

Stay Safe East

Annual Report

2017/18



Charitable Incorporated Organisation  
Charity number 1153615

## Stay Safe East 2017-2018

<b>Charity name</b>	<b>Stay Safe East</b>
<b>Charity registration number</b>	1153615 Stay Safe East is a Charitable Incorporated Organisation
<b>Principal Office</b>	90 Crownfield Road, London E15 2BG
<b>Trustees</b>	Savitri Hensman (Chair) Paul Dowling Kirsten Hearn Bennett Obong Cat Everett
<b>Staff and Volunteers</b>	Director: Ruth Bashall Casework Manager Hate Crime Advocate Independent Disability and Domestic Violence Advocates (1 part-time, 1 sessional) 3 volunteers
<i>Due to the nature of the Charity's work, names of advocacy staff and volunteers are not listed in this report.</i>	
<b>Bank</b>	The Co-operative Bank Plc P O Box 250, Skelmersdale, WN8 6WT
<b>Independent Examiner:</b>	Jason Swards FCCA of JTS Accountancy Limited T/A Thelsons Chartered Certified Accountants 2 Kington House, Mortimer Crescent, London, NW6 5NU
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<b>Thank you to our Funders:</b>	Lloyds Bank Foundation City Bridge Trust Mayor's Office on Policing and Crime (MOPAC) Awards for all (Big Lottery)
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## Thank you!

The Stay Safe East Board would like to thank the following for their support:

- our funders, supporters and partners for their commitment to our work in 2017/18, and especially to Douglas Kerr from Lloyds Bank, Rachel Nicholas at Victim Support London and to Inclusion London for their support;
- the Stay Safe East Women's Group for a successful fundraising event
- our anonymous donors for their generous contributions to our funds
- our clients, and particularly the Stay Safe East Women's Group members for their invaluable peer support for new clients, help with fundraising and for quality feedback on our work and priorities for the future
- the solicitors who have defended our clients' rights

**Our thanks to our staff, volunteers and PAs  
for their dedication and passionate commitment to the work  
of Stay Safe East in 2017-18.**

**We look forward to working with clients, partners and funders in future years**

## Chair's Report

The year from April 2017 to March 2018 was an eventful one for Stay Safe East. We started in a position of financial challenge, as we worked to meet sometimes overwhelming need against a background of often uncertain funding. We ended in a far more secure position, thanks largely to the Mayor's Office for Policing, which started funding the hate crime post and other related work from July 2017, and City Bridge Trust, which awarded a grant from September 2017 for a casework coordinator. Both grants were for three years.

We have also secured some funds through ongoing training and consultancy, as well as joint work with various partners. This has also offered valuable opportunities to share some of the insights we have gained from our unique experience as well as learning with and from others with a shared commitment to Deaf and disabled people facing hate crime, domestic violence and human rights abuses of all kinds.

It has also been a year of change, as well as continuity, in staffing. We said goodbye to a long-serving member of the team but there were also positive developments involving significant professional growth. On behalf of the Board, I would like again to thank our staff and volunteers, who undertake complex and sometimes harrowing work with dedication and skill. However it can also be greatly rewarding to see the difference made to people's lives and sometimes shifts in attitudes and practices to make inclusion and respect a reality.

I should also mention the work put in by many clients not only in terms of protecting themselves and often their children but also in peer support. Several helped too to make the Spring Fair an enjoyable community occasion as well as raising funds.

We ended with a review day involving trustees, staff and two clients. This provided space away from everyday tasks and ongoing concerns to enable planning for the future. Challenges remain, especially against the background of struggling public services, lack of accessible housing and barriers for our clients. Yet we are also aware of the distance travelled, especially in terms of increasing understanding among other agencies of the issues we address.



*Savi Hensman, Chair, Stay Safe East*

# TRUSTEES' REPORT

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The Trustees present their report together with the accounts of the charity for the year ended 31st March 2018.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Stay Safe East's governing document, applicable law and the requirements of the Statement of Recommended Practice "Accounting and Reporting by Charities" preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

## 1 STRUCTURE, GOVERNANCE AND MANAGEMENT

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### **Governing Document**

Stay Safe East is a Charitable Incorporated Organisation (CIO). It was registered as a charity with the Charity Commission in September 2013 and is governed by its charity governing document.

### **Trustees**

The Trustees are elected by the Charity's members at the annual general meeting for a period of up to three years. Trustees are offered an induction, including presentations by staff, background material and information on the Charity's principal activities. Trustees are all unpaid volunteers and may claim reasonable out of pocket expenses. The Trustees who served during the year are listed on the first page. No new Trustees joined the Board during the year.

### **Organisational Structure and Staffing**

Stay Safe East Board meets regularly to manage its affairs. The Board is responsible for overseeing the work of the organisation and setting strategic direction. The Board appoints the Chair of Stay Safe East, who supports the Director. Staff are appointed by the Board with the support of the Director. The Chair has delegated powers to take any necessary decisions between scheduled Board meetings, and is responsible for appraising the performance of the Director on behalf of the Board. The day-to-day operations of Stay Safe East are managed by the Director, who also manages staff and volunteers. Board meetings are held at least 6 times yearly, where the Director gives an account of the progress of the Charity's work, reports on financial matters, brings issues requiring particular attention and gets agreement for forward work. The financial administration is managed by an accountant who works with the Director to prepare management information for Board and do monthly payroll.

## **Staffing and volunteers**

Our staff group remains strong and committed to the work and to our clients. The year saw several changes in staffing, and some gaps in funding for our hate crime and domestic violence advocacy service, but we were able to maintain the service throughout.

