

suzy lamplugh
trust

LIVE
LIFE
SAFE



0808 802 0300

THE SUZY LAMPLUGH TRUST

ANNUAL REPORT AND ACCOUNTS
FOR YEAR ENDED 30 NOVEMBER 2020



Charity number 802567
Company number 02417823



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

ABOUT

Suzy Lamplugh Trust was founded by Diana and Paul Lamplugh following the tragic disappearance of their daughter Suzy, a 25 year old estate agent, in 1986. Since then, the Trust has pioneered personal safety as a life skill and a public policy priority.

VALUES

We are:

- **Committed:** we have been dedicated to improving the personal safety of individuals, across all aspects 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

**Creating a
society in
which
people are
safer – and
feel safer**

CHAIR'S REPORT



2020 was a year of unexpected challenges for the Trust as the world responded to the Covid-19 pandemic. The Trust reacted quickly by implementing a remote-working model, ensuring there was no impact on the support provided to stalking victims. Our campaigning activities also continued, with greater use of social media and online methods to lobby and consult. A switch to remote training delivery methods enabled the Trust to continue to educate on personal safety and stalking throughout the year. Our training income for 2020 was significantly impacted by the pandemic, and we do not expect training income to return to pre-Covid levels for some time, however, we are seeing bookings beginning to rebuild and our ability to provide training face to face, through remote delivery or via online modules means we are well positioned to meet this demand and to reach a wider audience.

The National Stalking Helpline and advocacy service received an increased level of requests for help from stalking victims during the pandemic, closely linked to the increase in domestic violence, and we are grateful for the emergency funding we received from statutory bodies and from trusts and foundations to enable us to respond to these requests.

I would like to express my thanks to the many individuals and organisations who supported the Trust through grants, donations, sponsorship, commissioning training or policy work, fundraising or volunteering. Your support enabled the Trust to achieve significant successes during the year, including:

- The implementation of Stalking Protection Orders in England and Wales in January 2020, which we successfully campaigned for. The launch was marked by a visit to the Trust from the Minister for Safeguarding, Victoria Atkins MP.
- In April 2020, we celebrated 10 years of the National Stalking Helpline, with the service having supported over 36,000 victims of stalking to date.
- We responded to 3,748 helpline calls and emails during the year and provided in-depth advocacy support to 177 victims of stalking.
- In June 2020, we launched a new online platform 'Am I Being Stalked?' for victims of stalking to access support, with over 2,000 users in the first six months.
- We trained circa 5,000 delegates in personal safety at work and stalking awareness, from a wide range of sectors, across the UK, and we launched our first online personal safety training modules.
- We worked with the British Retail Consortium to develop a "Conflict De-escalation Animation" to be shared with their members.
- We ran successful campaigns during National Stalking Awareness Week and National Personal Safety Day, where we drew upon new trends and experiences during the pandemic, offering robust solutions for support, including guidance on how to stay safe online.
- Our campaign to ensure the mental health impact of stalking is recognised continued and we prepared to launch our new psychological support service in January 2021.
- We have also continued delivery and campaigning on the need for effective perpetrator intervention programmes for stalkers.

We agreed an interim one-year strategic plan during 2020 and we are excited about commencing work on a longer-term strategy, ensuring we continue to find innovative ways to help create a society in which people are safer - and feel safer - from violence and aggression. July 2021 will see the 35th anniversary of Suzy Lamplugh's disappearance and recent events, including the Sarah Everard case, illustrate that the work of the Trust is more urgent than ever.

CHRIS SHELLEY

Chair of Trustees

TRUSTEES' REPORT

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 2020, which have been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities, FRS 102 and the Companies Act 2006. The legal and administrative details set out in page 32 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.

**Everyone has the right to return home safe from work
every day**

suzy lamplugh LIVE
LIFE
SAFE
trust

TRUSTEES' REPORT

Objectives

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

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 methods of security, their personal safety and in managing and avoiding violence, aggression and tension within themselves and others.

We raise awareness of the importance of personal safety and provide solutions that effect change in order to help people to avoid violence and aggression and live safer, more confident lives.

Public Benefit

The activities described in this report 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, aggression, stalking or harassment.

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.

We want people to live life to the full

**To achieve
these
objectives,
we
campaign,
educate and
support.**

HIGHLIGHTS

10 years of the National Stalking Helpline

with over 36,000 people
supported to date

"By contacting the Helpline my feelings about my situation were validated, I was given the clearest advice I had received, and the details for local support which was a godsend. I'm so grateful"

Helpline client

3,748 Helpline calls & emails responded to last year

Advocacy support provided to 177 victims of stalking

"..this training has given higher awareness of safety at work, as well as in personal life. So many tips and examples.." *Personal Safety at Work training delegate*

"..incredibly worthwhile and excellently run.." *Stalking training delegate*

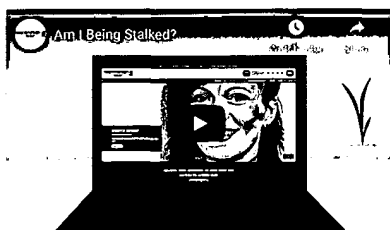
**5,000
people trained in
personal safety
and stalking**

**Workplace safety and Covid-19
and**

Online harmful behaviours campaigns

AM I BEING STALKED?

Start Assessment



Am I Being Stalked/Ydw I'n cael fy steldio

**'Am I Being
Stalked?'
online tool
launched**

over 2,000 users in first
6 months

ACTIVITIES AND WHERE WE WORK



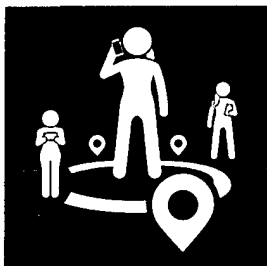
Educating

We have trained delegates
in Personal Safety and
Stalking Awareness
throughout the UK



Campaigning

We have lobbied the Government to strengthen laws to better protect everyone in the UK



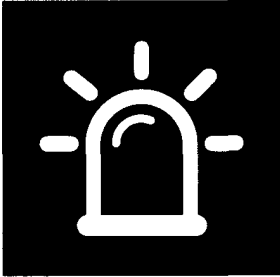
Supporting

We have worked with individuals and organisations across the UK, providing advice and support when they have needed it most



Training courses and talks delivered across the UK during the year
(either face to face or remote delivery)

OUR WORK EDUCATE



Excellent

78% of delegates rated our personal safety courses as 'excellent' and 22% as 'good'

Covid-19 Impact

The Coronavirus pandemic, particularly the first lock down which commenced in March 2020, created significant challenges for the Trust and our ability to generate general funds income from the provision of personal safety training courses and talks. Overall training income for the year only achieved 52% of the budget, a loss of £250,000 of expected funds. Income from the provision of personal safety policy consultancy and other commercial income was also impacted.

The Trust quickly adapted to provide all training courses in virtual format, i.e., delivered in person via Zoom, which enabled us to continue to provide personal safety and stalking education. We also **launched our online e-learning personal safety training packages**, suitable for large multi-layered organisations, that cannot implement our conventional training models. These packages are designed to encourage greater engagement between employers and employees, achieve sustainability of effective personal safety policy and protocols in the workplace, driving behavioural change, and immediate application of knowledge at work, to ensure greater retainment of knowledge and good practice.

We started to see new commissions and the gradual rebuilding of the training income pipeline in the final quarter of the year. This was due to key account management and effective marketing of the Trust's expanded suite of training products, together with ongoing social media messaging relating to personal safety challenges for employers and employees, including raising awareness of considerable peaks in aggressive and violent behaviours across society, highlighting employee concerns regarding their personal safety, and highlighting the risks posed to many new lone workers operating from home rather than their offices.

It is encouraging that we are seeing repeat bookings from existing clients and bookings from new clients, given the pandemic impact, and we expect our training income to recover in the next financial year. The Trust budget for the financial year December 2020 to November 2021 reflects the expected gradual recovery of commercial income, with budgeted training income approximately 40% lower than we would have expected prior to the pandemic.

