

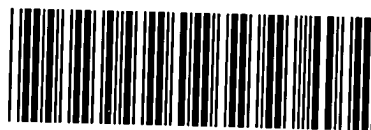
# **LIVE LIFE SAFE**

**suzy lamplugh  
trust**

**THE SUZY LAMPLUGH TRUST  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 NOVEMBER 2018**

**Company number 02417823  
Charity number 802567**

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# SUZY LAMPLUGH TRUST

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# SUZY LAMPLUGH TRUST

## ABOUT

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Suzy Lamplugh Trust was founded by Diana and Paul Lamplugh following the disappearance of their daughter Suzy, a young estate agent, in 1986. Since then, the Trust has pioneered personal safety as a life skill and a public policy priority.

### What we do

Our **vision** is a society in which people are safer - and feel safer - from violence and aggression; we want people to be able to live life to the full.

Our **mission** is to reduce the risk of violence and aggression through campaigning, education and support.

We do this by:

- **Campaigning** – working in partnership with other charities, private sector and statutory organisations; raising awareness, influencing policy makers and promoting best practice
- **Education** – providing advice, training and guidance; workplace support; free resources and information; consultancy
- **Helping and supporting people** – running the National Stalking Helpline; supporting people at increased risk of violence and aggression, including providing advocacy support to stalking victims; running community projects

### Our values

We are:

**Committed:** we have been dedicated to improving the personal safety of individuals in all parts of their lives since 1986. We continue to respond to changes in society by growing and developing

**Independent:** we challenge and influence social and policy change through campaigning and advocacy

**Expert and informed:** our knowledge and guidance are firmly rooted in the experience of the people we support, educate and train

**Respectful:** we believe in giving people as much information as possible to make their own choices about their personal safety

**Not for profit:** we invest our income in our charitable work, to help people live their lives free from the fear of violence and aggression

# SUZY LAMPLUGH TRUST

## REFERENCE AND ADMINISTRATION INFORMATION

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<b>Charity name</b>	The Suzy Lamplugh Trust	
<b>Charity registration number</b>	802567	
<b>Company registration number</b>	02417823	
<b>Registered office</b>	The Foundry 17 Oval Way London SE11 5RR	
<b>Trustees</b>	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:  Sir Ian Johnston CBE, QPM      Chair Christopher Shelley      Deputy Chair Kerry Holder FCA, TEP      Treasurer (resigned 30 October 2018) Steve Moffatt FCCA      Treasurer (appointed 30 October 2018) Sarah Simpson MBE Helen Clutton      (resigned 17 January 2019) Joanna Conlon Peter Dannheisser Sarah Jamison      (resigned 17 January 2019) Shaila Mahomed      (appointed 9 May 2018) Jean Mclean Emma Short Lucy Thomas	
<b>Members</b>	Linda Craig Sir Ian Johnston CBE, QPM Lawrie Philpott Jill Tombs	Paul Infield Hugh Marriage Andrew Tappin
<b>Vice Presidents</b>	The Rt Hon The Baroness Mallalieu QC	Jon Snow
<b>Key management personnel</b>	Rachel Griffin Suky Bhaker Alison McDade Arad Parsi	Chief Executive Acting Chief Executive Head of Finance Head of Business Development
<b>Bankers</b>	Unity Trust Bank 4 Brindley Place Birmingham B1 2JB	National Westminster Bank PO Box 10727 217 Strand London WC2R 1AL
<b>Auditor</b>	Sayer Vincent LLP Invicta House 108-114 Golden Lane London EC1Y 0TL	

# SUZY LAMPLUGH TRUST

## CHAIR'S REPORT

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### Chair's Report

The trustees and staff were saddened by the death of our founding president, Paul Lamplugh OBE, in June 2018. Since he and his wife Diana established Suzy Lamplugh Trust, just weeks after Suzy's disappearance, Paul was, at various times, the Trust's director, architect, lawyer, fundraiser, spokesperson and friend; he is greatly missed. I feel sure that the achievements of the Trust throughout this year, particularly on taxi and minicab safety, would make him proud of the work we continue to do in memory of Suzy, Diana and now Paul himself. We were very grateful to receive a generous legacy from Paul.

We were honoured to begin 2018 having been awarded a grant from the Police Transformation Fund to transform the way in which stalking perpetrators are managed and victims supported. Working in London, Cheshire and Hampshire, the Multi-Agency Stalking Intervention Programme (MASIP) is managed by Suzy Lamplugh Trust and delivered by partners from the health, criminal justice and voluntary sectors. Worth £4.1m over two years, between all partners, this initiative is the first of its kind worldwide and represents the most significant innovation in the Trust's work in many years.

The enhanced capacity of our policy team, funded by the Esmée Fairbairn Foundation, allowed us to secure the funding for MASIP and to continue to highlight the needs of victims of stalking nationwide. This year, we worked with parliamentarians in both houses to secure the passage of the Stalking Protection Bill, launched new research into the treatment of victims by the police, Crown Prosecution Service and police and crime commissioners, and called for an end to cross-examination of victims by their stalkers in the civil and family courts.

Alongside our work on stalking policy, we played a key role in persuading the government to commit to legislation on the safety of taxis and minicabs. Having joined the ministerial task group on this issue in 2017, we launched our report on the discrepancies between licensing authorities' policies on awarding licences to drivers at the House of Commons in January. We were delighted to see almost all of our recommendations reflected in the task group report, many of which were committed to in the Government's response. The Department of Transport also included the majority of our recommendations in its draft Statutory Guidance, launched for consultation in February 2019.

Suzy Lamplugh Trust remains an organisation dedicated to educating and supporting people as well as to campaigning to create a safer society. We delivered personal safety training to circa 5,000 lone and frontline workers this year, including those who undertook the Suzy Lamplugh Trust Train-the-Trainer course, providing workers with strategies ranging from buddy systems to de-escalation techniques. Reflecting our concerns about the safety of workers in the retail sector, we surveyed over 1,000 retail workers in the summer and autumn, launching the results on National Personal Safety Day, 8 November.

We have also provided advice and support to young people regarding their personal safety. We have been able to do this thanks to the support of donors including the City Bridge Trust. We are grateful to fellow charities including Centrepunt and Galop, who both helped us to reach out to young people at increased risk of violence and aggression and advised us on tailoring our advice to meet the needs of the young people with whom we worked.

Our support to stalking victims is a key plank of our work, underpinning all we do to give a voice both to victims themselves and to the voluntary stalking sector, via the National Stalking Consortium. This year, we responded to 4,376 contacts to the National Stalking Helpline via telephone or email and provided in-depth advocacy support to 99 victims thanks to support from the Tampon Tax and Police Transformation funds. We are grateful to the Home Office, Henry Smith Charity and many other donors who contributed to the running of the helpline.

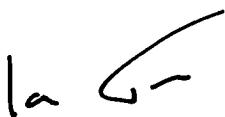
The Police Transformation Fund grant for MASIP, for project management, evaluation and direct support to victims, represented the biggest step-change for the Trust's income during the year. This grant has more than doubled the proportion of the Trust's income from restricted funds, presenting us with the challenge of increasing our unrestricted income to begin to redress the balance over the next year.

## **SUZY LAMPLUGH TRUST**

### **CHAIR'S REPORT**

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Finally, our CEO, Rachel Griffin, has unfortunately suffered serious illness since November. Rachel has done tremendous work since she joined the Trust in 2012. The Trustees appointed Suky Bhaker as Acting CEO in January. Suky has worked with the Trust for several years, most recently as Head of Policy, and therefore brings significant operational experience and leadership team continuity to this role.



Sir Ian Johnston CBE, QPM,  
Chair of Trustees

# SUZY LAMPLUGH TRUST

## TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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The trustees, who are also directors for the purposes of company law, present this report and the audited financial statements of the company for the year ended 30 November 2018, which have been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (revised 2015), FRS 102 and the Companies Act 2006. The legal and administrative details set out in page 3 form part of this report.

We review the aims, objectives and activities of the charity each year to ensure they remain focused on the charity's stated purposes. In this report, we describe what the charity has achieved and how it has performed in the reporting period and how each key activity has benefited those groups of people that the charity was set up to help.

### Objectives and activities

The purpose of the Suzy Lamplugh Trust, as set out in the governing document, are to:

- *raise awareness of the importance of personal safety and to provide solutions that effect change in order to help people to avoid violence and aggression and live safer, more confident lives*
- *educate and train members of the public in all aspects of violence and aggression in society with particular reference to their place of work.*

In practice, this means we carry out the following activities in relation to these purposes:

#### Campaigning

We have a strong and proud history of successful campaigning for changes that make people safer. We are particularly proud of our campaigning work to introduce legislation for mini-cabs in London and to legislate against stalking.

#### Education

We offer advice, training, consultancy and information in order to enable people and organisations to be and feel safer. We deliver training to thousands of people every year in the workplace through in-house training and open-access courses. We also work with organisations to offer support and consultancy in order to develop and implement safer working policies and practices. We publish free guidance on a range of personal safety issues.

#### Helping and supporting people

We help and support people by providing the following services:

- ***We run the National Stalking Helpline***  
The National Stalking Helpline offers information and guidance to anybody in the UK who is currently or has previously been affected by harassment or stalking through a freephone number and email facility. We responded to over 4,000 requests for help last year, providing victims with more complex needs with in-depth advocacy support.
- ***We work with people at increased risk of violence and aggression***  
We run projects in the community, providing personal safety advice to a wide range of audiences such as adults with learning disabilities, young people at risk of or experiencing homelessness, LGBTQ young people with specific personal safety concerns and students concerned about the prevalence of stalking in universities. We also deliver personal safety workshops and stalking awareness training to professionals supporting victims of stalking or those at heightened risk of being stalked.

# SUZY LAMPLUGH TRUST

## TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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### Public benefit

The activities described above provide benefit to the public by using our **mission**, *to reduce the risk of violence and aggression*, to work towards our **vision**: *a society in which people are safer - and feel safer - from violence and aggression*. Ultimately, we make a difference to the safety of the people we train, those we educate, those we support and the general public through our campaigning and policy work.

The trustees have referred to the Charity Commission's guidance on public benefit, when reviewing the objectives and activities, and in planning future activities.