Due to changes in commissioning requirements for the MOPAC domestic abuse contract, our full-time domestic abuse advocate left in August. Thanks to earned income, we were however able to increase the hours for the part-time Disability and Domestic Violence Advocate (IDDVA) to 28 hours from September. In January we took on an experienced domestic violence advocate as a temporary part-time worker. Thanks to funding from City Bridge Trust, we recruited a 28 hour Casework Manager who started work with Stay Safe East in December 2017 but left the post in February 2018. The Board decided not to re-advertise the post but to seek an internal appointment, with the hours increased to 32 hours, thanks to money from earned income. In April 2018, our existing Disability and Domestic Violence Advocate was appointed to the post of Acting Casework Coordinator to March 2019. She now manages the domestic violence advocates, social media sessional and volunteers, and co-manages the hate crime advocate.

The Hate Crime Advocate was seconded to Merton Centre for Independent Living, a user-led organisation of disabled people, until July 2017, and was successful in developing their hate crime service. Thanks to funding from the Mayor's Office on Policing and Crime, our hate crime advocate returned to his previous post from July 2017. The MOPAC funding also provided for a sessional post for work with victims of 'cuckooing' involving gangs and others taking over disabled people's homes for criminal activities. We were unable to recruit to the sessional post for such a small number of hours, and were unsuccessful with a funding bid for additional hours, so our hate crime worker took on the work.

In the course of the year, the Director was able to reduce her caseload and now only works with two clients. This has enabled her to focus on business planning, fundraising, training and policy work. This is outlined in the report of activities. The Director managed staff and volunteers. The Director benefited from the excellent support of a mentor from Lloyds Banking Group, and attended two seminars on Business Development at Inclusion London.

Staff attended training courses on Public Speaking and making presentations and on the Right to Legal Aid. The domestic violence worker completed the national Safe Lives accreditation for domestic adviser during the year. All other training for staff and volunteers has been carried out at team meetings and one-to-one. All staff and volunteers were provided with supervision.

Stay Safe East is extremely grateful for the committed and consistent support of our volunteers during 2016/17, who continued to support the work of the advocates by assisting with form filling, applications for equipment, small grants and transport, and by providing informal befriending. Our long-term volunteer continued to provide an essential weekly phone safety check service for clients who are isolated or at risk; she also organised our Women's Group meetings and outings and other events.

### **Major Risks**

The Charity has a formal structured approach to the assessment and management of major risks which it may face. The Trustees carried out a risk review during the year. They identified the types of risks the Charity faces and prioritised them, then identified means of mitigating the risks. Main risks identified were:

- The risks to our funding identified in 2016-17 were addressed during the year: the Mayor's Office for Policing started funding the hate crime post and other related work from July 2017 and City Bridge Trust awarded a 3 year grant from September 2017 for a casework coordinator post. Both grants are for three years. The organisation's funding base is now broader, and will be further developed in 2018-19 and beyond.
- The potential risk to our premises remains in that we have no secure tenancy from the London Borough of Waltham Forest who own the building: however the building remains fully occupied by a mix of organisations working either working with disabled or LGBT people or with survivors of abuse.
- The risks of overloading staff with complex cases remain a constant part of our work, particular those involving domestic violence victims/survivors facing child protection issues. This has continued to be addressed by assessing referrals, and in the face of staff changes, holding a waiting list when needed, as well as working closely with other domestic violence services and local solicitors. We have encouraged those clients who are able to access other services for e.g. benefits help, but this remains problematic as organisations close down or limit their services, or are not accessible to disabled people.
- Management structure: the successful application to City Bridge Trust for funding for a Casework Coordinator and a new casework database allowed us to employ a new member of staff in December 2017; however the postholder left in February. The Board has addressed the risk by making an internal appointment which will provide continuity; the new Casework Coordinator (Manager) started in April 2018 and is working to update our casework management systems and implement the new database. This will enable the

Director to take on a dedicated strategic role while the Casework Coordinator (Manager) manages the advocacy work.

- Data protection: during the year, Stay Safe East was preparing to ensure its data protection met the requirements of the General Data Protection Regulation (GDPR) which came into force in May 2018. This requires us to ensure that all personal data is processed “lawfully, transparently and for a specific purpose”. This was implemented in early 2018-19.

## **Income**

The Trustees regularly consider the finances of the Charity to ensure that it is a going concern and they are satisfied that this is the case at the date of this report. Budgets and cash flow projections are drawn up to ensure proper governance. Successful applications were made to the Mayor’s Office for Policing and Crime (MOPAC) for re-funding the Hate Crime advocacy post, and to City Bridge Trust for a Casework Coordinator post and the cost of a new database. Stay Safe East also received ongoing grant income from Lloyds Bank Foundation and a small grant from the Big Lottery Awards for All programme deferred from the previous year; we generated income from Victim Support for the Pan-London Domestic Violence contract from MOPAC until August 2017 and for training Victim Support staff during the year, and from a secondment to Merton Centre for Independent Living. We also generated income from consultancy, donations and fundraising. These have funded the costs of the Charity, which ended the year with a substantially increased balance of £25,592. The Trustees aim to increase reserves year by year in line with Charity Commission guidance. A summary of the Independently Examined Accounts can be found at the end of this report.

## **2 OBJECTIVES**

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Stay Safe East was established as a separate Charity in 2013 for the furtherance of its charitable objects. Its objects are:

- to relieve the distress and suffering caused to Deaf and disabled people by hate crime, harassment, domestic or sexual violence or other forms of abuse
- to promote the human rights of Deaf and disabled people in accordance with the United Nations Convention on the Rights of Persons with Disabilities
- and any such purposes as are exclusively charitable in accordance with the law of England and Wales as the Trustees may from time to time decide.