OUR WORK

EDUCATE



90%
of delegates said
they **would be
doing something
different** as a
result of attending
our personal safety
course

Training Delivery

During the year, **circa 5,000 delegates**, from across the **public, private and voluntary sectors in locations across the UK**, were trained in personal safety and stalking awareness. The virtual format of delivery allowed a slight increase in the number of delegates per session, which created greater impact with more delegates upskilled.

As key outcomes, **78% of delegates undertaking personal safety training rated the course as excellent and 22% as good**, with no poor or below standard ratings. Furthermore, **90% of delegates said they would do something different** as a result of undertaking personal safety training, which suggests behavioural change in trainees.

Additionally, we delivered free talks on Stalking Awareness, funded by the London Mayor's Office for Policing and Crime (MOPAC) and introduced the London Stalking Service to specialist services, statutory services and other victim support organisations. These included Solace Women's Aid, Sign Health and the Department of Work and Pensions.

Whilst 2019 was the year in which we diversified our product range, 2020 was the year in which we began to offer all courses in different delivery formats, to further accommodate the needs of a varied audience. We now offer thirteen training products ranging from one-hour personal safety awareness talks to Train-the-Trainer courses and bespoke stalking training, delivered across all sectors. We also began to develop and deliver other innovative and bespoke training packages, for associations and membership organisations, where content is developed based on the needs and challenges clients face in training employees.

Feedback from our training delegates:

"Liked having the videos and anecdotes. They were at times super hard-hitting, but they brought it to life. The trainer was also an amazing speaker. She was able to succinctly discuss everything in a clear, articulate, and sensitive manner. It was one of the few courses I've been on that was incredibly worthwhile and excellently run." Bespoke Stalking training participant

OUR WORK

EDUCATE



"The trainer was an extremely good course provider. Asset to the charity, and thank you, this training has given higher awareness of safety at work, as well as in personal life. So many tips and examples. Actually, I think it is the best training I have had in 11 years." Personal Safety at Work training participant

We also provided consultancy on personal safety and lone working policies to several organisations including the National Axial Spondyloarthritis Society (NASS).

Educate - Youth Work

In October 2018, we received funding from The Jack Petchey Foundation for our 'Keeping Myself Safe' project, working with young people who are homeless, or at risk of homelessness or young care leavers to provide personal safety training, building on a pilot project we had previously undertaken with Centrepoint. This project completed in 2020.

Engaging the target group of young people proved challenging given their vulnerabilities, living arrangements and other life challenges. Covid-19 added to this challenge as we were unable to deliver face-to-face personal safety workshops. However, we explored innovative ways to reach young people and adapted the content to focus on personal safety online. The Jack Petchey Foundation were very supportive in agreeing to broaden the reach of the project and extend the end date. We were therefore able to engage with 40 young people over the course of the project. One output was a short animation based on drawings from some of the young people engaged in the workshops.

Some of the feedback shared by the young people on anything they would do differently as a result of the workshops included:

"Yes, remember to give thought about the small things that threaten my safety when I'm around other people I'm less familiar with" and "Be more observant and report any uncomfortable behaviour towards me".

OUR WORK

SUPPORT - STALKING

National Stalking Helpline

2020 marked the **10-year anniversary of the Helpline** and to date this unique service has supported over 36,000 victims of stalking. During the year, we responded to 3,748 calls and emails, providing invaluable support to victims of stalking. The high demand for our service meant that we were unable to respond to all requests, however, we have been exploring ways to reach more clients whilst maintaining safe and high-quality provision. This includes the launch of our new online platform in June 2020 as well as plans to extend the Helpline opening hours for 2021 to enable us to reach more clients.

Our annual evaluation for 2019-20 demonstrates the impact of our service and the difference it makes to the lives of clients. Overall, contacting the Helpline had an overarching positive effect, in terms of the advice given, the experience with our advisers, the way the clients feel about their situation and the confidence they now feel to take further steps in managing their situations. Clients reported feeling less helpless and felt able to develop a plan of action. Clients shared their experience of feeling exponentially safer and more hopeful to deal with their situation following contact with our service.

Our clients have said:

"Did not expect such a detailed and constructive response. So glad I did contact you guys. Thank you so much."

"Thank you for your advice. It reassures me that I have been doing the right things, keeping a record of every incident, security, that I have prepared my son and I for any potential situation, that I have contacted the right people. [...] Now I have a clear picture of what should be done. Your information has given me peace of mind."

"I would have continued feeling afraid if I had not had the advice I had"

"I feel that if hadn't made contact, I would have allowed the behaviour to continue which would have been extremely negative/detrimental to me and my children's lives"



**NATIONAL
STALKING
HELPLINE**

0808 802 0300

OUR WORK

SUPPORT - STALKING

National Advocacy Service

Supported by a Home Office Domestic Abuse Covid-19 grant and the National Lottery Community Fund, we offered in-depth advocacy support to 46 victims of stalking, many of whom were assessed as being at high risk of serious harm.

One advocacy client said:

"Without your support the police would have never treated this as stalking and I imagine my ordeal would have continued for a lot longer. I am hugely grateful for all that you've personally done for me and the support you've shown me."

London Stalking Support Service

Since launching in January 2020 with funding awarded by the Mayor's Office for Policing and Crime, the London Stalking Support service has provided thousands of victims of stalking in London with advice and support. The funding has enabled the implementation of a pilot trauma-led approach to advocacy support. Our staff commenced training on the PATHS Model (Psychological Advocacy Towards Healing after Stalking) during 2020 and the model is being delivered in 2021.

This funding also enabled the development of a **new online platform 'Am I Being Stalked?'** for victims of stalking to access support, which is now accessible in 11 different languages, to ensure that language is not a barrier to accessing stalking support. There were over 2,000 users of the online platform during its first six months. The tool can be completed by victims of stalking or their friends and family, and it directs people to specialist advice as well as services and support mechanisms in their area. It enables victims to access advice if they are unable to find the privacy to call or are not yet ready to speak to someone, and it is also a tool through which victims are guided to the National Stalking Helpline for more bespoke advice should they need it.



OUR WORK

SUPPORT - STAC

The **London Stalking Threat Assessment Centre (STAC)** hub of the **Multi-Agency Stalking Intervention Programme (MASIP)** has been operational since September 2018. The project has continued thanks to funding committed from the Mayor's Violence Against Women and Girls (VAWG) Fund and will continue to be funded until March 2022.

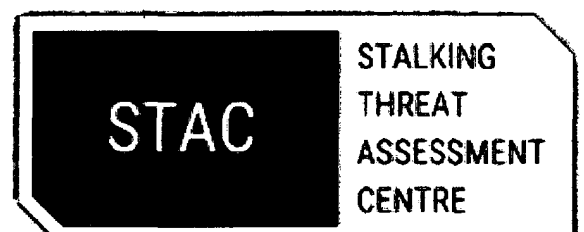
The **partnership** includes the Metropolitan Police Service, Barnet, Enfield and Haringey Mental Health Trust, the National Probation Service London and the Suzy Lamplugh Trust. During that time the project has strengthened its **tiered model to address stalking behaviour in a multi-disciplinary setting**. The project reinforces the message we have received from victims supported by the Helpline over many years, that custodial sentences alone cannot address the fixation and obsession of stalking perpetrators.

Our specialist stalking advocates continue to work with high-risk victims of stalking as part of STAC. Our advocates work in close liaison with health, police and probation colleagues to offer a holistic, multi-agency response to victims of stalking.

One stalking victim supported by a STAC advocate said:

"I value all of the support that has been provided to me by my advocate, it's like having my own guardian angel. Having the support of the team had made things so much clearer for me and can't thank you enough"

In addition to the provision of advocacy support to stalking victims, Suzy Lamplugh Trust continued to provide overall project management to STAC. One area of focus for our project management of STAC throughout 2020 was strengthening the evidence base to ensure the sustainability of the project and this will continue to be the focus for the coming year.



OUR WORK SUPPORT



100%
of our
advocacy cases
now involve
some form of
digitally-enabled
stalking

Cyber Helpline Partnership

Thanks to the National Lottery Community Fund, we were able to extend our national advocacy support provision and forge a closer partnership with the Cyber Helpline. Our clients have highlighted to us that they need more specialist advice around staying safe from cyber and digitally-enabled stalking. Our clients reported that the stalking behaviours they have been subjected to have changed. We have seen a 7% rise in social media being used in stalking, and clients have reported a tenfold increase in the use of Stalkerware or tracking technology. Due to increased digitally-enabled stalking, we will be expanding our helpline provision to meet these emerging needs and continue to work in closer partnership with Cyber Helpline in the coming year.