### Achievements and performance

This was the first year of the Trust's current three-year strategic plan. Our strategic aims and the achievements and performance relating to each are:

**Campaigning:** Through our campaigning, policy and research, we aim to be a centre of excellence, recognised as an expert and thought leader across defined aspects of personal safety. We will deliver campaigns that create systemic change including legislative change.

Last year we continued to build up our campaigning activity, across both stalking and wider personal safety issues.

#### Stalking

Our campaigning work on stalking was underpinned by our relationships with a wide range of partner organisations. This year, we were delighted to be made a Super-Complainant on behalf of victims of stalking for the Independent Office for Police Conduct. We also strengthened links with colleagues in Scotland and Northern Ireland, as an active member of the Scottish National Stalking Group and by participating in a working group to discuss stalking specific legislation for Northern Ireland.

We continue to provide the secretariat for the National Stalking Consortium. As well as providing a forum for sharing best practice, the consortium allows the growing voluntary sector to speak with a collective voice on key campaigning priorities across the sector. In April 2018, the National Stalking Consortium delivered *Reporting Stalking*, the annual National Stalking Awareness Week, and launched *Out of Sight Out of Mind: Two Years On*, a report examining the response of police forces and police and crime commissioners (PCCs) to stalking. This updated our *Out of Sight Out of Mind* report from 2016, and called on the police and PCCs to quicken the pace of improvement to the services they provide to stalking victims. We launched our report at our first stalking conference since 2014, to 120 delegates, with keynote speeches from Dame Vera Baird, PCC for Northumbria and DCC Paul Mills, National Police Chiefs' Council (NPCC) lead for stalking. This work continued in National Stalking Awareness Week 2019, in which we held a conference on the health impacts of stalking and also launched a report on new research carried out by the consortium, which investigated the prevalence of symptoms consistent with Post-Traumatic Stress Disorder in victims of stalking.

2018 saw the passage of the Stalking Protection Bill. Suzy Lamplugh Trust organised a public-facing campaign to gain support for the Bill, working with Dr Sarah Wollaston in the House of Commons and Baroness Gabby Bertin in the House of Lords. Again, the Trust worked with members of the National Stalking Consortium to secure support for this legislation, which had its successful first reading in the Lords on 26 November 2018.



# **SUZY LAMPLUGH TRUST**

## **TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018**

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### **Multi-Agency Stalking Intervention Programme (MASIP)**

In a world first, we launched an intervention programme for stalking perpetrators on 1 March 2018. This was funded by a grant from the Home Office's Police Transformation Fund, which we had been able to secure thanks to the support of our policy team, provided by the Esmée Fairbairn Foundation. Operating at three sites in Hampshire, Cheshire and London, the programme involves partners from the health, criminal justice and probation services as well as the voluntary sectors. MASIP provides an innovative new way for these agencies to work closely together, prioritising preventing reoffending to keep victims safer. The programme reflects the message we have received from victims supported by the National Stalking Helpline over many years, that custodial sentences alone cannot address the fixation and obsession of stalking perpetrators. Many of our clients tell us that perpetrators simply continue to stalk the victim from prison or immediately after release.

Each area is working to achieve bespoke face-to-face interventions with perpetrators, as well as looking at the wider pool of stalking offences to see where and how they can improve business-as-usual processes and work more effectively together. The programme also aims to improve the skills and knowledge of the organisations involved in working to tackle stalking. UCL has been contracted to evaluate the impact of the programme on victims and perpetrators.

As well as providing support for victims and targeted interventions for perpetrators, the launch of MASIP provided us with the opportunity to raise awareness of the importance of tackling perpetrators' behaviour in order to stop stalking. During 2018, partners in each of the three sites secured coverage of their work in media outlets including BBC Radio 4, the Guardian and the Evening Standard. We have also been delighted to welcome representatives of other police forces and the National Police Chiefs' Council to visit the local sites and learn more about the models of perpetrator intervention that we are developing.

### **Restoring the balance**

Funded by the Esmée Fairbairn Foundation, this campaign focuses on the way in which some stalkers misuse the civil courts system as a means to continue their campaign of stalking against their victim. Through our frontline work on the National Stalking Helpline, we have identified a significant number of cases where perpetrators deliberately engage the victim in a legal process purely to sustain contact with them. This includes such behaviours as accusing the victim of defamation of character or pursuing family court proceedings despite having expressed no previous interest in having contact with their children. Data gathered from the National Stalking Helpline shows that one in twelve people who contact the helpline report that they have experienced vexatious complaints as part of the campaign of abuse against them. Vexatious complaints can take many forms including financial claims, false accusations of criminal activity, allegations of sexual or physical assault, allegations of child abuse or claims of professional misconduct. Some cases may involve abuse of the court system by forcing the victim to come to court to defend themselves against vexatious claims. Even if cases are dismissed, having to respond to claims and potentially come into direct contact with their stalker, or even be subjected to cross examination by them, during the process can be extremely traumatic for victims.

During the year we focused on consolidating our research into a report and engaging with different stakeholders on this subject. We continued to participate in the Economic Abuse Working Group and met with civil servants from the Ministry of Justice to discuss these issues, particularly around the civil court concerns. We also began positive engagement with the Magistrates' Association to discuss highlighting wider concerns around stalking to their members, as well as specific concerns about the abuse of the family court by perpetrators of stalking. An article on these topics was published in the membership magazine in 2019, and Suzy Lamplugh Trust will be speaking at the Magistrates' Association conference in autumn 2019. We fed into the Parliamentary briefing produced by Surviving Economic Abuse on a future debate on mis-use of the court process by perpetrators.

## **SUZY LAMPLUGH TRUST**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018**

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Suzy Lamplugh Trust also lobbied on behalf of stalking victims, through the domestic abuse consultation, for cross examination by perpetrators of stalking to be banned in the family and civil court. This was launched on 8 March 2018 and concluded on 31 May 2018. Suzy Lamplugh Trust called for the forthcoming Domestic Abuse Bill to be widened to a Violence Against Women and Girls bill, highlighting the concern that a focus on domestic abuse risks creating two tiers of support for stalking victims: 55% of whom are stalked by an ex-partner and so would be recognised by domestic abuse services and 45% who would not. Suzy Lamplugh Trust submitted written evidence to the Joint Committee on the Draft Domestic Abuse Bill in 2019 to continue this work.

#### **Taxis and Private Hire Vehicles**

This year saw a number of successes for our *Steering Towards Safety* campaign, funded by the Ernest Ingham Charitable Trust. We launched this campaign in January with a report highlighting significant discrepancies across England and Wales in how licensing authorities issue or revoke licences to drive taxis or private hire vehicles (minicabs). Our report identified individuals having recently been granted licences despite having multiple and recent convictions for offences such as GBH, harassment and battery. Launched in parliament with cross-party support, our report made a number of recommendations including calling for national minimum standards in licensing.

We played an active role in the ministerial task group which was formed to address concerns such as those raised by our report, and which produced its own report in September 2018. The taskforce's final report took into account almost all our recommendations, and we were delighted with the government's commitment, in February 2019, to carry out a number of our recommendations including legislation on national minimum standards and the introduction of a national database of drivers to facilitate information sharing between licensing authorities.

The impact of introducing legislation which the government has now committed to, rather than just updating guidance, will mean that national safety standards will be enforceable by all licensing officers, and ultimately improve the personal safety of passengers by ensuring that drivers with violent convictions cannot hold a licence.

#### **Workplace safety**

We launched our *Stay Safe at Work campaign* on National Personal Safety Day in November 2018, at a seminar for employers of lone and frontline workers. Based on our own research into the personal safety concerns of employees in the retail sector, we launched personal safety guidance for employers and employees, highlighting strategies to improve personal safety at work. Alarmingly, our survey showed that 66% of employees who responded to our survey said that they had experienced violence and aggression at work; 83% had experienced verbal abuse.

We are continuing to use the survey results and guidance in our marketing work to promote personal safety training and highlight the need for employers to improve their protection of their staff. In 2019 we plan to make our guidance for employers the focus of our national personal safety conference, supported by the National Business Crime Centre, unions and other key stakeholders, and to develop this further into Suzy's Charter for Workplace Safety so it can be adopted by companies to embed personal safety into their workplace culture. The Charter will include guidance around personal safety reporting procedures, risk assessments and employee and employer responsibilities.

#### **Online safety**

Following our 2017 work with Match.com and our subsequent research highlighting the safety concerns of some users of online dating sites, we have continued to work with stakeholders in the online dating industry to influence

# SUZY LAMPLUGH TRUST

## TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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policy and encourage service providers to take more responsibility for the safety of their users. We have also responded to the consultation on the government's white paper on 'online harms' and have contributed to the Law Commission review of the legislation that addresses 'online harms', drawing on our experience of supporting victims of stalking via the National Stalking Helpline, many of whom experience some form of digitally-enabled stalking<sup>1</sup>.

**Education:** We will make more people safer, and make more people feel safer, as a result of our high-quality learning and capacity building for individuals and organisations. By investing in our personal safety solutions, we will be recognised as the authority on personal safety training and consultancy.

### Personal Safety Training and Consultancy

Our practical and customised training and consultancy packages aim to maximise employees' personal safety by driving behavioural change, placing individuals in control when it comes to keeping themselves safe and promoting a safer work environment.

In 2018 we trained circa 5,000 lone and frontline workers, including Train-the-Trainer (TTT) champions, private, public and third-sector organisations, from sectors including health, education, legal, property and housing, transport, construction, security, policing, charities and local government. We delivered 348 Personal Safety at Work courses around the country, with top locations being London, Birmingham and Leicester. Furthermore, we delivered nine two-day TTT sessions to upskill personal safety champions to train their colleagues in personal safety strategies and to embed an effective workplace personal safety culture.

Delegates on our courses continue to report high levels of satisfaction with our courses, with 78% describing our courses as excellent, awarding four or five stars (out of five) and 93% saying that they will do something different as a result of attending the course.

*"Great tips on strategies to diffuse aggression and for improving our procedures" (Personal Safety at Work delegate)*

*"I attended the train-the-trainer course [...] Staff from various community settings, roles and bands have all said that the skills, tips and significance of the training has made them rethink the way they work and will make changes". (Train-the-Trainer delegate, NHS trust)*

Alongside our training offer, we delivered personal safety consultancy support to several clients last year. Our expertise is called upon across a spectrum of personal safety risks, and we support corporate clients (including their legal teams) in an effort to help them mitigate the risk of violence and aggression for employees.

