

**Report of the Directors and
Financial Statements for the Year Ended 31 March 2019**
for
RISE MUTUAL CIC

TUESDAY THURSDAY



A8H8V9MY

A04 31/10/2019 #378
COMPANIES HOUSE

A8G402GX

A10 15/10/2019 #65
COMPANIES HOUSE

	Page
Company Information	1
Report of the Directors	2
Report of the Independent Auditors	6
Income Statement	8
Balance Sheet	9
Notes to the Financial Statements	10

RISE MUTUAL CIC

**Company Information
for the Year Ended 31 March 2019**

DIRECTORS:

I W Holborn
Ms C E King
K K Sandhu
R Ward
J Beckford (Appointed on 1 May 2019)

REGISTERED OFFICE:

221 Walmer Road
London
W11 4EY

REGISTERED NUMBER:

09386646 (England and Wales)

**Report of the Directors
for the Year Ended 31 March 2019**

The directors present their report with the financial statements of the company for the year ended 31 March 2019.

DIRECTORS

The directors shown below have held office during the whole of the period from 1 April 2018 to the date of this report.

I W Holborn
Ms C E King
K K Sandhu

Other changes in directors holding office are as follows:

R Ward - appointed 1 April 2018

J Beckford was appointed as a director after 31 March 2019 but prior to the date of this report.

**Report of the Directors
for the Year Ended 31 March 2019**

ACHIEVEMENTS AND PERFORMANCE

Unlike previous years, the company's principal activities relate to the delivery of services in the domestic abuse perpetrator arena and a victim safety support service. Furthermore, in order to tackle serious issues that impact the families and communities, RISE developed and implemented its family-centred approach, working closely with many statutory and voluntary organisations, and with families impacted by domestic abuse. This has led to an expansion in delivering specific interventions working with young people.

The company's success is driven by the belief that anyone can make better decisions, given the right support. With an experienced team of professionals, dedicated to guiding people through a process of change, we have achieved positive results in a short period. The company remains a strong team of 20 staff and over 25 consultants to deliver the current contracts.

Our immediate focus has been to consolidate our delivery of existing domestic abuse perpetrator and victim work, increase new business activities and produce positive outcomes. To this end, we secured new domestic abuse contracts, work with different Police forces and probation areas. The company has made major changes this year, ensuring that RISE's absolute priority is its service users and improving the quality of delivery - instilling a culture where all services are delivered with great deal of care, empathy and encouragement.

The company continues to operate an employee ownership framework in which it encourages flow of information and ideas through the Employee Council scheme. As a small public service mutual, employees will be involved and empowered to use their experience and knowledge to improve services and tackle complex social problems in an innovative and commercial way.

Our performance 18-19:

In 2018/19, the company grew its revenue by 30% from contracts outside of the criminal justice sector, so showing a positive trajectory and is already showing a healthy increase in revenue in the next financial year.

- RISE has worked with over 500 cases, delivering a range of interventions like Her Majesty Prison and Probation Service ("HMPPS") accredited Domestic Abuse perpetrator group work interventions, one to one intervention and groupwork programmes designed by RISE and child to parent violence work. As such, RISE has delivered over 3000 sessions to empower people to make changes in their lives.
- Alongside the company's delivery of domestic abuse perpetrator programmes, RISE provides an integrated victim safety service and has worked with 148 victims who took up the service, having made contact with over 250 victims experiencing domestic abuse.
- Additionally, the company was contracted to deliver Child to Parent violence work and has seen a sharp increase in the number of cases reported. RISE has worked with 20 families this year as it develops further its non-violence resistance approach to working with parents.

Financial Review

The profit and loss account for the year shows a turnover of £673k (2018: £6.3m). The significant reduction in turnover reflects the transfer of the London CRC contract in January 2018. For year ending 31 March 2019, the company experienced a significant loss based on the residual IT and telecoms costs as a result of the transfer and expect this will be significantly less in the coming years. Although RISE has budgeted a loss for 2019/20, the company is currently working to secure new contracts for this year and future financial years. The net assets of the company at 31 March 2019 stood at £1.6m (2018: £2.0m).

