>
<b>Expenditure on Charitable Activities:</b>			
Total Charitable Activities	160,700	2,000,744	<b>2,161,444</b>
<b>Total expenditure</b>	<b>196,298</b>	<b>2,000,744</b>	<b>2,197,042</b>
<b>Net income / (expenditure) for the year</b>	<b>(115,192)</b>	<b>348,940</b>	<b>233,748</b>
Transfers between Funds	296,534	(296,534)	-
<b>Net Movement in Funds for the year</b>	<b>181,342</b>	<b>52,406</b>	<b>233,748</b>
<b>Reconciliation of Funds</b>			
Total Funds brought forward	<b>294,807</b>	<b>193,772</b>	<b>488,579</b>
<b>Total Funds carried forward</b>	<b>476,149</b>	<b>246,178</b>	<b>722,327</b>

All income and expenditure derived from continuing activities.