Stay Safe East’s objectives during its fifth year of activity were:



- To continue to provide a high quality advocacy and support service to disabled victims/survivors of hate crime, harassment, domestic and sexual violence and other forms of abuse
- To work in partnership with key agencies at local and London wide level to improve operational responses to disabled victims and survivors
- To further develop Stay Safe East's impact on London and national policy and strategies on hate crime, domestic and sexual violence and the human rights of disabled people
- To consolidate our long-term financial position by bringing in grants, contracts, training, consultancy and donations
- To strengthen the Charity's management structure so that organisational growth can be sustained
- To continue develop the involvement of our clients in all appropriate areas of our work
- To develop the skills of our staff, volunteers and clients

At the end of the year, in March 2018, the Trustees held an Away Day to review the Charity's work, and to start developing a plan for the next five years. This is set out in 'Future Plans' at the end of the Annual Report.

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011.

Stay Safe East is a disabled people's organisation run by and for disabled people. Our casework advocacy currently supports clients in East London, our policy and change work is London-wide and national.

During the year, Stay Safe East continued to establish its reputation as a leading and professional provider of support to disabled victims/survivors of abuse, and as a source of expertise for other support agencies and for the statutory sector.

### 3 ACTIVITIES FOR THE PUBLIC BENEFIT

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#### 3.1 ADVOCACY: SUPPORTING DISABLED SURVIVORS

In 2017-18, victims/survivors of domestic and sexual violence, hate crime, anti-social behaviour continued to be the main focus of Stay Safe East's work; a growing area of work was support for disabled people experiencing a form of targeted abuse known as 'cuckooing'; several clients also experienced direct discrimination in their contacts with statutory and third sector services.

We also continued to help keep safe a small group of disabled people who remain at risk of exploitation or abuse.

##### Casework data

During the year 2017-18, Stay Safe East worked with a total of 98 individuals. Our overall caseload decreased for two reasons: we had gaps in staffing for both the hate crime and domestic violence services, but still had long-term clients who needed our support. Nevertheless we were able to maintain our services and to take on 32 new clients.

The majority of our clients were women who had experienced domestic violence. We closed 26 cases during the year.

	<b>Total No. of Clients</b>	<b>Domestic and Sexual Violence</b>	<b>Hate Crime &amp; ASB</b>	<b>Other</b>
2014/15	93	59	29	5
2015/16	112	77	26	9
2016/17	145	114	17	14
<b>2017/18</b>	<b>98</b>	<b>70</b>	<b>16</b>	<b>12</b>
<i>Of whom new referrals</i>	<b>32</b>	<b>21</b>	<b>11</b>	-

Full details of our casework data can be found in the Appendix to the Annual Report.

We have received no formal complaints from clients. We do our best to keep clients informed if there is a delay in dealing with less urgent issues, and most understand the pressure we are under. We have had extremely positive feedback from clients, some of which is interspersed with the text of this report.

## Our approach to casework

The Stay Safe East advocacy service is specifically designed for disabled people. This means we work with clients long-term – up to two years, sometimes more.

We work at the client's pace and in a way that works for them. We accept disabled people for who they are, and do not make assumptions about their impairments and capabilities.

We believe them and listen- often this is the first time they have been believed. Most of all, we 'hold' clients emotionally for as long as they need us.

We help them develop a positive self-image and confidence as disabled people and to take control.

The social model of disability underpins all our work; the focus is on removing barriers and addressing discrimination rather than seeing the client's impairment as the problem. Stay Safe East works to a feminist, intersectional approach and provides services specifically for disabled women. We address client's cultural, faith and other needs, and provide an inclusive service to LGBT+ disabled people.

Our service is holistic, covering all areas of need from initial support around keeping safe, ensuring that action is taken by statutory services, obtaining non-molestation orders or Sanctuary measures, help with addressing barriers to attending court, as well as help with obtaining not only benefits and housing but disability specific services such as care packages, equipment or mental health support. Our support will last from 6 months to 2 years, and occasionally longer.

Supporting disabled survivors is about more than offering the basic building blocks such as a wheelchair accessible space to meet a client, or access via SMS text. Much of our work is about *how* we work with clients, using a range of tools to help them understand their experiences (pictures, DVDs, discussion etc.), being flexible. We understand their impairments and how other people have treated them because we ourselves are disabled people who have also faced barriers.

## A. Hate crime and anti-social behaviour

### Supporting survivors of hate crime

We offer hate crime and ASB clients the following support:

- Safety planning
- Discussing options with the client, explaining what the landlord, police or other agencies can do to address the incidents, addressing clients' fears about possible repercussions
- Security measures such as safe and accessible locks
- Referral to Anti-Social Behaviour risk Assessment Conference (ASBRAC) or adult safeguarding, acting as the voice of the victim
- Ensuring the case is flagged as a hate crime if appropriate, and that action is taken by the police
- Reporting to the landlord or other services e.g. Transport for London
- Speaking to neighbours who do not feel comfortable speaking to the police or landlord, and obtaining evidence from e.g. the person's friends or paid care workers
- Support for the client if they choose to report to the police, being with them when making a statement, ensuring they are interviewed appropriately and their needs met, attending court with them
- Ongoing support to clients including weekly phone calls, regular home visits where it is safe for our staff
- Putting together medical, crime and other evidence for rehousing on disability and safety grounds
- Making referrals for counselling. Hate crime causes trauma, and victims need support to move on.
- Help with benefits, accessing disability services such as social care, mental health services or equipment, obtaining small grants for furniture, help with sorting out debts and obtaining Energy Trust grants.

### Casework

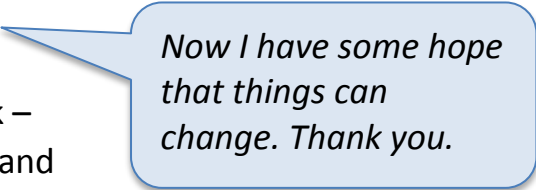
In the 9 months between July 2017 and March 2018, Stay Safe East provided advocacy support to 16 disabled people who were experiencing hate crime, anti-social behaviour or 'cuckooing'. Our hate crime worker started in post in July 2017; as he was an existing worker who had been temporarily seconded elsewhere and already had Access to Work provision in place, he was able to start work promptly and take on new clients from the outset.