Future Plans

The company has moved into its fifth year of trading - and remains a significantly smaller business, with great ambitions to grow the business, working in partnership with likeminded business to enter into new markets. The company has responded to a range of national and local developments in its emerging client sectors including social care, education, probation, police and crime commissioners, and prisons. The business has secured additional domestic abuse contracts this year and has piloted several new products and services as part of Out of Court disposal schemes outside of London, in West Midlands and Avon and Somerset. These include products for perpetrators who commit offences relating to inappropriate sexual behaviours and domestic abuse. New contracts with probation companies, delivering quality assurance and accredited programmes, were secured and RISE is continuing to build on this work by positioning itself to tender for work under the Probation Review, currently with a focus on developing strategic partnerships in this field. The company aims to continue to develop multiple revenue streams to achieve the business turnaround targets and strengthen its long-term financial sustainability.

Our target for 19-20 is to see 50% growth on our Domestic abuse contracts and out of court disposal work on our revenue for 18-19 and we are currently on track and exceeded our sales target for the first quarter.

Going Concern, Risks and Uncertainty

The company restructured, and consequently the turnover was significantly lower than budgeted due to the timing of contracts commissioned in the Domestic Abuse market falling into the following year. Nevertheless, this quarter has started off well with 3 new Domestic abuse perpetrator contracts being won, as well as the company achieving the first stage of Respect Accreditation, which ensures that Organisations that work in the domestic abuse area, operate in a safe and effective way and do not inadvertently contribute to the harm already experienced by victims. The company also invested in a new IT case management system.

**Report of the Directors
for the Year Ended 31 March 2019**

The directors have an expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

The directors have developed a 3-year strategic plan to take the organisation forward and revised budgets, forecasts, and cashflows over the next 12 months have been prepared which consider the changes in revenue and cost base.

The directors recognise the following risks and uncertainties within these projections which are included within its risk management framework and are being actively monitored by the board and the executive leadership team, they are:

- Delivery of existing contracts continues to draw down on available reserves
- Costs continue to remain high this year; and
- Projected new contract wins do not materialise

In 2018/19, the company has put measures in place to mitigate these risks by further developing sales in domestic abuse work and has recently secured a significant new contract with an existing customer (Croydon Council) to deliver an exciting new initiative, called DRIVE, as well as diversifying into new markets delivering Out of Court Disposal services.

The board is aware of a potential liability in relation to sessional holiday pay. The accounts have not been adjusted as the amounts are not material.

RESERVES POLICY AND RESERVES

General Reserves

These reserves provide finance for the Company's day to day working capital. They enable the Company to continue operations at a consistent level, notwithstanding any temporary cash flow variations. At 31 March 2019, the General Reserves within the Balance Sheet stood at £843,993 (2018: 1,243,736).

Designated Reserves- Development Reserve

In addition to the General Reserve, the Directors consider it prudent to maintain a Development Reserve to enable the company to be full sustainable in the future. At 31 March 2019 the Development Reserve within the Balance Sheet stood at £800,000 (2018: £800,000). This reserve is not restricted.

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Report of the Directors and the financial statements in accordance with applicable law and regulations.

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

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

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

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

**Report of the Directors
for the Year Ended 31 March 2019**

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

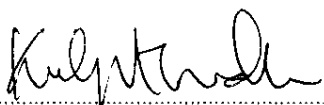
So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware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

AUDITORS

The auditors, Godfrey Wilson Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

ON BEHALF OF THE BOARD:



.....
K K Sandhu - Director

Date: 17/09/2019

Opinion

We have audited the financial statements of Rise Mutual CIC (the 'company') for the year ended 31 March 2019 which comprise the Income Statement, Balance Sheet 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 company's affairs as at 31 March 2019 and of its loss for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the 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 directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information in the Report of the Directors, but does not include the financial statements and our Report of the Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Directors 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Directors.