Covid-19 Impact

2020 was unprecedented in so many ways. For the Trust, the key challenge was in relation to ensuring that our service delivery continued to provide high quality support and advice to victims whilst all staff were remote working. The implementation and upgrade of the virtual call centre enabled us to maintain service delivery and adapt successfully to remote working, with no impact on the support provided to our clients. We were able to implement the new model of working thanks to emergency Covid-19 funding from the London Community Response Fund, funding from The Clothworkers Foundation to purchase laptops and additional emergency funding for the Helpline from the Home Office.

Another challenge was in recruiting and training new frontline staff remotely, which inevitably took longer. However, we overcame this and successfully recruited 11 advocates or sessional Helpline advisors, which was essential to enable us to reach more victims of stalking, who needed our support more than ever as Covid-19 has had a profoundly negative effect on our clients. At times, this has meant that the length of time supporting clients has increased as clients have needed a greater level of support.

The trauma and isolation they already experienced as victims of stalking was magnified by the trauma and isolation of Covid-19. This was compounded by delays to both trials and civil court hearings, with some clients having trial dates set many months beyond the date of charge. Our advocates have worked closely with the police and Crown Prosecution Service to pursue cases as swiftly as possible, ensuring all appropriate safeguards were in place in the interim.

OUR WORK

CAMPAIGN

Covid-19 Impact

Our campaigning activities have continued throughout the pandemic and we have adapted our campaigning approach to make greater use of social media and online methods to lobby and consult. We also refocussed some of our campaigns to respond to emerging trends as a result of lockdown restrictions.

Campaign – Stalking

The Esmée Fairbairn Foundation is funding our 3-year project entitled "Moving Towards A System-wide Change" which commenced in December 2019. The project seeks to initiate systemic change within the police and healthcare services to reduce stalking and improve the experience of victims seeking support and justice. This year we have identified key stakeholders within healthcare and police and are consulting widely on the current gaps in support for victims.

This year the Trust has undertaken a major project to address the systemic change needed in the healthcare sector in response to stalking, with the launch of a survey of stalking victims collating information about their experience with healthcare professionals and highlighting where better identification of and response to stalking is needed. We hope to build on our work with frontline healthcare professionals in 2021 depending on the demands of the pandemic going forwards.

We are also working with healthcare professionals to highlight the importance of perpetrator intervention programmes to address obsessive and fixative behaviours. Building on learning from the unprecedented Multi Agency Stalking Intervention Programme (MASIP) that Suzy Lamplugh Trust ran across three sites until March 2020, and which it continues to manage through STAC in London, we are working with multiple agencies to ensure this approach is rolled out nationally.

We are also addressing the need for systemic change within the police in their approach to recognising and responding to victims of stalking. We launched a nationwide survey of police officers to look at their understanding of, and response to, stalking and are developing a specialist stalking training module specifically tailored to support the police in identifying and assisting victims. This will be piloted in two police forces and then rolled out more widely.

OUR WORK CAMPAIGN

Stalking Protection Orders

We contributed to a longstanding campaign to bring in Stalking Protection Orders which were introduced into law on 20th January 2020. We and the wider National Stalking Consortium have been monitoring their implementation over the year and have raised concerns with the police and CPS where relevant whilst recognising best practice in cases where they have proved useful in safeguarding victims' safety.

Our **Stalking Awareness Week** 2020 was focused on highlighting and raising awareness to stalking victims that services were still available to support them throughout lockdown and that services through the criminal justice system, including police support, were still accessible and should be sought out if needed. Our guidance highlighted additional risks that have emerged in relation to perpetrators' stalking behaviours, such as an increase in online stalking, and signposted to key support services including our newly launched online stalking assessment tool. Over the week we achieved some great social media engagement, with some tweets gaining over 70,000 impressions and our reach on Facebook achieving 73.3k. Podcasts released throughout the week have had over 1,000 'listens'.

Our campaigning work on stalking was underpinned by our relationships with a wide range of partner organisations and we continue to provide the secretariat for the **National Stalking Consortium**. We are also leading discussions around the formation of a consortium in Northern Ireland. Our CEO regularly attends the **National Police Chiefs' Council (NPCC)** Stalking and Harassment Working Group meeting representing the National Stalking Consortium. This meeting is attended by key professionals across a number of statutory services, as well as national stalking leads across the UK police forces. A key focus of the group is to ensure effective implementation of stalking legislation and the protection of victims, this has included monitoring implementation of Stalking Protection Orders (SPOs), the pilot of the new Stalking Risk Assessment Screening Tool, review of effective preparator management strategies, as well as updates from stakeholders across the sector including sharing best practice. In this working group Suzy Lamplugh Trust represents both the voice of victims and the voice of stalking sector professionals.



OUR WORK CAMPAIGN

Campaign - Workplace Safety and Covid-19

In response to the spike in workplace violence and aggression during the first national lockdown, as well as an increase in home/lone working, we launched a campaign in early July following the re-opening of the retail and hospitality industries and the anticipated resulting personal safety incidents. Our guidance highlighted the need for employers to risk-assess the new work environment and to ensure safeguards are in place for those working at home who are essentially lone workers. The campaign gained widespread support across our social media with some tweets getting over 2,000 impressions and our podcasts on recognising and mitigating safety risks gaining around 400 listens.

Campaign - Online Harmful Behaviours

Our **National Personal Safety Day** in November launched our report highlighting the results of our survey into harmful online behaviours during lockdown. The alarming results prompted our guidance on how to stay safe online, as well as calling on online platform providers to be more proactive in eliminating perpetrators of harmful behaviours from their sites and encouraging the reporting of incidents. Our Facebook reach was 1.4k, with over 6,000 impressions for individual tweets and over 100 listens to our podcast to date. The campaign was supported by a number of stakeholders including the Revenge Porn Helpline, the Cyberhelpline, Safe and the City, and the Shadow Minister for Digital, Science and Technology.



**83% OF THE
VICTIMS OF CYBER
ABUSE AT WORK STATE
THAT THE ABUSE HAS
ESCALATED OVER THE
PERIOD OF THE PANDEMIC**



*These figures are from a pilot study launched by Suzy Lamplugh Trust across the UK in October 2020. Please see the full report entitled 'Cyber Safety at Work' on our website for further information. www.suzylamplugh.org

OUR WORK

CAMPAIGN

Suzy's Charter for Workplace Safety provides a personal safety framework that can help organisations become fully compliant with excellent personal safety policy and protocols. The personal safety of employees in the workplace can only be effectively achieved and sustained when employers and staff work together to fulfil their responsibilities.

Development of Suzy's Charter was a natural evolution of "Suzy's Code", which was produced for the property management and estate agency sector. Since the launch of Suzy's Charter on our annual National Personal Safety Day in November 2019, we have met with a number of organisations interested in signing up to the Charter with consultancy support from the Trust to help them achieve this. The pandemic has delayed these projects however we hope to commence these in 2021.

We continue to work with the wide range of stakeholders who helped develop the Charter content and continue to work with employers across all sectors, encouraging them to sign up to the Charter in order to implement excellent, sustainable personal safety standards, policies and protocols for their employees.

Campaign - Transport

One of our longest-running campaigns has been for national minimum standards for taxi and private hire vehicle (minicab) licensing. After this long campaign and our membership of the Ministerial Task and Finish Group which presented its recommendations in a report to the government, we were disappointed to learn in 2019 that, despite its earlier commitment to honour the report's recommendations, the government now plans to only issue statutory guidance. We have continued to seek opportunities to campaign for the government to legislate and continue to advocate for personal safety to be prioritised across national transport strategies and consultations.

We continue to sit on national stakeholder groups for the British Transport Police and Rail Delivery Group and have fed into the national campaign planning group for the reduction of unwanted sexual behaviour on the railway network as well training content for frontline railway staff to identify and report unwanted and unsafe behaviours.