All our hate crime clients require medium to long-term intensive support and have what are termed ‘complex needs’ – Stay Safe East prefers to describe them as facing multiple barriers.

The hate crime advocate provided emotional and practical support to all clients who are from a variety of cultures and faith backgrounds. The referrals that we have had since July have come from the Anti-Social Behaviour Risk Assessment Conference (ASBRAC) (25%) or are self-referrals (75%).

Most clients who come to us have experienced long term issues which have not been resolved, or have been labelled as anti-social behaviour. The client may not be aware of how to report hate crime, or that anything can be done about it, or finds it hard to speak out for themselves and needs support to report incidents. Some clients find it difficult to engage with professionals that they cannot relate to or do not trust. Our role is to help the disabled person regain some level control over their life and ensure that the abusive behaviour by neighbours, gangs or others stops, or that the client is moved.

Our worker has carried out risk assessments, and put together safety plans with all our clients. He has ensured that action is taken to reduce risk – for example by asking the council to install noise and video monitoring equipment, supporting the client with keeping a diary and making safeguarding referrals when required.



*Now I have some hope that things can change. Thank you.*

Our worker has put together the evidence needed to persuade the local authority to rehouse clients at risk of being harmed – this is becoming increasingly difficult due to a shortage of housing and a lack of recognition of people’s needs. Three clients were rehoused during the year.

The hate crime advocate has liaised with the police and ASBRAC to help get statements from the victim(s) when needed. He has ensured that clients receive the reasonable adjustments they are entitled to under the Victim’s Code. As a result of the support we provided to one client, working in partnership with the Police, one case was accepted for prosecution by the Crown Prosecution Service:

B, a client with mental health issues, learning difficulties and substance abuse issues was targeted over a long period of time by a drug dealer; previous reports were made to the police, but had not been substantiated by the victim. This is a ‘cuckooing’ case (targeted abuse). With our support, the client was able to make a report to the Police in a video’d Achieving Best Evidence interview. The alleged perpetrator was arrested for this and

a number of other offences; he was charged with harassment, causing fear of injury and theft - he was held on remand for three months, which kept the client safe. The CPS agreed to prosecute the case. Thanks to our intervention, special measures were put in place. Stay Safe East explained the court process to our client, helped him understand what would happen, worked with the Officer in the Case (OIC) and supported the client to get to court, staying with him until he was called to give evidence. The outcome unfortunately was an acquittal. We believe the chance of getting a conviction would have been increased had the client benefitted from an Intermediary at Court. We have discussed this matter with the OIC, an excellent officer who has taken on board the learning from this case. This case was not initially dealt with as a hate crime, but was reflagged as a disability hate crime after we intervened. The victim himself had said in his statement 'he targets people who are disabled'.

This case shows the difficulties of obtaining prosecutions and more so, convictions, where the victim is a disabled person. This is a common pattern for Deaf and disabled people's organisations working on hate crime, and one we are seeking to address in partnership with Inclusion London. This case, along with several others, also raised concerns in regard to housing:

The police advised that B should be moved from his property whilst the alleged perpetrator was on remand. They were concerned that if the alleged perpetrator were released from custody, he would return to the client's address, and that the client would not contact police, so would be at serious risk of harm. However, the housing department and mental health team felt that a restraining order would provide sufficient protection for the client. Stay Safe East believed that a move was essential to keep the client safe. Through attending a number of safeguarding meetings and liaising with other professionals, we were able to convince the housing department to move the client into temporary accommodation. He is now been given permanent accommodation in another area of the borough. To prevent further incidents, our worker has carried on working with the client. He has supported the client to obtain a mental health support package that may help provide a more stable support network around the client.

A consistent level of support for the client through a social care or mental health package has in some cases, helped prevent further incidents, as the client is less isolated and less likely to be targeted.

As we provide a holistic service, our worker has supported a number of our clients to apply for Taxicard, Dial-a-Ride and a Freedom Pass. He has also done benefits checks with clients to ensure they are getting what they are entitled to, and supported clients to complete benefits forms, as the process of closing people's Disability Living Allowance claims and requiring them to reapply from scratch for Personal Independence Payment gathers pace.

Since our worker started in the post, we have been approached by two of our long-standing ex-clients with learning disabilities and mental health issues for new support.

A woman with learning disabilities who lives in supported housing (and was previously a victim of hate crime) faces potential human rights abuses – her support package is being cut by the housing/care provider, so she will have very little support. As this puts her at high risk of targeted abuse, we have intervened, and we supported her to obtain the support she needs.

One client had been getting threats from prisoners associated with bullying of her son in prison. The perpetrators approached her while she visited her son in prison a number of times, asking for money. They were also calling her on her phone, threatening to hurt her son to extort more money. They verbally abused her (e.g. by calling her names and making obscene references about her impairments). Our worker supported her to report the disability hate crimes to the police. He also signposted her case to the HEET project to increase the security of her home, by measures such as fitting stronger door and window locks. Due to lack of sufficient evidence and the unwillingness of the victim to make a statement because she was afraid for her son, the above case has been closed by the police. However, the incidents have now ceased; our worker carried on working with the client to prevent further incidents. He supported her to build her confidence, as she says that she does not handle conflict well. He also supported her to obtain a more effective mental health support package.

The working relationship with Waltham Forest ASBRAC enables us to ensure that cases which have been stalled by lack of action by housing or police are reviewed and action taken – albeit this remains a frustratingly slow process for our clients.