This year's projects also included designing a bespoke survey for the British Association of Counsellors and Psychotherapists (BACP) to understand the risks posed to lone-working BACP members - some 44,000 UK practitioners - across the UK.

We also concluded a long-term project with Guys and St Thomas NHS Trust, focussing on the personal safety of community-based health workers. The whole schedule of activities included:

- 1) Focus groups, capturing the views of 54 staff
- 2) Analysis of reporting data and risk mapping, showing how frequently personal safety incidents are reported and where staff face the greatest personal safety risks
- 3) Review and analysis of existing personal safety policies, procedures and practices
- 4) Design and delivery of TTT course

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<sup>1</sup> This includes social networking sites, text messages, phone calls, emails, hacking technology and use of tracking devices.

## SUZY LAMPLUGH TRUST

### TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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- 5) Final action plan and recommendations, including mandatory lone worker and personal safety training for all staff and procedures to implement across the organisation to keep staff safe

Elsewhere, we have developed lone-working policies for clients from a range of sectors, including The Duchy of Cornwall, Skanska Construction, and Manchester City Council. We work closely with employers to ensure where training and revised policy procedures are implemented, the resulting change in workplace culture can transform the way employers prioritise their workers' personal safety and make common sense behaviours common practice. Our work also helps to support the sustainability of personal safety procedures, to ensure staff turnover and complacency do not lead to abandonment of good practice.

#### **Stalking Training and Consultancy**

We have seen an increase in the demand for stalking training and consultancy in the last year, and have delivered stalking training and consultancy to private, public and third-sector organisations, including police and crime commissioners, local authorities, charities, including Victim Support and the NHS. Some clients have asked us to deliver specialist sessions to help them understand the growing impact of cyber-enabled activities which accelerate and exacerbate stalking behaviours.

In November, we were delighted to have the opportunity to address the Security & Resilience Summit organised by London Bridge Business Improvement District (BID), which represents tier one media, legal and professional firms. Attended by members of London Bridge BID, our talk on stalking has led to a number of opportunities for us to reach a wider audience with our expertise and advice on stalking.

**Helping and support people:** We will extend our frontline support to meet a broad range of personal safety needs, giving priority to those at highest risk



**National Stalking Helpline**

Last year the National Stalking Helpline provided support to victims of stalking via 4,376 calls and emails. Despite increasing the number of contacts with victims that we were able to make, rising demand meant that we were still only able to respond to 40% of all the calls made to the helpline. We continued to fulfil our policy of responding to all emails received.

In advising clients, our helpline advisers carried out a wide range of activities, including:

- assessing the risk to the victim, using internationally recognised risk indicator tools to give expert insight into the risks a victim may face, such as physical harm, sexual violence and prolonged victimisation
- providing robust safety planning advice, offering information on their personal and digital safety, safety at work and home security, and on the risks posed by hacking and tracking devices
- offering guidance on preserving evidence and recording incidents in a manner which will best assist the police in recognising and investigating stalking

## SUZY LAMPLUGH TRUST

### TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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- informing clients about the nature of stalking, providing reassurance and clarity around their situation: often one of the first things we say to a victim is that their experience 'counts' as stalking and that there are laws to protect them from it
- providing detailed information on the different criminal and civil legislation on stalking and harassment in England & Wales, Scotland and Northern Ireland; guiding clients through their legal options
- assessing whether there are any child or adult safeguarding concerns associated with the stalking behaviour and taking appropriate action if so
- referring clients on to our advocacy service where longer-term support is required
- signposting or referring clients to other organisations which could provide advice or support, and encouraging clients to seek emotional support in coping with the impact of stalking on their wellbeing

We carried out our annual service evaluation in the autumn, collecting both qualitative and quantitative data to illustrate the impact the service has upon clients. Our evaluation showed clear improvements in the level of clients' feelings of confidence and hopefulness about their situation. We also identified that clients believed that the helpline had had a positive impact on their situation, as shown below:

Average increase in client confidence in taking steps to help manage their situation	100%
Average increase in client hopefulness about their situation	100%
Proportion of clients reporting that contacting the helpline has helped change their situation for the better	93%
Proportion of clients reporting having taken lasting steps to help manage their situation	80%

Feedback from clients:

*"I know what my options are, and I didn't feel like I was over-exaggerating and making mountains out of mole hills. I felt more empowered and that I'm not making this up. I'm not imagining it, and that tackling it sooner rather than later would be better"*

*"I was taken seriously. The person I spoke to listened to every detail I told them and gave me a clear interpretation of my situation legally, and in terms of the common behaviour of stalkers. I felt supported and with tangible things I could do."*

#### Advocacy Service

Supported by the Tampon Tax Fund, we offered in depth 1-1 advocacy support to 99 victims of stalking, around 40% of whom were assessed as being at risk of serious harm or homicide.

Offered to helpline clients with the most complex needs, our advocacy support takes clients from report to court and beyond, and includes:

- providing robust ongoing risk assessments and safety planning in response to changing levels of risk
- assisting clients in collating any evidence to report to the police, including an 'incident log'
- advocating with the police and Crown Prosecution Service (CPS) on behalf of the client where the stalking has not been recognised or managed robustly
- liaising with the police or other professionals on behalf of the client, including by attending multi-agency risk assessment conferences (MARACs), giving the victim a single point of contact in these agencies and keeping them informed of any developments

## SUZY LAMPLUGH TRUST

### TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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- advocating with police and CPS regarding special measures in court, the drafting of restraining orders, and specialist pre-sentence reports
- providing expert reports to court regarding the nature and impact of stalking
- advocating on behalf of the client with children's services or family court
- supporting the client following trial and sentencing, including working with probation services

Advocacy clients were also supported by the Trust's specialist stalking advocate working with high risk victims of stalking in London. Embedded in the London partnership within MASIP, our London advocate works in close liaison with health, police and probation colleagues to offer an holistic, multi-agency response to victims of stalking.

Clients tell us that the advocacy service made them feel as though they had been listened to and understood. Clients told us that having an advocate validated their experience and made them feel believed and supported.

*"We have come a long way and with all the great help you have supported me with ...I now know there is help out there and not to suffer in silence like I did for many years with my children"*

*"Thank you so much Annie there are no words I could write or say to thank you for all your support and help...having you at the end of a phone as give me so much strength and hope for the future you really are one of gods angels and I appreciate all the hard work you do every day to help not just me Frankie & Georgie but all the other families you help from the bottom of my heart thank you so much" (sic)*

#### Youth Work and Community Development

In 2018 we delivered a range of projects to support individuals at increased risk of violence and aggression, including young people in vulnerable circumstances, adults with learning disabilities and LGBTQ young people. Across all these initiatives, our aim was to enable participants to recognise personal safety risks and to give them the tools to enable them to be safer and feel safer.

#### Reducing Fear; Living Confidently

With support from City Bridge Trust and The Leathersellers' Company, *Reducing Fear; Living Confidently* was a partnership project with Galop and Gendered Intelligence to support LGBTQ young people with specific personal safety concerns. The aim of the project was to develop, in partnership with LGBTQ young people themselves, a package of learning experiences and resources for use with LGBTQ young people to address their personal safety concerns. The project worked directly with 42 LGBTQ young people and canvassed the views of a further 1,000 via online resources which included a personal safety guidance leaflet for victims of hate crime and a two-minute animated film.

We researched the content and tone of the learning experiences and resources at three focus groups with 27 LGBTQ young people and a workshop with nine professionals from Stonewall, Albert Kennedy Trust, Metro Charity, Galop and Gendered Intelligence. Talking to young people directly enabled us to understand the nature of their personal safety concerns, while the specialist professionals helped us to identify the challenges involved in supporting young LGBTQ people who have experienced violence and aggression. The professionals advised which safety resources to consider when developing the training and discussed a range of issues that some LGBTQ young people might face.

The feedback from the young people and professionals was incorporated into a personal safety training package which we co-developed with a group of LGBTQ young people, and delivered over six one-day sessions in a variety

## SUZY LAMPLUGH TRUST

### TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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of locations, including Stonewall Housing and Metro Shine youth group in Greenwich. The sessions covered a range of personal safety exercises, tailored to address the issues raised in the focus groups and any others that surfaced during the session.

Data was collected before and at the conclusion of each workshop showing the following:

LGBT individuals feel safer:

*'I feel safe when I am in my local area.'* Before: 5.6; After: 6.2

*'I feel safe when I am somewhere I am not familiar with.'* Before: 4; After: 5

*'There are things I can do to make me feel safer.'* Before: 4.8; After: 6.4

LGBT individuals feel more confident to be able to deal with a violent or aggressive situation if it arises:

*'I feel confident that I know what to do if I encountered a violent or aggressive situation.'* Before: 3.8; After: 6.1

*'I feel confident that I could defuse/deescalate an aggressive situation before it became violent.'* Before: 3.2; After: 5.6

#### Keeping Myself Safe

Working in partnership with Centrepont, this pilot project aimed to engage with 20 young people in West London at risk or experiencing homelessness. The pilot was challenging in terms of the engagement from young people and we learnt to increase the amount of time for building relationships with staff and young people. The pilot of this project allowed us to access funding from the Jack Petchey Foundation for an extended version of the work which is currently ongoing and will be completed in 2019.

#### Staying Safe with Other People

Funded by The Cotton Trust, Conway Charitable Foundation and The Sir James Reckitt Charity, *Staying Safe with Other People (SSWOP)* was designed for adults with learning disabilities, and delivered in partnership with Mencap in Hull over the summer of 2018.

SSWOP delivered personal safety workshops to four women and six men with learning disabilities including autism or Asperger's syndrome. One of the participants was profoundly deaf. As a result of this project, all participants reported feeling better able to manage their personal safety around strangers, when someone is aggressive, when travelling and when in big crowds.

By **increasing and diversifying our income streams**, we will generate sufficient funds to give us the flexibility to explore innovative ways of delivering our mission.