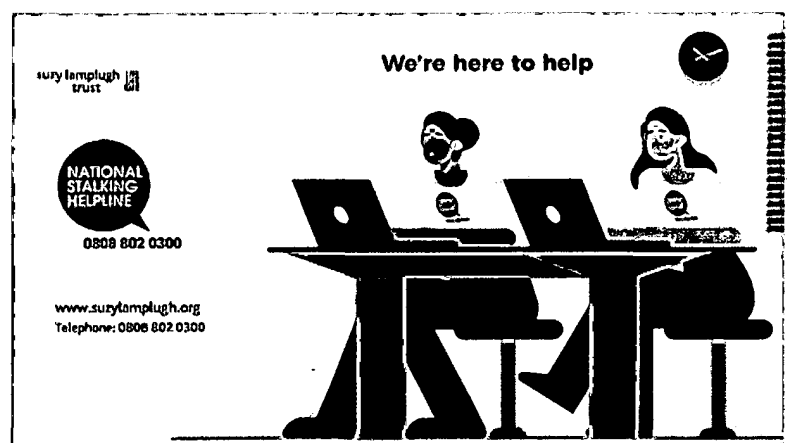
FUTURE PLANS

2020 was the third year of the Trust's three-year strategic plan. In October 2020, the Board approved an update of the Trust's strategy which, given the impact and uncertainties of Covid-19, focused on the priorities for 2021 and the foundation work required in preparation for 2022. Work on a refresh of the longer-term strategy is planned for the second half of 2021.

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

Our key strategic objectives for 2021 year, based on the three parts of our mission, are:

1. We will continue to deliver campaigns and projects that drive systemic change remaining responsive to new and emerging trends in the external environment through effective thought leadership. **(Campaign)**
2. We will continue to ensure people are safer and feel safer through an agile approach to our provision of high-quality learning and capacity building solutions for individuals and organisations, in relation to personal safety and stalking. **(Educate)**
3. We will ensure delivery of holistic high-quality frontline services to victims of stalking, taking a victim centred approach to respond to the changing needs of our beneficiaries and the dynamic environment. **(Support)**
4. We will start to rebuild and broaden our sources of income, in order to maintain sufficient financial stability to enable us to continue to meet our charitable objectives. **(Finance)**



FUTURE PLANS

Our priority areas for 2021 are:

Stalking

- Continue to deliver the National Stalking Helpline and Advocacy Service, including through the Stalking Threat Assessment Centre (STAC) and the new online platform.
- Upskill and train our Helpline and Advocacy team to ensure continued high quality delivery.
- Develop our cyber informed response to stalking through our partnership with the Cyber Helpline.
- Create and develop a sustainable model for stalking perpetrator intervention.
- Develop a trauma informed approach to advocacy in London that can inform our national advocacy model going forward and develop associated campaign focused on mental health and trauma experienced by victims of stalking.
- Continue to market and roll out our suite of generic and specialist stalking training products to a wider audience, including the development of a stalking training programme for police officers and begin to pilot this approach in a number of areas.
- Continue to build capacity and sustain our position as thought leader across the sector, through National Stalking Awareness Week and by coordinating the National Stalking Consortium and Scottish Consortium, as well as a potential academic consortium.

Personal Safety and Transport

- Continue to provide a voice in response to increases in violence and aggression on public transport as a result of the pandemic, including the potential for increased isolation when using public transport, exploring the potential for projects from both a primary and secondary prevention perspective.
- Continue our campaign to legislate for minimum standards for taxi and mini cabs, monitoring the use of taxis as a result of the pandemic and the impact this has.



FUTURE PLANS

Personal Safety in the Workplace

- Continue to market and roll out our workplace safety training online modules to wider audiences/sectors.
- Support employers to respond to the changes in workplace personal safety issues as a result of the pandemic, in particular increases in lone working, working online and the potential for increased violence and aggression in some key sectors.
- Promote parliamentary and ministerial personal safety awareness including specific risks as a result of the pandemic, and Brexit negotiations.
- Promote personal safety awareness during Mayoral, Police & Crime Commissioner and Scottish Parliament elections.
- Continue to promote and deliver our training and consultancy offer to workplaces, including Suzy's Charter, responding to emerging risks as a result of the pandemic.

Cyber

The common thread of online/cyber safety and prevention will underpin each of these three key areas identified above. We will look to extend our understanding of online risks in relation to the three areas outlined above to develop our priorities for forthcoming research and campaigns through a number of academic research partnerships as well as our work with the police including the National Crime Agency (NCA) and Cyber Helpline at an operational level.

In addition to the themes above, we expect that any work in other specialist areas would be done in partnership with specialised organisations.

National Personal Safety Day is planned for 9 November 2021.



**SUZY'S CHARTER FOR
WORKPLACE SAFETY**

FUTURE PLANS

Income Generation & Finance

Income generation remains a key strategic priority for the organisation in 2021. The key objective of income generation and diversification has focused on the organisation becoming self-sustaining, providing adequate funds to support all charitable objectives, and reaching a position of being less dependent on grant funding streams. Given the uncertain impact the pandemic may continue to have on our commercial income, the current priorities are to:

1. Rebuild commercial activities. We have begun to see positive trends in commercial activity aided by new products which have been made available in virtual format (training delivered in person via Zoom) and our online e-learning modules. We will continue to utilise a creative and innovative approach to our training and consultancy offer, drawing on the social trends we see developing in our key policy arenas and continuing to utilise new platforms for delivery in conjunction with our traditional face-to-face courses.

We have not assumed commercial income will return to pre-Covid levels during 2021 but, given our diverse product set, we hope we will reach a larger number of beneficiaries, training and supporting approximately 6,000 individuals. To strengthen our position further, we will look to explore the potential for bespoke products, such as animations or videos. An example of this includes an animation on conflict management and de-escalation for the British Retail Consortium (BRC), which will enable us to train thousands of their shopworkers.

2. Continue to refine new products and position ourselves in new markets. We have developed a range of both personal safety and stalking products, responding to identified needs and gaps in the market. We have also developed bespoke options for our training and consultancy provisions. One of the key products developed in the last year has been our Online Personal Safety Training Modules. This product is aimed at organisations that cannot implement our conventional face-to-face or virtual training model. We have therefore begun to target a new market, mostly companies with over 250 employees. We plan to continue to refine our products to ensure they remain competitive and respond to the changing needs of our beneficiaries. With the refinement of our product set, we will launch our sponsorship packages, forming part of our income diversification strategy. We are already in discussion with key clients and partners. We will also consider other opportunities to commercialise our expertise, in line with our charitable objectives.

FUTURE PLANS

3. Look to secure alternative sources of funding where possible, including applying for restricted funding to deliver our training objectives and exploring restricted funding opportunities to cover core costs including CEO, commercial and finance staff costs.

This will enable us to ensure sufficient funding such that our charitable objectives can continue to be delivered and that we maintain an adequate level of reserves. Our approach will also ensure the Trust can sustain its position as a leading authority in personal safety and stalking whilst responding to new and emerging trends. It is imperative to continue to deliver our key policy objectives, contributing to systemic change, as this is a unique selling point that adds to our credibility and helps attract new income generation opportunities.

The screenshot displays the Suzy Lamplugh Trust website interface. At the top, the logo and navigation menu are visible. The main content area features a large video player showing a course titled "BE WORKSAFE EVERYDAY". The video player includes a progress bar and a timestamp of 16:24. To the right of the video player, there is a section for the course, including a progress bar showing "25 / 25 lessons completed" and a "DOWNLOAD YOUR CERTIFICATE" button. Below this, there is a section for "WELCOME: Introduction (5m.35s)" and a "SCHEDULED MAINTENANCE" notice. At the bottom, there is a section for "PAGE 1: Taking Personal Safety Seriously (19m.07s)" and a "TASK 1: Do and Review" section.

FINANCIAL REVIEW

Financial position

The detailed figures for the year ended 30 November 2020 are set out in the financial statements that follow this Trustees' Report.

During the year, the Trust had a surplus of £51,420 in general funds and a surplus of £3,240 in restricted funds. Total funds at the end of the year subsequently increased by £54,660 to £333,890.