Stay Safe East continues to face difficulties getting hate crime recognised – even when our staff say that a case is hate crime, we are often not heard and police do not always look into the evidence for a hate crime – in spite of the national definition of hate crime making it clear that if a victim, witness or anyone else believes it is a hate crime, it should be flagged and investigated as such.

This is especially the case with ‘cuckooing’ or harassment cases, where there are no explicit words used that would help identify the crime as hate, but where the victim has been targeted because they are disabled and there is a history of these specific perpetrators targeting disabled people. It is clear that perpetrators are aware that crimes against disabled people will go unpunished. We believe the reasons for this lack of action unfortunately lie in a lack of leadership at local level and still to some extent at London wide level. There are constant changes of staff within the MPS, and the MPS as an organisation still do not recognise disability hate crime as anything else other than a marginal crime.

Through our project so far, we have found that there are many disabled people within Waltham Forest and Newham who are targeted by perpetrators who pose a high risk, but the victims are very reluctant to report them.

## **Youth and community engagement**

Hate crime is not something that disabled people speak out about, unless they are encouraged to do so. There are limited opportunities for this - awareness of what hate crime is and how to report it, is low not only amongst disabled people but amongst the professionals they come into contact with. Our focus during the year was on raising awareness amongst young people. Our advocate attended the student Fresher’s Fair at Newham College and gave information to disabled students, who disclosed incidents of hate crime. He met the Director of All Learner Services, the Voice and Enrichment Manager, and was able to build a list of contacts at the college. At the Fresher’s Fair he also met with the local police Newham Safer Transport Team and the Council’s East Ham Community Team. We now have a strong working relationship with Newham Safer Transport Team: Stay Safe East took part in two joint engagement events for the 2018 National Hate Crime Awareness Week in October, one at Stratford Bus and Train Station, the other with students at the University of East London. This is slowly increasing awareness of our services. In March, we were also invited to attend an open day at the Minjal Mosque in Barking Road, which led to a referral to our hate crime service. Following an invitation along with the Newham Safer Transport Team to talk to members of the Powerhouse, a group of women with learning disabilities, we made a presentation about hate crime and how to report it, and encouraged members to take up our support if they experienced hate crime or harassment. We attend a second time later in 2018 to talk about women’s rights to the group, which led to a referral to our domestic abuse service.

In October 2017, as part of National Hate Crime Awareness Week, we held a joint event in Walthamstow with House of Rainbow, an LGBT organisation and the Active Change Foundation on *“Tackling Hate Together, The challenges of working*



*to prevent hate crime”* which looked at how we can work together to tackle all forms of hate crime and extremisms.

The MOPAC funding enabled Stay Safe East to purchase a display banner and print 5,000 leaflets about hate crime against disabled people. These have been used at outreach sessions, and have been distributed to housing association residents in Manor Park and to some libraries.

We continue to face challenges getting referrals from Newham. Outreach focused on young people, and developing partnership with the Newham police hate crime liaison leads, have led to three referrals for clients in Newham. However there are no user-led organisations of disabled people in the borough, which would act as a source of information, nor is there a forum where anti-social behaviour and hate crimes cases are discussed, which would act as a source of referrals. It is not that disabled people in Newham don't experience hate crime – they are simply not aware they can get help. We will be addressing this issue in 2018-19 through a targeted social media campaign, contacts such as safeguarding, and by speaking to housing providers.

After a strong increase in 2016 following our work as part of Disability Hate Crime Matters, the number of disability hate crimes reported in Waltham Forest continued to be low in 2017-18, in spite of our interventions and previous training. This is a London wide trend, with numbers falling from a high in 2016. We will continue to work with the Metropolitan Police to reverse this trend.

In 2017/18, we were still seeking a disabled person who would run our Facebook site, and who has the skills and knowledge to make this a safe site. We appointed a social media officer in June 2018. Our aim is that a well-run, safe Facebook site for victims will help generate referrals in both boroughs.

## B. Violence against disabled women

Work with disabled women is at the centre of Stay Safe East's work. We recognise the gendered nature of much of the abuse which our female clients experience because they are disabled women.

As disabled women from a range of backgrounds and communities, our clients have frequently faced daily abuse, often over many years, for not being 'normal' women. The perpetrator (partner, family member, adult children, paid carers) uses their impairment and their gender to control her; he invokes loyalty to children, family or culture, the risk of loss of the family's 'honour' – or shame to them because the woman has mental health issues; he constantly reminds the woman that 'no one else will want you, you're useless' because she is disabled.

Yet when disabled women disclose abuse to professionals they may not be believed; they may even be blamed by professionals for the abuse, or it is put down to their 'vulnerability' rather than to male violence. If they are mothers, professionals will question their ability to cope 'on their own; once the perpetrator or perpetrators are out of the picture, even though a disabled woman may have been 'coping' well with her children for many years whilst being undermined about her parenting skills by the abuser, and living with violence.

Women tend to come to Stay Safe East with a very poor self-image. Those who have grown up disabled have very low expectations; women who have become disabled, especially if this is a result of abuse, may blame their impairment for the abuse. Her identity may have been repeatedly denied – her sexuality, ethnicity, faith, age or her choices in life. Whatever the

### The facts

50% of disabled women have experienced violence in their lives, against 33% of non-disabled women.

Disabled women are likely to experience abuse over a longer period of time and to suffer more severe injuries as a result of the violence.

Disabled women are at least twice (more likely three times) as likely to experience domestic and sexual abuse than non-disabled women

In the UK, disabled women are 2 to 5 times more likely than men and non-disabled women to experience sexual violence

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/480942/Disability\\_and\\_domestic\\_abuse\\_topic\\_overview\\_FINAL.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/480942/Disability_and_domestic_abuse_topic_overview_FINAL.pdf)

woman's cultural or faith background, she will face assumptions about her as a disabled woman. She will be told she is 'ugly', 'deformed', 'mad' or 'stupid' or that she is 'marked by Satan', or simply that she is not a 'real woman' because she is disabled. Sexual abuse is common, and it may take months or years for a woman to disclose rape or sexual assaults to their advocate because of a sense of shame.