We have nothing to report in respect of the following matters where 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Directors.

Report of the Independent Auditors to the Members of Rise Mutual CIC

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page four, the directors 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 directors determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Use of our report

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



Rob Wilson FCA (Senior Statutory Auditor)
for and on behalf of Godfrey Wilson Ltd
5th Floor Mariner House
62 Prince St
Bristol
BS1 4QD

Date: 20 September 2017

Income Statement
for the Year Ended 31 March 2019

	Notes	2019 £	2018 £
TURNOVER		673,139	6,336,837
Cost of sales		<u>706,239</u>	<u>4,889,299</u>
GROSS (LOSS)/PROFIT		(33,100)	1,447,538
Administrative expenses		<u>461,886</u>	<u>978,917</u>
		(494,986)	468,621
Other operating income		<u>-</u>	<u>9,157</u>
OPERATING (LOSS)/PROFIT	4	(494,986)	477,778
Interest receivable and similar income		<u>3,367</u>	<u>1,376</u>
(LOSS)/PROFIT BEFORE TAXATION		(491,619)	479,154
Tax on (loss)/profit	6	<u>(91,676)</u>	<u>54,993</u>
(LOSS)/PROFIT FOR THE FINANCIAL YEAR		<u>(399,943)</u>	<u>424,161</u>

The notes form part of these financial statements

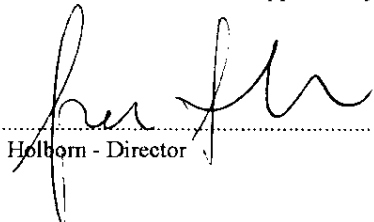
RISE MUTUAL CIC (REGISTERED NUMBER: 09386646)

**Balance Sheet
31 March 2019**

	Notes	2019 £	2018 £
FIXED ASSETS			
Tangible assets	7	33,135	22,573
CURRENT ASSETS			
Debtors	8	381,720	270,683
Cash at bank		<u>1,392,916</u>	<u>2,022,957</u>
		1,774,636	2,293,640
CREDITORS			
Amounts falling due within one year	9	<u>163,977</u>	<u>272,476</u>
NET CURRENT ASSETS		<u>1,610,659</u>	<u>2,021,164</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,643,794</u>	<u>2,043,737</u>
CAPITAL AND RESERVES			
Called up share capital	10	1	1
Other reserves	11	800,000	800,000
Retained earnings	11	<u>843,793</u>	<u>1,243,736</u>
SHAREHOLDERS' FUNDS		<u>1,643,794</u>	<u>2,043,737</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Board of Directors on 17/9/19 and were signed on its behalf by:


I W Holborn - Director

The notes form part of these financial statements

Notes to the Financial Statements
for the Year Ended 31 March 2019

1. **STATUTORY INFORMATION**

Rise Mutual CIC is a private company, limited by shares, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. **ACCOUNTING POLICIES**

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Turnover

Turnover is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Turnover represents income recognised from the provision of contracted services and is accounted for when earned. Income earned, but not yet invoiced is accrued on the balance sheet at the end of the period. Income that has not yet been earned, but which has been invoiced, is accounted for as deferred income.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Depreciation is charged on an annual basis starting from the month of acquisition. Items purchased over the value of £250 are capitalised.

Pensions

Royal London is a defined contribution scheme that is eligible to all staff. This was set up on 1 September 2015. At the year end, this is the only pension scheme being operated by the company.

RISE has fully adopted Financial Reporting Standard (FRS)102 for the accounting treatment of retirement benefits.

Going concern

The directors have produced projections and forecasts. After reviewing these, the directors have an expectation that the company has adequate resources to continue in operational existence for the foreseeable future. In concluding that the company has adequate resources, the directors have recognised the risks and uncertainties set out in the directors' report. The company therefore continues to adopt the going concern basis in preparing its financial statements.

3. **EMPLOYEES AND DIRECTORS**

The average number of employees during the year was 37 (2018 - 124).