Covid-19 Impact

The pandemic had a significant adverse impact on our ability to generate income from the provision of personal safety and stalking training courses and talks, which form the main source of the Trust's general funds income. Although this impact has been partly mitigated by implementing alternative training delivery methods, training income achieved for 2020 was £250,000 lower than budgeted.

We expect 2021 to continue to be challenging due to ongoing Covid-19 impacts and the adverse economic environment and do not expect training income to fully recover to pre-Covid levels in the coming year. The overall Trust budget for the financial year December 2020 to November 2021 reflects the expected gradual rebuilding of commercial income, with budgeted training income approximately £200,000 lower than we would have expected prior to the pandemic. Actual delivery in the first few months of this year is on track against the budget.

We were able to secure Covid-19 emergency response funding during 2020, both general fund grants and additional restricted funding grants towards our work supporting victims of stalking, which helped to offset some of the adverse impact of lower training income. We were able to redirect some of our general funded staff to support this additional restricted project activity. Some of this Covid-19 response funding continues into 2021. We also used the support available from the government's Job Retention Scheme and took advantage of the option to defer one quarter's VAT payment.

FINANCIAL REVIEW

Income

The Trust's principal funding sources are:

- Fees for providing training, talks and personal safety policy consultancy to businesses, organisations and individuals
- Grants from statutory organisations 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 such as website fees

Total income for the year was £1,259,235 (2019: £1,212,877), consisting of £876,045 (2019: £653,418) restricted or designated for particular purposes and £383,190 (2019: £559,459) for general funds.

Expenditure

Total expenditure for the year was £1,204,575 (2019: £1,165,198), consisting of £872,805 (2019: £659,631) restricted or designated for particular purposes and £331,770 (2019: £505,567) for general funds.

Reserves

At 30 November 2020, the funds held by the Trust consisted of:

- £275,151 general funds
- £58,739 restricted funds
- £333,890 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 total operating costs. For the year beginning 1 December 2020 this is £312,000 (2019: £356,000). At the end of our financial year, the reserves held, after deducting restricted funds and the carrying amount of functional fixed assets of £202, were £274,949. This equates to 88% of the target (2019: 63%). We expect 2021 to be another challenging year for general funds income generation, therefore it is unlikely that we will meet the reserves target at 30 November 2021.

GOING CONCERN

Consideration has been given to the adverse impacts that Covid-19 continues to have on the Trust's ability to generate income from the provision of personal safety and stalking training courses and talks, which form the main source of the Trust's general funds income. This impact has been partly mitigated by implementing alternative training delivery methods and introducing new training products, but we expect 2021 to continue to be challenging due to ongoing Covid-19 impacts and the adverse economic environment and do not expect training income to fully recover to pre-Covid levels in the coming year. The cash flow forecast for the next twelve months reflects what the trustees consider to be a realistic projection of training income.

The Trust was successful in securing Covid-19 emergency response funding during 2020, both general fund grants and additional restricted funding grants. Some Covid-19 response funding continues into 2021, but we do not expect the same level of Covid-19 response funding to be available this year.

The Trust staff and volunteers have been able to work remotely during the pandemic, continuing to meet our charitable objectives through education, campaigns and support.

Despite the challenges during 2020, the Trust began the current year in a good financial position. The trustees have reviewed cash flow forecasts to April 2022 and consider that the Trust has sufficient cash available to continue operations during this period and meet liabilities as they fall due.

We also have access to an interest-free loan but do not expect to use this facility in the next twelve months. There are no material uncertainties regarding the Trust's ability to continue to operate as a going concern. The Trust therefore continues to adopt the going concern basis in preparing its financial statements.

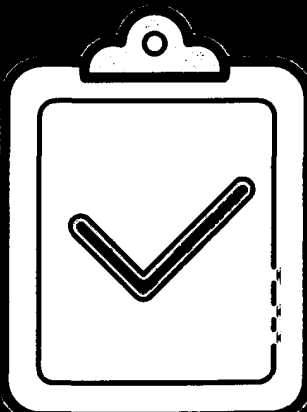
FUNDRAISING COMPLIANCE

Our work to campaign, educate and support in order to improve the lives of people across the UK is only possible because of the generosity of Suzy Lamplugh Trust's supporters, including the general public. We are committed to upholding high standards in all our fundraising activities.

The majority of our fundraising income currently comes from restricted grants from statutory bodies or trusts and foundations. We also work with a number of corporate supporters, individual donors and supporters, who are invaluable in growing the work of the Trust. We generate some fundraising income from event participants and community fundraisers and are increasing our social media activity as a way to fundraise.

We do not use external fundraisers to work directly with the public on our behalf. However, we occasionally engage professional fundraising consultants on a limited basis to deliver some of our activity, particularly input to restricted grant funding bids. Our consultants are carefully selected and monitored, to ensure they uphold our ethical standards. We also have guidelines around what content can be included in any bid applications to ensure consistency and high standards. Suzy Lamplugh Trust staff ensure that this is adhered to through our team checking all applications prior to submission.

At Suzy Lamplugh Trust, we aim to communicate with our supporters and members of the public in a way that they welcome, ensuring that we are compliant with data protection regulations. We received no complaints about our fundraising activity during the year.



FUNDRAISING COMPLIANCE

Impact of Covid-19 on fundraising

The Trust normally generates a small amount of fundraising income from members of the public participating in running or cycling events, which did not go ahead in 2020 due to the pandemic. In addition, some of the smaller charitable trusts and foundations that make regular donations to the Trust were unable to support us or donated lower amounts in 2020 due to increased demands for their funds.

However, we were extremely grateful to have received additional unrestricted grants of £45,000 from The Esmée Fairbairn Foundation and £5,000 from The February Foundation in response to the pandemic, plus Covid-response donations from other foundations and Corporate Social Responsibility programs.

The Trust was also successful in securing several restricted funding grants during the year to enable us to meet the increased needs of stalking victims. These included new grants or uplifts on existing grants, totalling over £200,000, some of which continued into 2021, from several statutory bodies and charitable trusts and foundations. We expect that there may be lower levels of Covid-response funding available to the charity sector in the current year and so the fundraising landscape remains challenging.

RISKS

Risk statement

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

- There is an organisational risk register in place which tracks a range of strategic and operational risks to the Trust.
- Each risk is assigned a leadership team (or board) owner, impact and probability are assessed and actions to mitigate or manage the risk are agreed.
- The leadership team reviews the risk register on a monthly basis and ensures that policies and procedures are in place and are adequate. Individual risks are reviewed between the CEO and risk owner.
- On a quarterly basis, sub-committees of the board review the key risks and live issues relevant to that particular sub-committee, for example, Finance or Policy, considering the overall risks and mitigations.
- A summary of key risks and live issues is reviewed by the board on a quarterly basis. The full detail of the risk register is reviewed by the board annually.
- Mitigations are developed and implemented for all risks identified.
- We have policies and procedures for raising complaints and concerns and these are reviewed regularly.
- External subject matter expertise is sought when required to support the update or application of these policies and procedures, for example, expertise on employment law.

In addition, our most significant projects have their own project-specific risk register which is updated on a regular basis and shared with funders of these projects.

RISKS

Principal Risks

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

- **Covid-19 impact:** The pandemic remains a significant risk to our ability to generate general funds income. It also creates risks of higher levels of staff sickness plus potential adverse impacts on staff morale, longer times taken to induct and train new recruits and potential loss of connectivity between teams due to ongoing Covid-19 restrictions and prolonged remote working. The Trust activated Business Continuity Plans and quickly implemented a remote working model to enable continued support to clients, we implemented new delivery methods for personal safety and stalking training, and adapted our campaigning approach as a result of the pandemic. Additional measures are also in place to support staff wellbeing.
- **Income and cash flow uncertainty:** We rely on grants, donations and surplus income from delivery of our training and consultancy work. Renewal of grants can be uncertain and general donations unpredictable. Our objective is to rebuild our training income and to obtain funding from a wider range of income streams, reducing reliance on any one stream of income or particular funder. We keep our reserves policy under regular review to ensure it meets the evolving needs of the Trust and regularly reforecast income, expenditure and cash flow.
- **Loss of knowledge or expertise:** Due to a small team and dependency on a limited pool of expert knowledge, there is a risk around loss of this expertise as a result of sickness, staff turnover or loss of training consultants. This is mitigated through robust recruitment, induction and development processes; sharing expertise across team members; documenting key processes and deliverables; and continuing to broaden our pool of training consultants.