The most significant shift in our income profile this year came from the Home Office's Police Transformation Fund grant. Worth £227,361 to the Trust this year, part of a two-year grant of £4.1m shared between a range of partners, this income allowed us to launch the Multi-Agency Stalking Intervention Programme (MASIP) in March. In a world first, MASIP is piloting models of intervening with stalking perpetrators through partnership working between the health, criminal justice and voluntary victims' sectors.

## SUZY LAMPLUGH TRUST

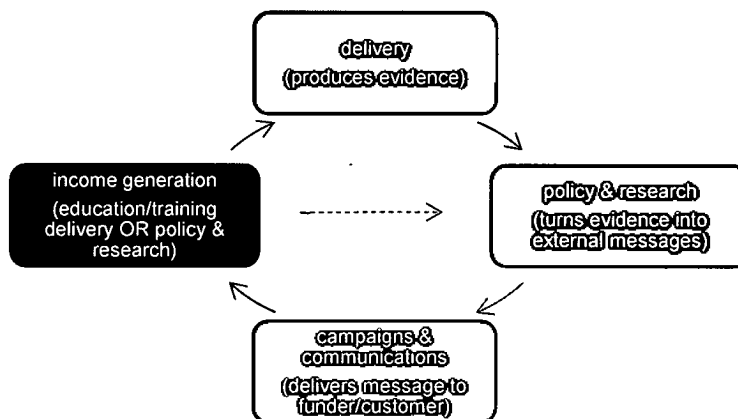
### TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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Primarily due to the Police Transformation Fund grant, the Trust's income increased from £730,000 in 2017 to £1,040,000 in 2018.

#### Future plans

This was the first year of the Trust's current three-year strategic plan. This is based on our model for the sustainable development of our charitable work, which is illustrated below.



This model shows how each of our aims (campaigning, education, support) inform each other and strengthen our expertise in each area.

We have been successful in applying this model to our stalking work, but we plan to do more work to create similar 'virtuous circles' for our other priority policy areas:

- personal safety for young people
- safe policy and practice for taxis and minicabs
- personal safety at work

Our plans for developing our work across all our policy strands are outlined below:

#### *Stalking:*

- Subject to funding, we plan to continue to increase the support we provide to victims of stalking, by increasing the number of victims we support via the helpline and through our advocacy service
- We will provide more face-to-face support for high-risk victims in London as part of our work on the Multi-Agency Stalking Intervention Programme (MASIP)
- We will continue to lead the delivery of MASIP, a ground-breaking intervention programme for perpetrators of stalking
- We will continue to build the profile of the voluntary stalking sector and the work it does to support victims, by co-ordinating the National Stalking Consortium and National Stalking Awareness Week



# SUZY LAMPLUGH TRUST

## TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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### *Personal safety for young people:*

- Based on our learning from last year, and building on the partnerships we have built with organisations specialising in working with young people at risk of violence and aggression, we plan to:
  - grow our peer models of personal safety support and education, based on co-production by the Trust and young people themselves of learning opportunities and materials, with the support of funding from the Jack Petchey Foundation;
  - pilot work with young people focussed on their concerns about stalking, drawing from our learning from working with students at the University of Aberdeen last year.

### *Safe policy and practice for taxis and minicabs:*

- We will continue to campaign for the implementation of government commitments to legislate for national licensing standards for taxis and minicabs

### *Personal safety at work:*

- Building on the success of November 2018's National Personal Safety Day, which allowed us to capture the personal safety concerns of over 1,000 retail workers, we plan to invest more capacity into researching and highlighting the personal safety risks faced by people working alone or on the front line. Our plans for the year include:
  - Working with Middlesex University to produce research into the quantitative and qualitative cost of personal safety incidents to companies, to be launched on National Personal Safety Day 2019
  - Develop Suzy's Charter for Workplace Safety with a steering group of companies and unions, to launch in its final form on National Personal Safety Day 2019

## Financial Review

### Financial position

The detailed figures for the year ended 30 November 2018 are set out in the financial statements that follow this Trustees' Report.

During the year, the Trust had a deficit of £43,000 in general funds, a deficit of £3,000 in restricted funds and a surplus of £4,000 in funds designated for particular purposes. Total funds at the end of the year subsequently reduced by £42,000 to £232,000.

### Income

The Trust's principal funding sources are:

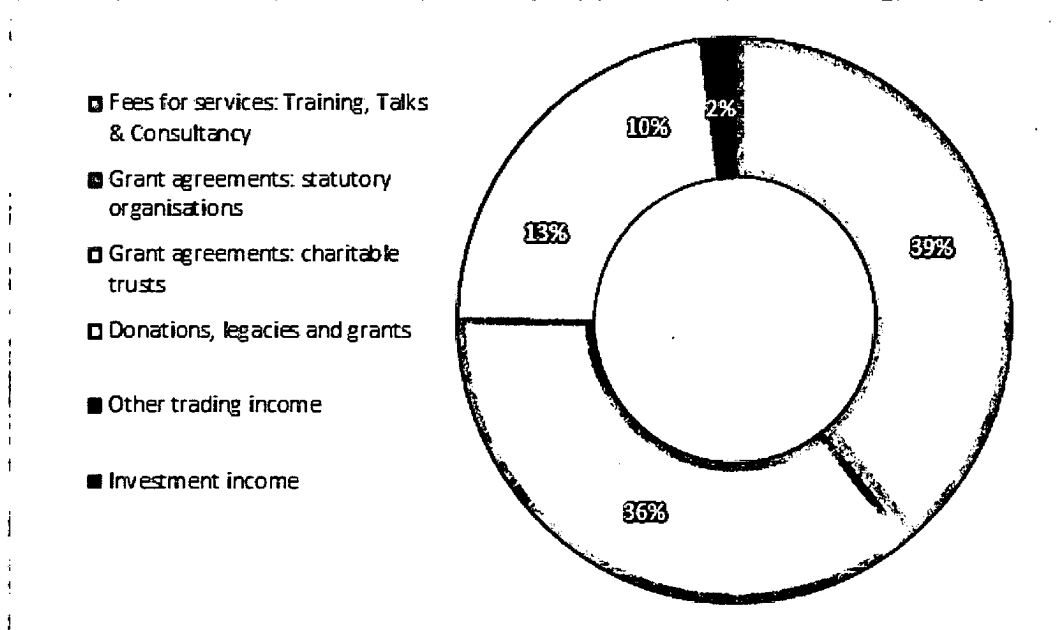
- Fees for providing training, talks, and consultancy to businesses, organisations and individuals
- Grants from statutory organisations (including Home Office, Police Transformation Fund and Tampon Tax Fund) that are conditional on providing certain services
- Grants from charitable trusts and foundations that are conditional on providing certain services
- Grants that are given without condition from charitable trusts and foundations and donations from companies, groups and individuals
- Other trading income from sponsorship and management.

## SUZY LAMPLUGH TRUST

### TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

Total income for the year was £1,040,000 (2017: £730,000), consisting of £547,000 (2017: £228,000) restricted or designated for particular purposes and £493,000 (2017: £502,000) for general funds. The significant increase in restricted income resulted from the Police Transformation Fund grant for the Multi-Agency Stalking Intervention Programme (MASIP).

#### *Income for year ended 30 November 2018*



#### **Expenditure**

Total expenditure for the year was £1,082,000 (2017: £898,000), consisting of £547,000 (2017: £356,000) restricted or designated for particular purposes and £535,000 (2017: £542,000) for general funds. The increase in restricted spending related to MASIP.

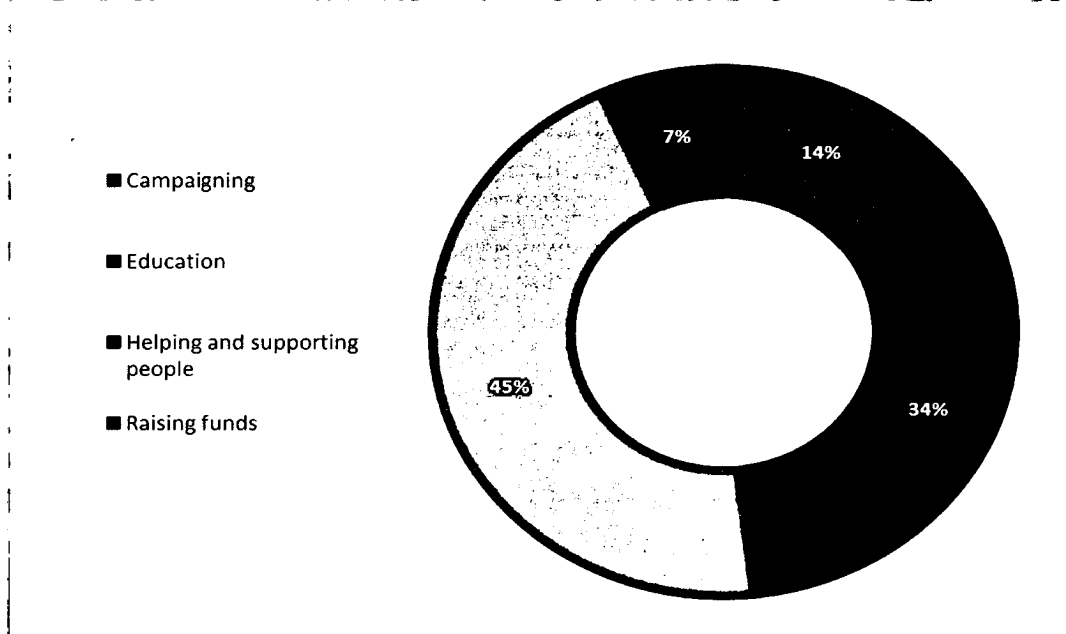
During 2019, the Trust finance team identified an over-recovery of VAT on purchases. The impact of this error was £73,000 over the previous four-year period, including interest. Suzy Lamplugh Trust promptly made a voluntary error notification to HM Revenue & Customs (HMRC) and the full impact has been reflected in the financial results for the year ending 30 November 2018. HMRC have confirmed that no penalty will be payable. Internal procedures for calculating recoverable VAT have been updated, with input from our auditors, to ensure a similar error will not arise in future.