Stay Safe East has developed a unique model of holistic advocacy for disabled women who have experienced domestic and sexual violence, tailored to the needs of our clients. The fact that our domestic violence advocates are themselves empowered disabled women who act as positive role models is key to this process. Our clients trust us. They can come back to us if they need support. Our service addresses the trauma which disabled women have experienced and places their experience as disabled women at the heart of the support we provide. Stay Safe East provides, often for the first time, a safe space for disabled women to be as they are, where they will not be judged and their diversity will be celebrated.

### **Working with clients**

Stay Safe East worked with 70 clients through the domestic abuse service this year. Our predominantly female client base reflects national referrals to domestic abuse support services. Numbers are lower than previous years, as we had only the equivalent of one full-time domestic violence worker (against 2.4 FTE in the two previous years). We had to turn down 14 referrals during the year, and did not offer to take on a further 15 survivors whose cases were heard at the two MARACs but we did not have the capacity to support. These decisions were taken so that staff could manage their caseload

## **Stay Safe East Domestic Abuse casework 2017-2018**

**70 clients supported**

**21 new referrals**

**14 other women supported by our volunteers and through Women's Group peer support**

**64% of clients open to the domestic violence service during the year are mothers. 38% of these of mothers no longer have some or all of their children living with them.**

Disabled mothers experiencing domestic abuse feel they 'can't win', in the words of a Stay Safe East client. All but one of this group are women with learning disabilities or mental health issues, who face substantial barriers when dealing with Children's services and the courts.

safely, and we ensured that victims who were turned away received support from another domestic violence organisation.

In spite of lower staffing levels, we were able to continue to offer a comprehensive service to 49 existing clients and accepted 21 new referrals. We successfully met the challenge of transferring a significant number of clients from one advocate to another. Many Stay Safe East clients find working with multiple advocates challenging but because we continued to tailor the service to their needs, and managed the transfer over a period of 5 months, all clients continued to engage with the service. At the end of the two years of the Victim Support contract, we had also exceeded our targets.

### **Supporting survivors of domestic and sexual violence (gender-based abuse)**


- Emotional support and help to understand the nature of the abuse
- Safety planning
- Completing a risk assessment, and helping the victim/survivor to understand the risks to her and her children
- Discussing options with the client, what she can do keep herself safe
- Security measures ('target hardening') such as new locks, more secure doors or windows or other measures, again with HEET
- Obtaining a non-molestation order, occupation order or prohibited step order through the family court to offer the victim some protection from the abuser
- Supporting the client to make a statement to the police if she chooses to report the domestic violence, and support if the case goes to court
- Referral to the MARAC domestic violence multi-agency panel and acting as 'voice of the victim' at the meeting, ensuring that other agencies understand and meet her needs as a disabled woman
- Putting together evidence for rehousing on safety and disability grounds. This includes collating medical evidence from the GP, client's specialist consultants, mental health, adult or children's social care and other agencies.
- Ongoing support to the client including weekly phone calls, regular home visits where it is safe for our advocate, or a meeting in the office.
- Support for disabled mothers in dealing with Children's social care, including Child Protection and Care proceedings meetings.
- Peer support through our Women's Group

New clients we take on are those who face the greatest barriers to ensuring their own safety. We are bound by domestic violence protocols to complete a risk assessment; this was done with all 21 new clients except a woman with limited capacity who refused to engage on the questions. We updated risk assessments regularly with all open cases. We use the standard national risk assessment, with questions adapted to be accessible, along with our own disability risk assessment. We rarely complete a full risk assessment as soon as we meet the client; we listen to their stories, and then assess the risk. Our first step is always to find how much the client understands about keeping safe, how much control she has over her life, and what would help them feel safer. With some clients, mainly those with learning disabilities, a full risk assessment may take time, as the client themselves may not be able to assess the risk and may not disclose key factors. We gather information from other professionals and wait for the client to trust us before they disclose. We manage the risks in partnership with the client.

Client safety has been increased either by assisting the client to leave the perpetrator(s), by supporting her to remove the perpetrator from the home via civil measures, by helping her to report to the police with a view to him/her being arrested, by obtaining Sanctuary scheme measures such as stronger locks, or by safety planning and confidence building.

For 7 high-risk clients, we requested a Special Scheme from the police, where calls from the victim are answered as a priority; 3 were provided with a panic alarm. We also encourage clients who qualify to obtain a Community Alarm from social services, which, though aimed at disabled people who are at risk of falls and is a paid service, also helps keep clients safer in the longer term. 7 clients were referred to HEET in Waltham Forest or Victim Support in Newham for security measures and other facilities; HEET were able to tailor the measures to the access needs of disabled people.

The disability and domestic violence advocates (IDDVAs) were working with a large number of women who are or will be long-term clients, 7 of whom were either still living with the perpetrator or in regular contact with them, and still being abused – the contact with our advocates helped the client to manage their safety. Two of these clients decided they wanted to leave during the year, and we found them a refuge space (emergency accommodation would not have been appropriate for either of them) but they both returned to the family home because



*My advocate went out of her way to help. Usually, I really feel awkward, I feel like I don't fit in anywhere. She really cares about me.*

they could not cope. However the experience has made them stronger, and they know that leaving is an option.

Safe outcomes for clients with complex histories and support needs are slow to achieve; this is a process of holding the client in their current situation, supporting them if they want to make a change and not judging if they go back on the change. It takes on average two years for these situations to truly change; some clients may repeatedly let the abuser back into their lives, but the intensity of the abuse does decrease as a result of our involvement.