REFERENCE INFORMATION

Charity name: The Suzy Lamplugh Trust
Charity registration number: 802567
Company registration number: 02417823

Registered office: The Foundry, 17 Oval Way, London SE11 5RR

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Christopher Shelley	Chair
Steve Moffatt FCCA	Treasurer
Jean Mclean	Deputy Chair
Ivan Balhatchet	appointed 27 July 2020
Joanna Conlon	
Hannah Daly	appointed 28 October 2020
Peter Dannheisser	
Shaila Mahomed	
Emma Short	
Sarah Simpson MBE	resigned 31 January 2020
Lucy Thomas	

Members

Linda Craig	Paul Infield
Sir Ian Johnston CBE, QPM	Hugh Marriage
Lawrie Philpott	Andrew Tappin
Jill Tombs	

Key Management Personnel

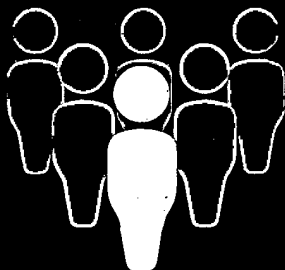
Suky Bhaker	Chief Executive Officer
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Bankers

Unity Trust Bank	9 Brindley Place, Birmingham B1 2HB
National Westminster Bank	PO Box 281, 156 Fleet Street, London EC4A 2DX

Auditors

Sayer Vincent LLP	Invicta House, 108-114 Golden Lane London EC1Y 0TL
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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's wholly owned subsidiary company, SLT Training and Resources Limited, was dormant in the previous two years and was dissolved in September 2020.

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.

Related Parties

Trustees and key management personnel are required to disclose any related party interests. Related party transactions during the year are disclosed in note 8 to the financial statements.

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 resources management and criminal justice policy to the history of the Trust.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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 32.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Trust'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 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 6 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.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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 regularly 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.

Management

The trustees delegate day-to-day running of the charity to the CEO who reports directly to the board. The CEO currently leads a staff team of 34 salaried staff (25 full-time equivalents). The chair, deputy chair and treasurer hold a meeting with the CEO each month.

The Trust also benefits from volunteers, who gave over 800 hours to the charity last year, and from pro bono support.

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.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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 Practices).

Company law requires the directors 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 judgments and accounting 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 company will continue in business

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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

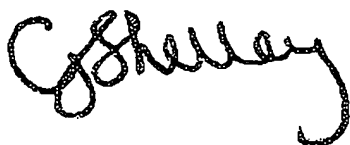
In so far as the trustees are aware:

- There is no relevant audit information of which the 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 2020 was 7 (2019: 7). The trustees have no beneficial interest in the charity.

Approved by the trustees on 28 April 2021 and signed on their behalf by



Chris Shelley
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT

Independent auditor's report to the members of Suzy Lamplugh Trust

Opinion

We have audited the financial statements of Suzy Lamplugh Trust (the 'charitable company') for the year ended 30 November 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 November 2020 and of its 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

Basis for opinion

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

Conclusions relating to going concern

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

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

INDEPENDENT AUDITOR'S REPORT CONTINUED

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 charitable company and its 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 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

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 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.

INDEPENDENT AUDITOR'S REPORT CONTINUED

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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. 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. 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.

Joanna Pittman (Senior statutory auditor)

Date: 9 June 2021

for and on behalf of Sayer Vincent LLP, Statutory Auditor

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

The Suzy Lamplugh Trust

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 November 2020

	Note	Unrestricted General £	Restricted £	2020 Total £	2019 Total £
Income from:					
Donations and legacies		88,217	49,994	138,211	87,642
Charitable activities	3a				
Education		284,591	8,000	292,591	505,930
Campaigning		-	97,543	97,543	22,230
Supporting People		-	720,508	720,508	577,879
Other trading activities		10,370	-	10,370	19,037
Investments		12	-	12	159
Total income		383,190	876,045	1,259,235	1,212,877
Expenditure on:	4				
Raising funds		43,008	-	43,008	59,561
Charitable activities				-	
Education		267,996	14,684	282,680	389,825
Campaigning		20,766	106,996	127,762	112,510
Supporting People		-	751,125	751,125	603,302
Total expenditure		331,770	872,805	1,204,575	1,165,198
Net income for the year and net movement in funds	5	51,420	3,240	54,660	47,679
Reconciliation of funds:					
Total funds brought forward		223,731	55,499	279,230	231,551
Total funds carried forward		275,151	58,739	333,890	279,230

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 16a to the financial statements.

The Suzy Lamplugh Trust

Balance sheet

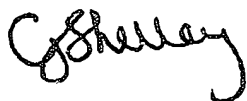
Company no. 02417823

As at 30 November 2020

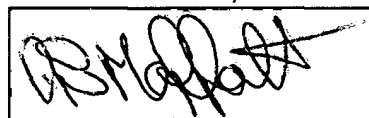
	Note	2020 £	2019 £
Fixed assets:			
Tangible assets	10	202	1,068
		<u>202</u>	<u>1,068</u>
Current assets:			
Debtors	11	181,650	158,672
Cash at bank and in hand	18	320,998	343,620
		<u>502,648</u>	<u>502,292</u>
Liabilities:			
Creditors: amounts falling due within one year	12	(163,568)	(224,130)
		<u>339,080</u>	<u>278,162</u>
Net current assets			
		<u>339,080</u>	<u>278,162</u>
Total assets less current liabilities		<u>339,282</u>	<u>279,230</u>
Creditors: amounts falling due after one year	13	(5,392)	-
		<u>333,890</u>	<u>279,230</u>
Total net assets		<u>333,890</u>	<u>279,230</u>
Funds:	16a		
Restricted income funds		58,739	55,499
Unrestricted income – general funds		275,151	223,731
		<u>333,890</u>	<u>279,230</u>
Total funds		<u>333,890</u>	<u>279,230</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 28 April 2021 and signed on their behalf by



C J Shelley
Chair



A S Moffatt FCCA
Treasurer

The Suzy Lamplugh Trust

Statement of cash flows

For the year ended 30 November 2020

	Note	2020 £	2019 £
Cash flows from operating activities	17		
Net cash (used in) / from operating activities		(22,634)	194,471
Cash flows from investing activities:			
Dividends, interest and rents from investments		12	159
Net cash from investing activities		12	159
Change in cash and cash equivalents in the year		(22,622)	194,630
Cash and cash equivalents at the beginning of the year		343,620	148,990
Cash and cash equivalents at the end of the year	18	320,998	343,620

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) 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.

c) Public benefit entity

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

d) Going concern

When assessing the charitable company's ability to continue to adopt the going concern basis of accounting, the trustees have considered all available information about the future at the date they approve the accounts. Consideration is given to information from budgets and forecasts of income, expenditure and cash flows. Attention is given to the available unrestricted reserves, credit facilities and other financial assistance that may be available.

Key judgements that the charitable company has made which have a significant effect on the accounts include estimating cashflows, future income and expenditure. In particular, this has included giving consideration to the adverse impact that Covid-19 continues to have on the charitable company's ability to generate income from the provision of training courses and talks. Alternative delivery methods for training have been implemented and new training products launched, which have enabled training income to increase from the low point of the first lockdown in 2020. However, we expect it will take time for training income to recover to pre-Covid levels and we believe the income forecast for the next twelve months is realistic. The trustees have reviewed cashflow forecasts to April 2022 and consider that the charitable company has sufficient cash available to continue operations during this period and meet liabilities as they fall due. An interest free loan is available to the Trust, but the trustees do not expect to use this facility during the next twelve months.

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

e) Income

Income received by way of donations, gifts and sponsorship is included in the SoFA when the charitable company 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.

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.