#### *Expenditure for year ended 30 November 2018*

## SUZY LAMPLUGH TRUST

### TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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#### Reserves

At 30 November 2018, the funds held by the Trust consisted of:

- £170,000 general funds
- £12,000 designated funds
- £50,000 restricted funds
- **£232,000 total funds**

The Trustees review the reserves policy at least annually. The policy's overall aim is to maintain a prudent level of reserves to ensure stability and flexibility, as income generation success and funding requirements cannot be fully anticipated when planning a budget.

The trustees have agreed a policy to have an unrestricted reserve fund of three months of all budgeted total operating costs. For the year beginning 1 December 2018, this is £318,000 (2017: £283,000).

At the end of the year, the reserves held, after taking into account restricted funds and designated amounts and the carrying amount of functional fixed assets of £2,000 was £168,000. This equates to a cover of 0.53 of the target.

# SUZY LAMPLUGH TRUST

## TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

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### Fundraising compliance statement

Suzy Lamplugh Trust fundraising team is internal and we do not use professional external fundraisers, although we do engage external consultants to support the in-house team on bid writing. Fundraising is achieved through a number of activities. We undertake prospect research each year through online databases, some of which charge an annual subscription, but provide key information relating to grant-making trusts. The trusts and foundations we apply to vary in size. Funds secured are often restricted in purpose. We send several mailings a year to ask trusts to make unrestricted donations. These are inclusive of new trusts, as well as those who have donated to us in the past. Additionally, we target invisible grant-makers through various lists, which are purchased as they are not listed on other websites or databases.

We are part of the "VAWG Helplines Alliance" and have successfully applied to Mayor's Office for Policing and Crime (MOPAC), Police Transformation Fund, Home Office and Tampon Tax Fund.

We receive a small amount of sponsorship from corporate partners each year, who also pay to list their services on our website, though their products and services are not endorsed by Suzy Lamplugh Trust. Our annual subscriptions include "JustGiving" and "GiveAsYouLive", which generate small amounts of funds. We also run fundraising events, organised by staff, such as bake-sales and pub quizzes. We also participate in events such as the "Prudential Ride London-Surrey 100" and "The 2018 British 10K Run".

In addition, the Trust raises funds through individual giving and legacies. This may be through loyal donors who opt for repeat-contribution or one-off donations. We have also begun to continuously run the Suzy Lamplugh Trust "Reach Appeal" on our website with the aim of generating individual donations. We have started to reach out to donors to hold conversations regarding potential legacy donations.

We have ensured that we are compliant with data protection regulations. There have been no complaints received in respect of our fundraising activity.

### Risk statement

Risk management remains one of the most important responsibilities of the Board. We are satisfied that we have appropriate systems and processes in place to identify key risks and to manage them. We do this by the following:

- There is a risk register which tracks a range of strategic and operational risks to the Trust
- The leadership team reviews the risk register each month and ensures that policies and procedures are in place and are adequate
- The Finance Sub-committee reviews the summary risk register on a quarterly basis, considering the overall risks and mitigations around them before it is presented to the Board, which reviews the risk register annually
- Mitigations are developed and implemented for all risks identified
- We have policies and procedures for raising complaints and concerns

## SUZY LAMPLUGH TRUST

### TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018

#### Principal risks

To achieve our objectives, it is essential that we manage risks effectively. We have identified the following principal risks:

Risk	Description	Mitigation
Safety: keeping our people safe	We are acutely aware of the need to ensure the personal safety of our own people. We have a duty of care to staff, volunteers and trustees and a need to protect the Trust's reputation as a high-profile personal safety charity supporting victims of stalking.	As well as policies on personal safety when working in and away from the office, we have a stalking and harassment policy, we protect the identity of staff and volunteers working on the National Stalking Helpline and regularly review which individuals speak on behalf of the organisation, particularly in the media.
Loss of knowledge and expertise due to loss of staff	We are reliant on recruiting and retaining excellent people but are aware that these talented individuals will wish to progress their careers beyond a small charity. Like most small charities, we usually see a relatively high turnover of staff.	We have a robust recruitment process in place and policies for staff development. The leadership team is currently in the process of reviewing various people-related processes including handover processes, skills development and project documentation. We are supported by external HR advisors to ensure we implement best-practice HR policies that are appropriate for a charity of this size.
Income uncertainty:	We rely on grants, donations and legacies, and surplus income generated from training and consultancy to fund the helpline and advocacy work and campaigning and policy work. Renewal of grants can be uncertain and donations and legacies unpredictable.	Our objective is to gain funding from a wider range of income streams and to reduce reliance on any one stream of income or particular funder.
Financial instability and cash flow uncertainty	An increasing proportion of our activities are funded by grants that are payable in arrears for expenditure that we first incur.	We keep the reserves policy under regular review to make sure it meets the changing needs of the Trust. We reforecast expected income/expenditure at quarterly intervals and monthly management accounts are produced which include a cash flow forecast.

#### Going concern

After reviewing the Trust's forecasts, projections and its reserves, the Trustees have a reasonable expectation that the Trust has adequate resources to continue in operation for the foreseeable future. The Trust therefore continues to adopt the going concern basis in preparing its financial statements.

# **SUZY LAMPLUGH TRUST**

## **TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018**

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### **Structure, governance and management**

#### **Legal structure**

The Trust was established in 1986 as an unincorporated charity. It was later incorporated as a charitable company limited by guarantee on 29 August 1989 and was registered in this form with the Charity Commission on 8 January 1990.

The Trust has a wholly owned subsidiary company, SLT Training and Resources Limited, which carried out certain activities on its behalf and donated its profit to the Trust. This company is no longer used and will be wound up.

#### **Governance**

The Trust's governing document is its Memorandum and Articles of Association. The overall governance, finance and operations of the Trust are controlled by the board of trustees, within the regulatory framework set by the Charity Commission and the Companies Act. The Memorandum and Articles of Association, resolutions and complementary procedures set by the board, are the rules that the Trust operates by, and by which decisions are made. The trustees are ultimately responsible for the Trust.

#### **Patrons**

The trustees can appoint honorary positions, known as patrons. These are figure heads and representatives of the Trust to the wider public.

#### **Members**

The governing document requires there to be a small number of members. These are people who as well as having an oversight of the board through the appointment of trustees, have the legal liability (limited to £1 each) if the company was to be wound up and for making decisions about that. They are also responsible for appointing the auditors.

Members meet formally once a year at the annual general meeting (AGM). At this meeting, they formally adopt the annual report and accounts. Members also provide ad hoc advice to trustees and the chief executive (CEO) on matters on which they have expertise, ranging from human relations management and criminal justice policy to the history of the Trust (the members all have an association with the organisation dating back to 2011 or earlier).

#### **Trustees and directors**

The trustees of the charity are also directors of the company (the board). The governing document states that there must be between 4 and 12 trustees in post at any time. Trustees who served during the year are set out on page 3.

The trustees delegate much of the day-to-day management of the Trust to the CEO, but remain ultimately responsible. Their responsibilities are active, not passive, and include:

- regular evaluation of the strategic direction of the Trust and its management policies
- evaluation of outcomes and the effectiveness with which the CEO and management implement them
- monitoring legal compliance
- management of risks related to the Trust's activities

# **SUZY LAMPLUGH TRUST**

## **TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018**

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The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the Trust. Any expenses reclaimed are set out in note 7 to the financial statements.

### **The board's operations**

The board of trustees normally meets four times a year to conduct its business and oversee progress against strategic and operational plans. It is supported by sub-committees of the board:

- Finance Sub-committee – This Sub-committee meets at least four times a year to oversee the Trust's financial operations in more detail and reports to the Board after each meeting
- Policy Sub-committee – This Sub-committee meets twice a year to consider the Trust's stance on key issues of policy
- Commercial Advisory Group – This group meets quarterly to review progress against development and delivery of commercial strategy

These sub-committees are supported by the CEO and relevant members of staff.

### **Board recruitment and induction**

The board is responsible for ensuring that it is made up of trustees who are collectively able to fulfil the governance function of the board and therefore needs to have a mix of skills, both those which relate to the objectives of the Trust and more generic skills and experience such as legal and financial.

The board undertakes a self-assessed skills audit against the set of skills it has identified as being essential for the governance of the Trust; this enables the board to identify skills gaps, which informs the recruitment process and training needs. Trustees are able to access learning and development opportunities relevant to their trustee position.

### **Appointment and retirement of trustees**

Election, retirement and re-election of trustees are carried out according to the procedures set out in the governing document. Trustees may be recruited by invitation or advertising. Anyone is able to stand for election as a trustee at any time in the year. The board has the power to elect or co-opt a trustee at any time as long as that election does not mean that the total number of trustees exceeds 12. Trustees are appointed at the AGM and at each AGM a third of board members (the longest serving since election or re-election) must resign and may stand for re-election.

## **SUZY LAMPLUGH TRUST**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2018**

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#### **Management**

The trustees delegate day-to-day running of the Trust to the CEO who reports directly to the board. The CEO leads a staff team of 23 salaried staff (16.4 full-time equivalents). The chair, deputy chair and treasurer hold a meeting with the CEO each month.

The Trust also benefits from volunteers who give approximately 300 hours per month to the Trust.

#### **Remuneration**

The remuneration of the CEO is set by the board and the remuneration of other staff is set by the CEO. In all cases, this is informed by formal and informal benchmarking information from comparable organisations in the voluntary sector, the responsibilities of each individual role and the requirements of the person specification.



# SUZY LAMPLUGH TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

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The trustees (who are also directors of Suzy Lamplugh Trust for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company 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 group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company or group for that period. In preparing these financial statements, the trustees 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 and statements of recommended practice 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 charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and group 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 auditor is unaware
- 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 auditor is aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 November 2018 was 19 (2017:18). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Approved by the trustees on 31 July 2019 and signed on their behalf by



Sir Ian Johnston CBE, QPM  
Chair of Trustees

# **SUZY LAMPLUGH TRUST**

## **INDEPENDENT AUDITOR'S REPORT**

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### **Independent Auditor's Report to the Trustees of The Suzy Lamplugh Trust**

#### **Opinion**

We have audited the financial statements of Suzy Lamplugh Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 November 2018 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated 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, 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 group's and of the parent charitable company's affairs as at 30 November 2018 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

#### **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 group financial statements section of our report. We are independent of the group and parent 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 group financial statements is not appropriate; or
- The trustees have not disclosed in the group financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent 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.