4. **OPERATING (LOSS)/PROFIT**

The operating loss (2018 - operating profit) is stated after charging:

	2019	2018
	£	£
Depreciation - owned assets	<u>16,823</u>	<u>13,475</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2019

5. AUDITORS' REMUNERATION

	2019 £	2018 £
Fees payable to the company's auditors for the audit of the company's financial statements	4,000	22,500
Taxation advisory services	-	1,750

6. TAXATION

Analysis of the tax (credit)/charge

The tax (credit)/charge on the loss for the year was as follows:

	2019 £	2018 £
Current tax:		
UK corporation tax	(91,676)	91,676
Over-provision in prior year	-	(36,683)
Tax on (loss)/profit	(91,676)	54,993

UK corporation tax has been charged at 19%.

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2018	-	49,190	49,190
Additions	1,085	26,300	27,385
At 31 March 2019	1,085	75,490	76,575
DEPRECIATION			
At 1 April 2018	-	26,617	26,617
Charge for year	30	16,793	16,823
At 31 March 2019	30	43,410	43,440
NET BOOK VALUE			
At 31 March 2019	1,055	32,080	33,135
At 31 March 2018	-	22,573	22,573

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Trade debtors	234,543	179,580
Other debtors	-	13,699
Tax	91,676	42,607
Prepayments and accrued income	55,501	34,797
	381,720	270,683

Notes to the Financial Statements - continued
for the Year Ended 31 March 2019

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
	£	£
Trade creditors	16,092	49,490
Social security and other taxes	74,570	126,953
Other creditors	6,023	8,508
Accruals and deferred income	<u>67,292</u>	<u>87,525</u>
	<u>163,977</u>	<u>272,476</u>

10. CALLED UP SHARE CAPITAL

Allotted, issued and fully paid:		Nominal value:	2019	2018
Number:	Class:		£	£
1	Ordinary	£1	<u>1</u>	<u>1</u>

11. RESERVES

	Retained earnings £	Other reserves £	Totals £
At 1 April 2018	1,243,736	800,000	2,043,736
Deficit for the year	<u>(399,943)</u>	<u>-</u>	<u>(399,943)</u>
At 31 March 2019	<u>843,793</u>	<u>800,000</u>	<u>1,643,793</u>

12. RELATED PARTY DISCLOSURES

There were no related party transactions during the years to 31 March 2019 and 31 March 2018.

13. ULTIMATE PARENT COMPANY

RISE PARTNERSHIP (EOT) LIMITED

Company No: 09380487

Registered Office: Camden House, 199 Arlington Road, London, NW1 7HA

The issued share of Rise Mutual CIC is held in trust by Rise Partnership (EOT) Limited in accordance with the provisions of the trust deed. All employees are equal beneficiaries of that trust. The trust is administered by Rise Partnership (EOT) Limited, and the board of directors of Rise Partnership (EOT) Limited is considered the corporate trustee of the trust.

CIC 34

Community Interest Company Report

For official use
(Please leave blank)

--

*Please
complete in
typescript, or
in bold black
capitals.*

**Company Name in
full**

RISE Mutual CIC

Company Number

09386646

Year Ending

31 March 2019

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

The main area of activity during the financial year 2018/19:

RISE Mutual CIC (RISE) is an innovative, staff-led mutual that designs and delivers behavioural change programmes and new approaches which can be used in the criminal justice system and community to transform the lives of individuals, families and communities. RISE is run as a not-for-profit Community Interest Company (CIC) with a desire to make a real difference to peoples' lives.

2018/2019 has been a significant year for RISE; the decision by the London CRC to bring offender rehabilitation programmes back in-house has meant a significant reduction of RISE's revenue. Consequently, RISE has restructured to deliver the existing domestic abuse services to perpetrators, victims and families and is on track to rebuild the business. The Company's aim is to increase the safety to victims by addressing and holding perpetrators' behaviour and enabling them to develop strategies for long-term positive behavioural change, resulting in improved relationships. The victim safety work in RISE which provides support to the victims gives the company an opportunity to review whether there has been transformative behaviour change and they are beginning to break their cycle of harmful behaviour.