We supported women around three domestic abuse prosecutions which were successful and one sexual violence prosecution where the perpetrator was found not guilty at trial – this reflects the national trend of the significant amount of sexual violence cases resulting in no conviction.

We had successes in obtaining refuge spaces for three women, however all women returned to their perpetrators as they were unable to cope in the refuge environment. Refuges are appropriate for very few of our clients, yet housing services present this as the first- and sometimes only option.

All our clients faced barriers when accessing services – communication barriers, processes which they don't understand and are not explained in ways they do understand, or simple practical access issues such as meeting in a room with lighting that the woman finds too bright due to a neuro-diverse condition. Several clients face direct discrimination, for example:

A local authority refused to make reasonable adjustment for a client when attending housing appointments; this resulted in her requiring overnight hospital treatment. Our advocate supported the client to make a complaint. When we sought to remedy this through the complaints procedure, the complaint was not upheld and the blame was placed on the client for not providing clear enough information. It has been difficult to try and seek any remedy for this client as the local authority complaints procedures and ombudsman would not investigate the incident further. The lack of Legal Aid and short time frame for pursuing a disability discrimination case against the local authority means we have been unable to pursue this further.

Most Stay Safe East client chose not to take the criminal prosecution route to enable them to leave a perpetrator, as they find it traumatic, inaccessible and fear not being believed – even with our support.

One client did choose to report and ask for a prosecution reported 21 breaches of the restraining order by the perpetrator before the Police could locate him. This was despite the police being informed that the perpetrator was attending regular meetings with his probation officer. He was

eventually arrested and jailed. A complaint was made to the police by the client, with our support.

Stay Safe East has a range of effective partnerships with local and London wide statutory and voluntary agencies, which enabled us to refer clients for support and to advocate for their rights.

## **Housing**

Our IDVAs successfully advocated for 11 clients to obtain suitable temporary accommodation. 1 of our male clients died before he could be rehoused, two women went back home to the perpetrator, one is living with her parents and the other spent 6 months in a hotel. One other who is also a wheelchair user spent 3 months in hotel accommodation which we had to pay for and reclaim from the local authority. 4 are still waiting for re-housing – we have referred two of these to a solicitor, though housing solicitors who do Legal Aid work are proving harder to find. 6 clients remain in accommodation which does not meet their access needs.

Obtaining permanent accommodation is a long-term and difficult process. Not only is there a lack of accessible housing for people with physical impairments and for families with three or more children, but changes in housing law mean that a local authority can discharge its duty by making an offer of one year's temporary private tenancy to a woman fleeing domestic violence. By the time the year is ended, the woman is no longer at risk of domestic violence so does not have priority for social housing. Even in the short term, clients may be offered unsuitable accommodation out of their local area, a long way from their support networks. If women are moved out of the area, Stay Safe East has decided to continue to offer support if we can, primarily through our volunteer weekly phone checks.

We challenge housing decisions, but have to help the client apply, wait for them to be refused, then appeal before we can refer them to a solicitor. At March 2018, we had 6 cases with solicitors where the local authority has failed in its legal duties, and 2 others pending.

If a client's children are removed by the courts, the client will be considered to be under-occupying and will be liable for the 'Bedroom Tax'; if she wants to move, she will be treated as single homeless so only offered a list of private landlords. It can take us up to 6 months to persuade Housing that a woman with learning difficulties who is at high risk of exploitation has a legal right to housing.

### **Social care, transport, equipment,**

- We assisted 10 clients to obtain a new social care package or an increase in support from Adult Social care or Mental Health
- We obtained or are working to obtain Freedom Passes, Dial-a-Ride or Taxicard membership for 7 clients. This enables them to get out independently, and having a Freedom Pass saves substantial expenditure for a group of women who are on low incomes
- We referred 7 clients for an occupational therapy assessment, as a result of which all but one now have the equipment they need

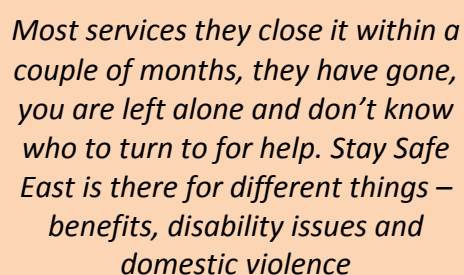
### **Mental health**

- 16 clients are being supported by mental health services, of whom we referred 6; another 3 were referred for specialist domestic or sexual violence counselling. We referred the children of one client to a specialist counselling service for children who have experienced domestic abuse. In March, we were in the process of making arrangements for an experienced volunteer advocate to provide counselling at our premises, or by Skype or phone for 4 clients who cannot cope with travelling or will need flexibility. The Counsellor started working with clients in Summer 2018.

### **Benefits and maintaining a tenancy**

Stay Safe East spent a significant amount of time helping clients apply for and claim benefits and managing their tenancies. Often, due to abuse and impairment issues, clients do not have the skills to manage their day to day lives and need their advocate to help them with issues such as knowing how much rent they need to pay, or ‘handholding’ when going to a benefit assessment.

During the year, a number of clients were asked to apply for Personal Independence Payment, having been on Disability Living Allowance for many years. This required us to obtain up to date information from medical professionals, and go through with the client what is an often difficult process of analyzing what they can and can’t do – this is disempowering, as is the assessment process. We support clients at assessment, intervene if they do not understand. Because we know them well, we are able to see the impact their impairment has on their daily life, and can provide letters of support evidence this.



*Most services they close it within a couple of months, they have gone, you are left alone and don't know who to turn to for help. Stay Safe East is there for different things – benefits, disability issues and domestic violence*



We have also spent a considerable amount of time challenging repeated decisions by the DWP on assessments for Employment and Support Allowance, and supporting clients whose money has been stopped because they have been deemed fit for work. The lack of understanding and compassion built into Department of Work and Pensions assessment and decision-making towards people who have been recent victims of abuse and trauma is a constant source of distress for our clients.