1 Accounting policies (continued)

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	5%	3%
• Education	28%	23%
• Campaigning	20%	10%
• Supporting people	47%	64%

Direct costs are allocated on an actual basis to the key strategic 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 £600. 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%
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k) Investments in subsidiaries

The trading subsidiary, SLT Training and Resources Limited, was dormant for the previous two years and was dissolved in September 2020. The share capital investment in this company was impaired in the previous year.

l) 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.

m) 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.

n) 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.

o) Financial instruments

The charitable company 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.

p) Pensions

Pension contributions paid by the charitable company 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.

q) 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.

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

2 Detailed comparatives for the statement of financial activities

	Unrestricted Designated £	General £	Restricted £	2019 Total £
Income from:				
Donations and legacies	8,000	34,384	45,258	87,642
Charitable activities				
Education	-	505,930	-	505,930
Campaigning	-	-	22,230	22,230
Supporting People	-	-	577,879	577,879
Other trading activities	-	19,037	-	19,037
Investments	-	108	51	159
Total income	8,000	559,459	645,418	1,212,877
Expenditure on:				
Raising funds	-	59,561	-	59,561
Charitable activities:				
Education	-	380,352	9,473	389,825
Campaigning	-	65,654	46,856	112,510
Supporting People	19,955	-	583,347	603,302
Total expenditure	19,955	505,567	639,676	1,165,198
Net (expenditure) / income for year and net movement in funds	(11,955)	53,892	5,742	47,679
Reconciliation of funds:				
Total funds brought forward	11,955	169,839	49,757	231,551
Total funds carried forward	-	223,731	55,499	279,230

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

3a Income from charitable activities (current year)

	Unrestricted £	Restricted £	2020 Total £	2019 Total £
Grant agreements for:				
Education: workshops and training	-	8,000	8,000	-
Campaigning: policy work and projects	-	97,543	97,543	22,230
Supporting people: supporting victims of stalking	-	720,508	720,508	577,879
Sub-total for grant agreements	-	826,051	826,051	600,109
Fees from providing education services:				
Providing training courses, talks and consultancy	284,591	-	284,591	494,745
Conferences	-	-	-	11,185
Sub-total for fees for services provided	284,591	-	284,591	505,930
Total income from charitable activities	284,591	826,051	1,110,642	1,106,039

The nature of all grants, including government grants received is outlined in note 16a.

3b Income from charitable activities (prior year)

	Unrestricted £	Restricted £	2019 Total £
Grant agreements for:			
Campaigning: policy work and projects	-	22,230	22,230
Supporting people: supporting victims of stalking	-	577,879	577,879
Sub-total for grant agreements	-	600,109	600,109
Fees from providing education services:			
Providing training courses, talks and consultancy	494,745	-	494,745
Conferences	11,185	-	11,185
Sub-total for fees for services provided	505,930	-	505,930
Total income from charitable activities	505,930	600,109	1,106,039

The nature of all grants, including government grants received is outlined in note 16b.

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

4a Analysis of expenditure (current year)

	Charitable activities						2020 Total £	2019 Total £
	Raising funds £	Education £	Campaigning £	Supporting people £	Governance costs £	Support costs £		
Staff costs (Note 6)	28,501	126,369	95,052	496,101	-	109,440	855,463	673,787
Direct costs	6,264	106,940	2,682	148,236	-	34,534	298,656	438,258
Premises	-	-	323	3,299	-	35,209	38,831	40,587
Depreciation	-	-	-	510	-	250	760	1,187
Governance: audit and trustees	-	-	-	-	10,865	-	10,865	11,379
	34,765	233,309	98,057	648,146	10,865	179,433	1,204,575	1,165,198
Support costs: staff costs	5,472	30,771	21,888	51,309	-	(109,440)	-	-
Support costs: overheads	2,399	16,100	6,767	44,727	-	(69,993)	-	-
Governance costs	372	2,500	1,050	6,943	(10,865)	-	-	-
Total expenditure 2020	43,008	282,680	127,762	751,125	-	-	1,204,575	-
Total expenditure 2019	59,561	389,825	112,510	603,302	-	-	-	1,165,198

Of the total expenditure, £331,770 was unrestricted (2019: £525,522) and £872,805 was restricted (2019: £639,676).

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

4b Analysis of expenditure (prior year)

	Charitable activities					Support costs £	2019 Total £
	Raising funds £	Education £	Campaigning £	Supporting people £	Governance costs £		
Staff costs (Note 6)	24,020	148,463	76,928	312,839	-	111,537	673,787
Direct costs	12,636	172,352	12,864	220,288	-	20,118	438,258
Premises	2,304	8,078	2,060	26,896	-	1,249	40,587
Depreciation	-	-	-	-	-	1,187	1,187
Governance: audit and trustees	-	-	-	-	11,379	-	11,379
	38,960	328,893	91,852	560,023	11,379	134,091	1,165,198
Support costs: staff costs	18,961	49,076	17,747	25,753	-	(111,537)	-
Support costs: overheads	682	9,296	694	11,882	-	(22,554)	-
Governance costs	958	2,559	2,217	5,645	(11,379)	-	-
Total expenditure 2019	59,561	389,825	112,510	603,302	-	-	1,165,198

Of the total expenditure, £525,522 was unrestricted and £639,676 was restricted.

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

5 Net income for the year

This is stated after charging:

	2020 £	2019 £
Depreciation	760	1,187
Loss on disposal of fixed assets	106	-
Operating lease rentals:		
Property	26,616	25,606
Office Equipment	1,560	1,910
Accountant's remuneration (excluding VAT):		
Audit	9,300	9,200
VAT advice	950	900
	<u>855,463</u>	<u>673,787</u>

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

Staff costs were as follows:

	2020 £	2019 £
Salaries and wages	712,695	538,875
Social security costs	63,861	50,582
Employer's contribution to defined contribution pension schemes	29,056	21,054
Temporary staff costs	18,428	49,209
Recruitment costs	31,423	14,067
	<u>855,463</u>	<u>673,787</u>

One employee earned between £60,000 and £69,999 during the year (2019: nil).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £256,929 (2019: £231,966).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

No trustees incurred expenses relating to attendance at meetings of the trustees (2019: 0).

7 Staff numbers

The average number of employees (headcount based on average number of staff employed) during the year was 28 (2019: 25) split across the activities of the charitable company as follows:

	2020 No.	2019 No.
Raising funds	0.6	0.7
Campaigning: policy work and projects	3.1	3.5
Education: providing training, talks and consultancy	2.8	3.1
Supporting people: stalking helpline and advocacy services	16.7	12.7
Management and administration	5.0	5.2
	<u>28.2</u>	<u>25.2</u>

The number of Full-Time Equivalents was 20.5 (2019: 17.5)

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

8 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 donations to the charity during the year of £27,180 (2019: £22,230). Paul Infield, a Member of the Trust but not a Trustee, made a restricted donation to the charity during the year of £1,000 (2019: nil).

9 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

	Computer equipment, fixtures & fittings £	Total £
Cost		
At the start of the year	22,754	22,754
Additions in year	-	-
Disposals in year	(11,204)	(11,204)
At the end of the year	11,550	11,550
Depreciation		
At the start of the year	21,686	21,686
Charge for the year	760	760
Eliminated on disposal	(11,098)	(11,098)
At the end of the year	11,348	11,348
Net book value		
At the end of the year	202	202
At the start of the year	1,068	1,068

All of the above assets are used for charitable purposes.