# **SUZY LAMPLUGH TRUST**

## **INDEPENDENT AUDITOR'S REPORT**

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### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the group financial statements and our auditor's report thereon. Our opinion on the group 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 group financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group 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 group 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 trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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' exemptions in preparing the trustees' annual report

# **SUZY LAMPLUGH TRUST**

## **INDEPENDENT AUDITOR'S REPORT**

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### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent 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 group's and the parent 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 group or the parent 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**

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **Use of our report**

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume 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.

## **SUZY LAMPLUGH TRUST**

### **INDEPENDENT AUDITOR'S REPORT**

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#### **Other matter**

The financial statements of Suzy Lamplugh Trust for the year ended 31 December 2017 were not audited. They were independently examined by Joanna Pittman of Sayer Vincent.

Joanna Pittman (Senior statutory auditor)

8 August 2019

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Suzy Lamplugh Trust

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 November 2018

	Unrestricted Designated £	General £	Restricted £	2018 Total £	2017 Total £
<b>Income from:</b>					
Donations and legacies	8,000	65,860	26,260	100,120	45,864
Charitable activities					
Grant agreements	-	-	513,073	513,073	214,982
Fees for providing services	-	405,546	-	405,546	426,961
Other trading activities	-	21,076	-	21,076	41,913
Investments	-	177	64	241	608
<b>Total income</b>	<b>8,000</b>	<b>492,659</b>	<b>539,397</b>	<b>1,040,056</b>	<b>730,328</b>
<b>Expenditure on:</b>					
Raising funds	-	72,685	-	72,685	43,464
Charitable activities	4,045	462,549	542,833	1,009,427	854,399
<b>Total expenditure</b>	<b>4,045</b>	<b>535,234</b>	<b>542,833</b>	<b>1,082,112</b>	<b>897,863</b>
<b>Net (expenditure) before net gains / (losses) on investments</b>	<b>3,955</b>	<b>(42,575)</b>	<b>(3,436)</b>	<b>(42,056)</b>	<b>(167,535)</b>
Net gains / (losses) on investments	-	-	-	-	-
<b>Net (expenditure) for the year</b>	<b>3,955</b>	<b>(42,575)</b>	<b>(3,436)</b>	<b>(42,056)</b>	<b>(167,535)</b>
<b>Net movement in funds</b>	<b>3,955</b>	<b>(42,575)</b>	<b>(3,436)</b>	<b>(42,056)</b>	<b>(167,535)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	8,000	212,414	53,193	273,607	441,142
<b>Total funds carried forward</b>	<b>11,955</b>	<b>169,839</b>	<b>49,757</b>	<b>231,551</b>	<b>273,607</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 19a to the financial statements.

Balance sheets

Company no. 02417823

As at 30 November 2018

	The group		The charity	
	2018	2017	2018	2017
	£	£	£	£
<b>Fixed assets:</b>				
Tangible assets	2,255	2,535	2,255	2,535
Investments	-	-	100	100
	<u>2,255</u>	<u>2,535</u>	<u>2,355</u>	<u>2,635</u>
<b>Current assets:</b>				
Debtors	252,990	145,898	258,430	151,398
Cash at bank and in hand	148,990	216,818	143,450	211,218
	<u>401,980</u>	<u>362,716</u>	<u>401,880</u>	<u>362,616</u>
<b>Liabilities:</b>				
Creditors: amounts falling due within one year	(172,684)	(91,644)	(172,684)	(91,644)
	<u>229,296</u>	<u>271,072</u>	<u>229,196</u>	<u>270,972</u>
<b>Net current assets</b>				
	<u>231,551</u>	<u>273,607</u>	<u>231,551</u>	<u>273,607</u>
<b>Total net assets</b>				
	<u>231,551</u>	<u>273,607</u>	<u>231,551</u>	<u>273,607</u>
<b>Funds:</b>				
Restricted income funds	49,757	53,193	49,757	53,193
Unrestricted income funds:				
Designated funds	11,955	8,000	11,955	8,000
General funds	169,839	212,414	169,839	212,414
	<u>181,794</u>	<u>220,414</u>	<u>181,794</u>	<u>220,414</u>
<b>Total unrestricted funds</b>				
	<u>231,551</u>	<u>273,607</u>	<u>231,551</u>	<u>273,607</u>
<b>Total funds</b>				
	<u>231,551</u>	<u>273,607</u>	<u>231,551</u>	<u>273,607</u>

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies' regime.

Approved by the trustees on 31 July 2019 and signed on their behalf by

Sir I Johnston CBE, QPM  
Chair

A S Moffatt FCCA  
Treasurer

Suzy Lamplugh Trust

Consolidated statement of cash flows

For the year ended 30 November 2018

	Note	2018 £	£	2017 £	£
Cash flows from operating activities	20				
Net cash (used in) operating activities			(67,080)		(144,007)
Cash flows from investing activities:					
Dividends, interest and rents from investments		241		608	
Proceeds from the sale of fixed assets		–		–	
Purchase of fixed assets		(989)		(1,441)	
Net cash (used in) investing activities			(748)		(833)
Change in cash and cash equivalents in the year			(67,828)		(144,840)
Cash and cash equivalents at the beginning of the year			216,818		361,658
Cash and cash equivalents at the end of the year	21		148,990		216,818



**1 Accounting policies**

**a) Statutory information**

Suzy Lamplugh Trust is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is 17 Oval Way, London, SE11 5RR.

**b) Basis of preparation**

The financial statements have been prepared in accordance with 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 1 January 2015) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (September 2015) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary SLT Training and Resources Limited on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

**c) Public benefit entity**

The charitable company meets the definition of a public benefit entity under FRS 102.

**d) Going concern**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

Key judgements that the charitable company has made which have a significant effect on the accounts include estimating cashflows, future income and expenditure.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**e) Income**

Income received by way of donations, gifts and sponsorship is included in the SoFA when the Charity is legally entitled to the income, receipt is probable and the amount can be measured reliably. Intangible income is not included unless it represents goods and services which otherwise would have been purchased. Gifts in kind are valued and brought in as income and the appropriate expenditure if material.

Income from fundraising events is accounted for in the period in which the event occurs.

Income received in advance of the provision of a service such as the delivery of a training course is deferred until the training has been delivered, hence meeting the criteria for income recognition.

**f) Fund accounting**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

**1 Accounting policies (continued)**

**g) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

**h) Allocation of support costs**

All expenditure is accounted for on an accrual basis, and is classified in the SoFA according to the activity to which it relates. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate based on staff time, of the amount attributable to each activity.

	Salary	Overhead
● Raising funds	10%	7%
● Education	32%	59%
● Campaigning	14%	1%
● Helping & supporting people	44%	33%

Direct costs are allocated on an actual basis to the key strategy area of activity.

**i) Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

**j) Tangible fixed assets**

Items of equipment are capitalised where the purchase price exceeds £300. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Computer equipment	33%
● Office equipment	15%

**k) Investments in subsidiaries**

Investments in subsidiaries are at cost.

**l) Stocks**

Stock consists of publications and alarms held for resale and is valued at the lower of cost and net realisable value. There were no stocks held as at 30 November 2018.

**1 Accounting policies (continued)**

**m) Debtors**

Trade and other debtors are recognised at the settlement amounts due for the provision of services delivered. Prepayments are recognised at the amount prepaid or the amount paid in advance.

**n) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**o) 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.

**p) 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.

**q) Pensions**

Pension contributions paid by the Trust in respect of employees to a scheme are charged to the SoFA as they become payable, and are allocated to the same funds as the salary costs to which they relate.

**r) Critical accounting judgements and estimates**

In preparing these financial statements, management has made judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

2 Detailed comparatives for the statement of financial activities

	Unrestricted Designated £	General £	Restricted £	2017 Total £
<b>Income from:</b>				
Donations and legacies	13,000	32,864	-	45,864
Charitable activities				
Grant agreements	-	-	214,982	214,982
Fees for providing services	-	426,961	-	426,961
Other trading activities	-	41,913	-	41,913
Investments	-	292	316	608
<b>Total income</b>	<b>13,000</b>	<b>502,030</b>	<b>215,298</b>	<b>730,328</b>
<b>Expenditure on:</b>				
Raising funds	-	31,294	12,170	43,464
Charitable activities	30,021	510,986	313,392	854,399
<b>Total expenditure</b>	<b>30,021</b>	<b>542,280</b>	<b>325,562</b>	<b>897,863</b>
<b>Net (expenditure)/income and movement in funds</b>	<b>(17,021)</b>	<b>(40,250)</b>	<b>(110,264)</b>	<b>(167,535)</b>
Transfers between funds	(15,000)	15,000	-	-
	(32,021)	(25,250)	(110,264)	(167,535)
<b>Total funds brought forward</b>	<b>40,021</b>	<b>237,664</b>	<b>163,457</b>	<b>441,142</b>
<b>Total funds carried forward</b>	<b>8,000</b>	<b>212,414</b>	<b>53,193</b>	<b>273,607</b>

3a Income from donations and legacies (current year)

	Unrestricted £	Restricted £	2018 Total £
Donations	48,860	26,260	75,120
Legacies	25,000	-	25,000
	73,860	26,260	100,120

Of the £73,860 shown within unrestricted donations income, £8,000 relates to designated funds

3b Income from donations and legacies (prior year)

	Unrestricted £	Restricted £	2017 Total £
Donations and legacies	45,864	-	45,864
	45,864	-	45,864

Of the £45,864 shown within unrestricted donations income, £13,000 relates to designated funds

4a Income from charitable activities (current year)

	Unrestricted £	Restricted £	2018 Total £
Grant agreements for:			
<b>Campaigning:</b> policy work and projects	–	78,435	78,435
<b>Helping and supporting people:</b> National Stalking Helpline and advocacy services	–	434,638	434,638
Sub-total for grant agreements	–	513,073	513,073
Fees from providing <b>education</b> services:			
Providing talks, courses, consultancy	395,751	–	395,751
Conferences	9,795	–	9,795
Sub-total for fees for services provided	405,546	–	405,546
Total income from charitable activities	405,546	513,073	918,619

The nature of all grants, including government grants received is outlined in note 19.