The Company's activities have included services in several London boroughs delivering Child to Parent Violence work and working with families as well as developing a community-based approach, extending this to addressing anti-social behaviour, gang and county lines crimes. RISE will continue to develop this area of work and intends to expand development into other boroughs in London and outside of London. In addition, the company developed activities outside of the London region, not only responding to the requirement to deliver the sentence of the court as a probation provider, but to deliver new services to Police and Crime Commissioners designed to intervene earlier in the lives of people. Consequently, and importantly, this has improved the circumstances of the people affected, their communities and society.

The Company continues to recruit former service users to become employees of the business, demonstrating rehabilitation in action. In addition supporting college students to undertake placements with RISE to develop their knowledge and expertise.

(Please continue on separate continuation sheet if necessary.)

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

The Company's key stakeholders are commissioners of services, victims and their children, young people, perpetrators of abuse and their communities. The outcomes are summarised as follows: -

Customer Engagement – the Company continue to write to all commissioners of services and followed up with meetings to hear how they have found the services provided. The quarterly contract meetings also allow the Company to ascertain how well they feel the service meets the needs of service users, and to jointly explore how the Company might improve its service to respond to these needs and implement any ongoing improvements. This has resulted in improvements being made e.g. more focus on retention rates due to service users dropping off earlier on in programmes, co-location of Company staff within commissioning local authorities' premises and delivering of child to parent violence work with a community approach to compliment the work undertaken with young people.

Staff Survey – the results of the staff survey were published and 90% were engaged in the business. A small-scale survey was devised to reflect the reshaped organisation and is currently been implemented.

Social Return On investment and Social Impact work – The company has undertaken a pilot evaluation of its domestic abuse programme, Safe Relationships identifying a social return on investment of £7.71 for every £1 spent on delivering the programme. Further Social impact studies in 2018-19 on work delivered to perpetrators of domestic abuse have found:

1. We saw an increase in positive communication after our domestic abuse perpetrator programmes were completed, with a 38% increase in those agreeing they communicate better with their partners over parenting their children.
2. We saw an increase in respect and promotion of equality, with a 26% increase in those saying they have a good relationship at home and help one another.
3. We have found the strategies we teach in our programmes have helped 96% of those on our programme to prevent escalation of their behaviour.
4. We saw a reduction in the number of conflicts (e.g. yelling, disagreeing, shouting, swearing etc) over parenting children.

Innovation and development – the Company developed new products in response to community need e.g. Child to parent violence programme for young people perpetrating violence towards a parent and this has been delivered successfully in London. Creating an anger management programme called KIC as part of an out of

court disposal intervention with Essex police. Also, a football project called Caught Offside for those individuals banned from football matches.

Service user surveys – revealed 89% satisfaction rating from service users on the Company's programmes.

Service user council – gives a voice to marginalized service users; providing opportunities for learning, training and development for service users, using service users' voices to help improve services and co-design interventions.

PART 3 – DIRECTORS' REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, "There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed" (See example with full notes). If no remuneration was received you must state that "no remuneration was received" below.

Full details are within the accounts. There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed.

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that "no transfer of assets other than for full consideration has been made" below.

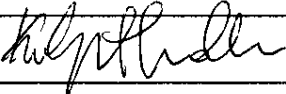
No transfer of assets other than for full consideration has been made.

(Please continue on separate continuation sheet if necessary.)

PART 5 – SIGNATORY

The original report must be signed by a director or secretary of the company

Signed



Date

17/9/2019

Office held (delete as appropriate) Director/Secretary

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Tel	
DX Number	DX Exchange

When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ
DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139
Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38
Linenhall Street, Belfast, BT2 8BG

The accounts and CIC34 **cannot** be filed online

(N.B. Please enclose a cheque for £15 payable to Companies House)