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

11 Debtors

	2020 £	2019 £
Trade debtors	90,131	80,955
Prepayments	10,569	10,024
Accrued income	78,387	65,130
Refundable deposit	2,563	2,563
	<u>181,650</u>	<u>158,672</u>

12 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	33,654	29,598
Taxation and social security	55,870	81,701
Other creditors	1,032	1,974
Accruals	35,303	84,958
Deferred income (note 14)	37,709	25,899
	<u>163,568</u>	<u>224,130</u>

13 Creditors: amounts falling due after one year

	2020 £	2019 £
Taxation and social security	<u>5,392</u>	<u>-</u>

14 Deferred income

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

	2020 £	2019 £
Balance at the beginning of the year	25,899	13,906
Amount released to income in the year	(25,899)	(13,906)
Amount deferred in the year	37,709	25,899
	<u>37,709</u>	<u>25,899</u>

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

15a Analysis of net assets between funds (current year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	202	-	202
Net current assets	280,341	58,739	339,080
Liabilities greater than one year	(5,392)	-	(5,392)
Net assets at 30 November 2020	275,151	58,739	333,890

15b Analysis of net assets between funds (prior year)

	General Unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	1,068	-	1,068
Net current assets	222,663	55,499	278,162
Liabilities greater than one year	-	-	-
Net assets at 30 November 2019	223,731	55,499	279,230

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

16a Movements in funds (current year)

	At 1 December 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 November 2020 £
Restricted funds:					
<i>Campaigning</i>					
The Ernest Ingham Charitable Trust	872	7,543	(8,415)	-	-
The Esmée Fairbairn Foundation	-	90,000	(80,000)	-	10,000
	872	97,543	(88,415)	-	10,000
<i>Restricted funds for educating young people</i>					
Right to be Safe Appeal	8,874	-	(1,913)	-	6,961
The Wixamtree Trust	300	-	(300)	-	-
The Jack Petchey Foundation	1,937	8,000	(9,937)	-	-
	11,111	8,000	(12,150)	-	6,961
<i>Restricted funds for supporting victims of stalking – Helpline & Advocacy</i>					
The Home Office	-	71,478	(70,265)	-	1,213
The Persula Foundation	5,000	-	(5,000)	-	-
Police Transformation Fund for MASIP	5,621	152,976	(158,597)	-	-
MOPAC for London Stalking Support	-	303,570	(303,570)	-	-
MOPAC for STAC	-	110,114	(110,114)	-	-
Garfield Weston Foundation	22,917	-	(22,917)	-	-
Police & Crime Commissioners	3,000	10,000	(3,000)	-	10,000
February Foundation	4,000	-	(4,000)	-	-
National Lottery Community Fund	-	50,000	(25,768)	-	24,232
London Community Response Fund	-	32,369	(32,369)	-	-
The Clothworkers' Foundation	-	11,590	(11,590)	-	-
Network for Surviving Stalking	-	5,703	(435)	-	5,268
The Vandervell Foundation	-	2,000	(2,000)	-	-
Other	1,500	65	(1,500)	-	65
	42,038	749,865	(751,125)	-	40,778
<i>Core Costs</i>					
The Ernest Ingham Charitable Trust	1,478	19,637	(21,115)	-	-
Other	-	1,000	-	-	1,000
	1,478	20,637	(21,115)	-	1,000
Total restricted funds	55,499	876,045	(872,805)	-	58,739
General funds	223,731	383,190	(331,770)	-	275,151
Total unrestricted funds	223,731	383,190	(331,770)	-	275,151
Total funds	279,230	1,259,235	(1,204,575)	-	333,890

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

The Suzy Lamplugh Trust

Notes to the financial statements

For the year ended 30 November 2020

16b Movements in funds (prior year)

	At 1 December 2018 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 November 2019 £
Restricted funds:					
<i>Campaigning</i>					
The Ernest Ingham Charitable Trust	5,522	22,230	(25,402)	-	2,350
The Esmée Fairbairn Foundation	21,454	-	(21,454)	-	-
	26,976	22,230	(46,856)	-	2,350
<i>Restricted funds for educating young people</i>					
Right to be Safe Appeal	10,233	51	(1,410)	-	8,874
The Wixamtree Trust	300	-	-	-	300
The Jack Petchey Foundation	10,000	-	(8,063)	-	1,937
	20,533	51	(9,473)	-	11,111
<i>Restricted funds for supporting victims of stalking</i>					
The Home Office	-	67,600	(67,600)	-	-
The Persula Foundation	-	5,000	-	-	5,000
Tampon Tax Fund	2,248	77,556	(79,804)	-	-
Police Transformation Fund for MASIP	-	424,990	(419,369)	-	5,621
MOPAC for London Stalking Support	-	7,734	(7,734)	-	-
Garfield Weston Foundation	-	25,000	(2,083)	-	22,917
Police & Crime Commissioners	-	8,000	(5,000)	-	3,000
February Foundation	-	5,000	(1,000)	-	4,000
Other	-	2,257	(757)	-	1,500
	2,248	623,137	(583,347)	-	42,038
Total restricted funds	49,757	645,418	(639,676)	-	55,499
Unrestricted funds:					
Designated funds:					
Young people's projects	3,955	-	-	(3,955)	-
National Stalking Helpline	8,000	8,000	(19,955)	3,955	-
Total designated funds	11,955	8,000	(19,955)	-	-
General funds	169,839	559,459	(505,567)	-	223,731
Total unrestricted funds	181,794	567,459	(525,522)	-	223,731
Total funds	231,551	1,212,877	(1,165,198)	-	279,230

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

Restricted funds for campaigning

The Ernest Ingham Charitable Trust

Continuation of a contribution towards the salary of the personal safety Senior Policy Officer, ensuring we continue to be an expert policy voice on personal safety.

The Esmée Fairbairn Foundation

The first year of a 3-year grant from The Esmée Fairbairn Foundation for our project 'Moving Towards A System-wide Change' which campaigns to reduce stalking and improve the experience of victims of stalking seeking healthcare support and justice.

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 Wixamtree Trust

We completed this project by providing a personal safety awareness talk to young people in Bedfordshire.

The Jack Petchey Foundation

Completion of the 'Keeping Myself Safe' project to provide personal safety workshops for young people, in locations in London and Essex.

Restricted funds for supporting people victims of stalking

National Stalking Helpline

Grants and donations were received towards the operation of the National Stalking Helpline which was launched in 2010. Some grants are conditional upon certain targets being delivered (for example, from the Home Office) and other grants are given freely for the work of the Helpline. Funding from the London Mayor's Office for Policing and Crime (MOPAC) toward the London arm of the service commenced in October 2019 and continues until March 2022. The National Stalking Helpline offers high quality, specialist advice and support, including risk management and safety planning, to victims of stalking.

Stalking Advocacy Services

Our stalking advocacy casework service is 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. Funding from MOPAC towards the London advocacy service began in October 2019.

Multi-Agency Stalking Intervention Programme (MASIP)

Grants were received from the Police Transformation Fund to provide advocacy support to high risk victims of stalking in London and to coordinate, manage and evaluate a project, across three sites (London, Cheshire and Hampshire), which aims to develop models of perpetrator intervention, to reduce the risk of stalking. The project was launched in March 2018, across the three sites, and completed in March 2020.

Stalking Threat Assessment Centre (STAC)

Funding was awarded by MOPAC to continue the London Stalking Threat Assessment Centre hub of MASIP, with Suzy Lamplugh Trust providing advocacy support and overall programme management. The Trust works in a multi-disciplinary setting with partners from health and criminal justice to prioritise prevention of reoffending. Funding has now been secured until March 2022.

Restricted funds for core costs

The Ernest Ingham Charitable Trust

Multi-year grant ('Safeguarding the Essentials') which contributes to the salary of the CEO.

Other

Donation received from an individual in November 2020 as a contribution towards office costs in 2021.

17 Reconciliation of net income to net cash flow from operating activities

	2020 £	2019 £
Net income for the reporting period (as per the statement of financial activities)	54,660	47,679
<i>Adjustments for:</i>		
Depreciation charges	760	1,187
Loss on disposal of assets	106	-
Dividends, interest and rents from investments	(12)	(159)
(Increase)/Decrease in debtors	(22,978)	94,318
(Decrease)/Increase in creditors	(55,170)	51,446
	<u>(22,634)</u>	<u>194,471</u>

18 Analysis of cash and cash equivalents

	At 1 December 2019 £	Cash flows £	At 30 November 2020 £
Current account	343,274	(122,634)	220,640
Savings account	346	100,012	100,358
Total cash and cash equivalents	<u>343,620</u>	<u>(22,622)</u>	<u>320,998</u>

19 Operating lease commitments

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

	Property		Office Equipment	
	2020 £	2019 £	2020 £	2019 £
Less than one year	7,888	7,888	1,560	1,560
One to five years	-	-	1,170	2,730
	<u>7,888</u>	<u>7,888</u>	<u>2,730</u>	<u>4,290</u>

20 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.