4b Income from charitable activities (prior year)

	Unrestricted £	Restricted £	2017 Total £
Grant agreements for:			
<b>Campaigning:</b> policy work and projects	–	23,413	23,413
<b>Helping and supporting people:</b> National Stalking Helpline and advocacy services	–	191,569	191,569
Sub-total for grant agreements	–	214,982	214,982
Fees from providing <b>education</b> services:			
Providing talks, courses, consultancy	417,961	–	417,961
Management fees (St John's Ambulance)	9,000	–	9,000
Sub-total for fees for services provided	426,961	–	426,961
Total income from charitable activities	426,961	214,982	641,943

The nature of all grants, including government grants received is outlined in note 19.

Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2018

5a Analysis of expenditure

	Charitable activities							
	Raising funds £	Education £	Campaigning £	Helping and supporting people £	Governance costs £	Support costs £	2018 Total £	2017 Total £
Staff costs (Note 7)	37,187	127,933	102,594	307,976	-	107,954	683,644	599,592
Direct costs	19,914	180,210	29,357	88,625	-	12,841	330,947	255,393
Premises	2,408	6,986	6,606	31,401	-	7,404	54,805	39,573
Depreciation	27	68	68	841	-	266	1,270	1,265
Governance: audit and trustees	732	1,884	897	5,322	-	2,611	11,446	2,040
	60,268	317,081	139,522	434,165	-	131,076	1,082,112	897,863
Support costs: staff costs	10,795	34,545	15,114	47,500	-	(107,954)	-	-
Support costs: overheads	1,622	13,669	185	7,646	-	(23,122)	-	-
Governance costs	-	-	-	-	-	-	-	-
<b>Total expenditure 2018</b>	<b>72,685</b>	<b>365,295</b>	<b>154,821</b>	<b>489,311</b>	<b>-</b>	<b>-</b>	<b>1,082,112</b>	<b>897,863</b>
<b>Total expenditure 2017</b>	<b>43,464</b>	<b>331,058</b>	<b>262,566</b>	<b>260,775</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>897,863</b>

Of the total expenditure, £539,279 was unrestricted (2017: £572,301) and £542,833 was restricted (2017: £325,562).

Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2018

5b Analysis of expenditure of comparatives

	Charitable activities						
	Raising funds £	Education £	Campaigning £	Helping and supporting people £	Governance costs £	Support costs £	2017 Total £
Staff costs (Note 7)	8,184	122,800	168,614	154,616	–	145,378	599,592
Direct costs	19,833	146,438	58,387	27,943	–	2,791	255,393
Premises	145	7,888	13,786	8,956	–	8,798	39,573
Depreciation	–	178	416	739	–	(68)	1,265
Governance	–	793	901	952	–	(606)	2,040
	28,162	278,097	242,104	193,207	–	156,293	897,863
Support costs	14,538	46,521	20,353	63,966	–	(145,378)	–
Governance costs	764	6,440	109	3,602	–	(10,915)	–
<b>Total expenditure 2017</b>	<b>43,464</b>	<b>331,058</b>	<b>262,566</b>	<b>260,775</b>	<b>–</b>	<b>–</b>	<b>897,863</b>

Of the total expenditure, £572,301 was unrestricted (2016: £593,591) and £325,562 was restricted (2016: £229,086).

**6 Net expenditure for the year**

This is stated after charging / (crediting):

	2018 £	2017 £
Depreciation	1,270	1,265
Operating lease rentals:		
Property	22,394	21,871
Accountant's remuneration (excluding VAT):		
Audit	9,000	-
Independent examination	-	3,000
	<u>22,394</u>	<u>24,871</u>

**7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

Staff costs were as follows:

	2018 £	2017 £
Salaries and wages	538,297	484,578
Social security costs	51,162	45,095
Employer's contribution to defined contribution pension schemes	13,943	13,186
Temporary Staff costs	65,193	35,881
Recruitment costs	15,049	20,852
	<u>683,644</u>	<u>599,592</u>

The total number of people employed, both full and part time, in the course of the year was 34 (2017: 30).

No employee earned more than £60,000 during the year (2017: nil).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £226,862 (2017: £215,279).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2017: £nil). No charity trustee received payment for professional or other services supplied to the charity (2017: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £236 (2017: £175) incurred by 2 (2017: 2) members relating to attendance at meetings of the trustees.

**8 Staff numbers**

The average number of employees (headcount based on average number of staff employed) during the year was 23 (2017: 20) split across the activities of the charitable company as follows:

	2018 No.	2017 No.
Raising funds	1.1	1.8
Campaigning: policy work and projects	4.4	4.1
Education: providing training, talks and consultancy	3.2	2.0
Helping and supporting people: National Stalking Helpline and advocacy	9.2	6.8
Management and administration	4.8	5.6
	<u>22.7</u>	<u>20.3</u>

The number of Full-Time Equivalents was 16.4 (2017: 15.6)



Notes to the financial statements

For the year ended 30 November 2018

9 Related party transactions

Andrew Tappin, a Member of the Trust but not a Trustee, is a Trustee of the Ernest Ingham Charitable Trust which made a donation to the charity during the year of £20,000 (2017: £9,981).

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity's trading subsidiary SLT Training and Resources Limited Gift Aids available profits to the parent charity.

11 Tangible fixed assets

The group and charity

	Computer equipment £	Total £
<b>Cost</b>		
At the start of the year	21,765	21,765
Additions in year	989	989
At the end of the year	22,754	22,754
<b>Depreciation</b>		
At the start of the year	19,230	19,230
Charge for the year	1,269	1,269
At the end of the year	20,499	20,499
<b>Net book value</b>		
At the end of the year	2,255	2,255
At the start of the year	2,535	2,535

All of the above assets are used for charitable purposes.

The charity

	Computer equipment £	Total £
<b>Cost</b>		
At the start of the year	21,765	21,765
Additions in year	989	989
Disposals in year	-	-
At the end of the year	22,754	22,754
<b>Depreciation</b>		
At the start of the year	19,230	19,230
Charge for the year	1,269	1,269
At the end of the year	20,499	20,499
<b>Net book value</b>		
At the end of the year	2,255	2,255
At the start of the year	2,535	2,535

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 30 November 2018

12 Investments

Investments comprise a holding of 100 ordinary shares in SLT Training and Resources Limited, which is stated at cost. Profits of SLT Training and Resources Limited are transferred annually to the Trust as a Gift Aid distribution.

The investment of the charity in its subsidiary company represents the cost of acquisition of the whole of the ordinary share capital of SLT Training and Resources Limited, a company registered in England and Wales.

At 30 November 2018, the aggregate of the share capital and reserves of SLT Training and Resources Limited amounted to £100 (2017: £100).

13 Subsidiary undertaking

The charity has a wholly owned subsidiary, SLT Training and Resources Limited, which is incorporated in the United Kingdom, company number 02104167.

SLT Training and Resources Limited accounts for sponsorship, fundraising events, royalties and commissions, and undertakes cause related marketing on behalf of the Trust. During the year the company was dormant. The company pays, by way of Gift Aid, its taxable profits to The Suzy Lamplugh Trust. Accounts are filed with the Registrar of Companies.

A summary of the results of the subsidiary is shown below:

	2018 £	2017 £
Turnover	-	36,125
Cost of sales	-	(11,476)
Gross profit	-	24,649
Administrative expenses	-	(9,731)
Operating profit	-	14,918
Profit on ordinary activities	-	14,918
Donation to parent under gift aid	-	(14,918)
Profit for the financial year	-	-
The aggregate of the assets, liabilities and funds was:		
Assets	5,540	5,600
Liabilities	(5,440)	(5,500)
Funds	100	100

Amounts owed to/from the parent undertaking are shown in note 15.

14 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2018 £	2017 £
Gross income	1,040,056	745,246
Result for the year	(42,056)	(167,535)

15 Debtors

	The group		The charity	
	2018	2017	2018	2017
	£	£	£	£
Trade debtors	108,752	94,571	108,752	94,571
Amount due from subsidiary	-	-	5,440	5,500
Other debtors	-	1,652	-	1,652
Prepayments	9,595	13,699	9,595	13,699
Accrued income	132,179	33,413	132,179	33,413
Refundable deposit	2,464	2,563	2,464	2,563
	<b>252,990</b>	<b>145,898</b>	<b>258,430</b>	<b>151,398</b>

16 Creditors: amounts falling due within one year

	The group		The charity	
	2018	2017	2018	2017
	£	£	£	£
Trade creditors	31,183	18,682	31,183	18,682
Taxation and social security	101,317	33,174	101,317	33,174
Other creditors	3,157	-	3,157	-
Accruals	23,121	19,339	23,121	19,339
Deferred income (note 17)	13,906	20,449	13,906	20,449
	<b>172,684</b>	<b>91,644</b>	<b>172,684</b>	<b>91,644</b>

17 Deferred income

Deferred income comprises of training income invoiced in advance of the training being delivered.

	The group		The charity	
	2018	2017	2018	2017
	£	£	£	£
Balance at the beginning of the year	20,449	12,946	20,449	12,946
Amount released to income in the year	(20,449)	(12,946)	(20,449)	(12,946)
Amount deferred in the year	13,906	20,449	13,906	20,449
Balance at the end of the year	<b>13,906</b>	<b>20,449</b>	<b>13,906</b>	<b>20,449</b>

18a Analysis of group net assets between funds (current year)

The Group	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	2,255	–	–	2,255
Net current assets	167,584	11,955	49,757	229,296
<b>Net assets at 30 November 2018</b>	<b>169,839</b>	<b>11,955</b>	<b>49,757</b>	<b>231,551</b>
The Charity	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	2,255	–	–	2,255
Investments	100	–	–	100
Net current assets	167,484	11,955	49,757	229,196
<b>Net assets at 30 November 2018</b>	<b>169,839</b>	<b>11,955</b>	<b>49,757</b>	<b>231,551</b>

18b Analysis of group net assets between funds (prior year)

The Group	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	2,535	–	–	2,535
Net current assets	209,879	8,000	53,193	271,072
<b>Net assets at 30 November 2017</b>	<b>212,414</b>	<b>8,000</b>	<b>53,193</b>	<b>273,607</b>
The Charity	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	2,535	–	–	2,535
Investments	100	–	–	100
Net current assets	209,779	8,000	53,193	270,972
<b>Net assets at 30 November 2017</b>	<b>212,414</b>	<b>8,000</b>	<b>53,193</b>	<b>273,607</b>

## Notes to the financial statements

For the year ended 30 November 2018

## 19a Movements in funds (current year)

	At 1 December 2017 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 November 2018 £
<b>Restricted funds:</b>					
<i>Campaigning</i>					
The Ernest Ingham Charitable Trust	-	20,000	(14,478)	-	5,522
The Esmée Fairbairn Foundation	23,712	48,461	(50,719)	-	21,454
	23,712	68,461	(65,197)	-	26,976
<i>Restricted funds for educating young people</i>					
Right to be Safe Appeal	16,481	29	(6,277)	-	10,233
City Bridge Trust	8,700	8,700	(17,400)	-	-
The Wixamtree Trust	300	-	-	-	300
The Jack Petchey Foundation	-	10,000	-	-	10,000
	25,481	18,729	(23,677)	-	20,533
<i>Restricted funds for 'Staying Safe with Other People' project</i>					
The Cotton Trust	1,500	-	(1,500)	-	-
Conway Charitable Foundation	2,500	-	(2,500)	-	-
The Sir James Reckitt Charity	-	2,500	(2,500)	-	-
	4,000	2,500	(6,500)	-	-
<i>Restricted funds for the National Stalking Helpline and Advocacy Service</i>					
The Henry Smith Charity	-	50,000	(50,000)	-	-
The Home Office	-	50,000	(50,000)	-	-
The Esmée Fairbairn Foundation	-	7,169	(7,169)	-	-
The Persula Foundation	-	5,000	(5,000)	-	-
The Lawson Trust	-	5,000	(5,000)	-	-
Eleanor Rathbone Charitable Trust	-	2,000	(2,000)	-	-
The Sylvia and Colin Shepherd Charitable Trust	-	300	(300)	-	-
Helpline Online Appeal	-	2,768	(2,768)	-	-
Tampon Tax Fund	-	100,109	(97,861)	-	2,248
Police Transformation Fund for MASIP	-	227,361	(227,361)	-	-
	-	449,707	(447,459)	-	2,248
<b>Total restricted funds</b>	<b>53,193</b>	<b>539,397</b>	<b>(542,833)</b>	<b>-</b>	<b>49,757</b>
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
Young people's projects	8,000	-	(4,045)	-	3,955
National Stalking Helpline	-	8,000	-	-	8,000
<b>Total designated funds</b>	<b>8,000</b>	<b>8,000</b>	<b>(4,045)</b>	<b>-</b>	<b>11,955</b>
<b>General funds</b>	<b>212,414</b>	<b>492,659</b>	<b>(535,234)</b>	<b>-</b>	<b>169,839</b>
<b>Total unrestricted funds</b>	<b>220,414</b>	<b>500,659</b>	<b>(539,279)</b>	<b>-</b>	<b>181,794</b>
<b>Total funds</b>	<b>273,607</b>	<b>1,040,056</b>	<b>(1,082,112)</b>	<b>-</b>	<b>231,551</b>

The narrative to explain the purpose of each fund is given at the foot of the note below.

Notes to the financial statements

For the year ended 30 November 2018

19b Movements in funds (prior year)

	At 30 November 2016 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 November 2017 £
<b>Restricted funds:</b>					
<i>Restricted funds for campaigning</i>					
The Ernest Ingham Charitable Trust	14,349	9,981	(24,330)	-	-
The Esmée Fairbairn Foundation	42,800	53,998	(73,086)	-	23,712
	57,149	63,979	(97,416)	-	23,712
<i>Restricted funds for work with young people</i>					
Milly's Fund	13,923	40	(13,963)	-	-
Right to be Safe Appeal	19,214	771	(3,504)	-	16,481
The Wixamtree Trust	2,714	-	(2,414)	-	300
New Choices for Youth (NCY)	795	-	(795)	-	-
City Bridge Trust	-	8,700	-	-	8,700
	36,646	9,511	(20,676)	-	25,481
<i>Restricted funds for 'Staying Safe with Other People' project</i>					
The Cotton Trust	-	1,500	-	-	1,500
Conway Charitable Foundation	-	2,500	-	-	2,500
	-	4,000	-	-	4,000
<i>Restricted funds for the National Stalking Helpline and support work</i>					
National Stalking Helpline	69,662	304	(69,966)	-	-
The Henry Smith Charity	-	50,000	(50,000)	-	-
The Home Office	-	50,000	(50,000)	-	-
The Esmée Fairbairn Foundation	-	13,882	(13,882)	-	-
Alice Ruggles memorial	-	1,194	(1,194)	-	-
Helpline Online Appeal	-	978	(978)	-	-
Tampon Tax Fund	-	21,450	(21,450)	-	-
	69,662	137,808	(207,470)	-	-
<b>Total restricted funds</b>	<b>163,457</b>	<b>215,298</b>	<b>(325,562)</b>	<b>-</b>	<b>53,193</b>
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
Personal safety projects	25,000	-	(25,000)	-	-
Young people's projects	15,021	8,000	(21)	(15,000)	8,000
Stalking and Harassment	-	5,000	(5,000)	-	-
<b>Total designated funds</b>	<b>40,021</b>	<b>13,000</b>	<b>(30,021)</b>	<b>(15,000)</b>	<b>8,000</b>
<b>General funds</b>	<b>237,664</b>	<b>502,030</b>	<b>(542,280)</b>	<b>15,000</b>	<b>212,414</b>
<b>Total unrestricted funds</b>	<b>277,685</b>	<b>515,030</b>	<b>(572,301)</b>	<b>-</b>	<b>220,414</b>
<b>Total funds</b>	<b>441,142</b>	<b>730,328</b>	<b>(897,863)</b>	<b>-</b>	<b>273,607</b>

19 Movements in funds (continued)

Purposes of restricted funds

Restricted funds for campaigning

**The Ernest Ingham Charitable Trust**

Funding was provided towards the salary of the personal safety policy officer, ensuring we continue to be an expert policy voice on personal safety.

**The Esmée Fairbairn Foundation**

The greater part of the grant from the Esmée Fairbairn Foundation is towards the Trust's work to create systemic change for victims of stalking, by highlighting the need for reform to victims' experience of being stalked through the civil and family courts and for more effective interventions into the behaviour of stalking perpetrators. A part of this grant also contributed towards the services offered on the National Stalking Helpline.

Restricted funds for educating young people

**Right to be Safe appeal**

Funds from the Right to be Safe appeal continue to be used to develop and deliver youth-facing activities to raise awareness of personal safety amongst young people. The balance of this fund is carried into 2018/2019.

**City Bridge Trust**

The sum of £8,700 is the second of two instalments of a grant for a project to develop and deliver personal safety training and resources for LGBTQ young people. This project was delivered in the current financial year.

**Wixamtree Trust**

£300 remains from a grant from the Wixamtree Trust to be used for a personal safety project with young people in Bedfordshire, based on the Trust's PLAN model of training young people to act as a peer trainers in personal safety.

**The Jack Petchey Foundation**

The sum of £10,000 is the first instalment of a grant to support the 'Keeping Myself Safe' programme for young people, working in locations in London and Essex. The fund will be used in the financial year 2018/2019.

Restricted funds for supporting people: 'Staying Safe with Other People project'

Grants were received from the Conway Charitable Foundation and the Cotton Trust in the previous year and the Sir James Reckitt Charity in the current year to fund the 'Staying Safe with Other People' project. This project, carried out in the year, provided a peer training programme aimed at adults with learning disabilities, who can often be vulnerable to other people taking advantage of them. We worked with adults with learning disabilities and the professionals who work directly with this group to develop a brand new personal safety training programme.

Restricted funds for supporting people: National Stalking Helpline and Advocacy Service

**National Stalking Helpline**

Grants and donations were received towards the operation of the National Stalking Helpline. Some grants are conditional upon certain targets being delivered (from the Henry Smith Charity, the Home Office and the Esmée Fairbairn Foundation) and other grants (the Persula Foundation, the Lawson Trust, Eleanor Rathbone Charitable Foundation, the Sylvia and Colin Shepherd Charitable Trust), and donations from individuals are given freely for the work of the Helpline.

The Helpline offers high quality, specialist advice and support, including risk management and safety planning, to victims of stalking.

**Stalking Advocacy Service**

The grant received from the Tampon Tax Fund is part of a three-year grant which contributes to our stalking casework service, delivered alongside the National Stalking Helpline. This service provides specialist advice and advocacy to victims of stalking, providing holistic risk management, safety planning and support, specifically through the criminal justice system, for those victims of stalking who are unable to access support from other services.

**Multi-Agency Stalking Intervention Programme (MASIP)**

Grants were received from the Police Transformation Fund to coordinate, manage and evaluate a project which aims to develop models of perpetrator intervention, to reduce the risk of stalking. The project was launched in March 2018 and is scheduled to run until Feb 2020.

Purposes of designated funds

£4,045 remaining on a grant from the Leathersellers' Company Charitable Fund was used to fund youth projects during the year. The balance is carried forward into 2018/2019.

The trustees took the decision to designate a further £8,000 received from the Leathersellers' Company Charitable Fund towards the National Stalking Helpline.

20 Reconciliation of net (expenditure) to net cash flow from operating activities

	2018 £	2017 £
Net (expenditure) for the reporting period (as per the statement of financial activities)	(42,056)	(167,535)
<i>Adjustments for:</i>		
Depreciation charges	1,270	1,265
Dividends, interest and rents from investments	(241)	(608)
(Increase)/Decrease in debtors	(107,092)	18,629
Increase in creditors	81,039	4,242
<b>Net cash (used in) operating activities</b>	<b>(67,080)</b>	<b>(144,007)</b>

21 Analysis of cash and cash equivalents

	At 1 December 2017 £	Cash flows £	At 30 November 2018 £
Current account	111,360	6,868	118,228
Savings account	105,458	(74,696)	30,762
<b>Total cash and cash equivalents</b>	<b>216,818</b>	<b>(67,828)</b>	<b>148,990</b>

22 Operating lease commitments

The group's and charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property 2018 £	2017 £
Less than one year	7,584	7,272
	<b>7,584</b>	<b>7,272</b>

23 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.