Support for clients over housing benefit and council tax benefit applications is a vital part of the work we do, as a client who does not keep their tenancy or has no income is more likely to return to the perpetrator, as their day-to-day needs aren't being met. Around 25% of client are functionally illiterate and before they can make any changes in their lives, they need to have financial and emotional stability and an understanding of what is possible. The Homelessness Reduction Act now gives local authorities a duty to prevent people facing evicting due to rent arrears, but we were yet to see any significant impact at March 2018.

### **Disabled mothers**

64% of female clients (45 women) supported during the year are mothers, including 42% of new referrals. Two clients became mothers during the year. Of the total of 47 mothers, 38% are no longer living with their children – the children may have been adopted; or be in longer term foster care; the children of 7 women (39% of the women whose children do not live with them) live with another family member under a Special Guardianship Order or other arrangement, which usually means the mother does not lose contact with her children. Of these, Stay Safe East's support and the commitment of family members were instrumental in ensuring were not put up for adoption or long-term fostering. Some mothers have contact with some but not all of their children. In 2017-18, we supported 5 disabled mothers engaged in care proceedings; one client's children now live with grandparents; two were referred to us when the proceedings had almost finished. The other two were at the early stages of proceedings by year end. Stay Safe East supported 3 other mothers around child protection, two on a Child in Need plan, and two more in court proceedings where the abuser wants child contact.

All but one of this group are women with learning disabilities or mental health issues, who face substantial barriers and discriminatory attitudes when dealing with Children's services and the courts. Stay Safe East's role is to help the woman deal with a disempowering and confusing process, help her cope with her grief at the possibility of losing her children, and to support her around the domestic violence she may still be experiencing. This is time-consuming work and involves supporting clients at child protection and core groups meetings, meetings with the client's solicitor, and attending court with them, in some cases working

alongside a Registered Intermediary, as well as advising other professionals about the client's needs. Stay Safe East's reputation is now becoming established, and we are slowly receiving referrals at an earlier stage of the child protection process. Our aim is to help her avoid court proceedings.

### **C. Stay Safe East Women's Group**

The group has been in existence since 2014 and provides a safe space for disabled women who use our services to meet, socialize and share food. The group is an essential source of social contact for women who are isolated and traumatised, and if they have contact with their family, find it hard to talk to them about how they feel. Women choose whether or not to speak out about the abuse they have experienced. It provides women with peer support - members who have been coming to the group for some time support new arrivals. New friendships have formed, and coming to the group encourages our clients to start doing other activities such as attending exercise or computer classes. In 2017-18, we did not have the resources to organize our annual outing to the seaside, but group members were a key part of our May Spring Fair which was both a fundraiser and a social occasion – several of our clients are excellent cooks, not to mention driving a hard bargain with customers! The event raised over £600, which everyone was very proud of. A barbecue in the summer proved a success with children and adults alike- our Fire Eater was a particular success!

Women's Group members have also increasingly contributed to shaping future plans for Stay Safe East; they provide useful and robust feedback on our services. Two group members joined the Board, staff and volunteers at our Away Day forward planning day in March- their expertise was especially valuable in considering how we involve users in the future, and how we work with younger disabled people. Women's Group also took part in 2 focus groups.

### **D. Self defence for disabled women survivors**

Thanks to successful partnership with Dao Lu, supported by a small grant from Awards for All (Big Lottery) our female clients were able to attend a short course on self-defence. Based on Tai Chi methods, the classes ran from April to September.

We supported the Tai Chi instructor Aileen to devise a 5-week training programme of weekly 1 ½ hour sessions. We ran two blocks of sessions with the aim of at least 5 clients each week attending. The sessions helped clients to get into a routine of coming to class each week, especially as many had not been to an exercise class prior to this. It was agreed that a member of Stay Safe East staff

would attend to support clients, enabling them to feel less nervous if they found the sessions overwhelming.

The project achieved measurable outcomes. Women reported a greater sense of confidence and understanding of their own bodies. Two women agreed to buddy up in order to travel to classes each week; they attended every session and forged a friendship. Participants felt more able engage in their local community and had greater confidence in engaging with exercise classes. One woman attended a Tai Chi class in her local town square after taking part in the sessions, two others have now joined the mainstream classes run by Dao Lu. Several others reported that they were either considering taking up Tai Chi or now accessing Lloyd's Park (where the second set of classes was held) since attending the course. One woman said she had always felt that due to her impairment, she was simply not good at sport. All were able to access sport in ways they wouldn't have done previously. Some participants reported using the meditating and breathing techniques they learnt in the beginning of the class each week in their day-to-day lives to manage stress.

One member of the group, who is visually impaired, reported that she really liked the group and found it more accessible than her yoga class. This was due to the self-defence teacher making sure a volunteer from her regular class was there to offer one-to-one support.

The sessions helped increase the confidence of women who attended. Everyone was especially impressed by the openness of the tutor Aileen and the Dao Lu volunteers, and their matter of fact approach to working with disabled women.

When resources permit, we will look at running further self-defence courses, possibly linked to a projected domestic violence awareness course for female survivors.

## **E. Casework advice to other professionals**

Our work continues to have a positive impact on other organisations delivering services to disabled victims and survivors. In addition to our advice to MARAC partners, as an expert organisation whose work is becoming more widely known, we receive regular requests for advice on casework from Deaf and Disabled People's Organisations, Independent Domestic Violence Advocates (including at Victim Support) and other VAWG workers, social workers, mental health workers and others – in London and across the UK. We received 28 request for advice about working with disabled survivors and provided advice about cuckooing cases to police officers, how to assess disability related risks, how to work with particular groups of victims, explaining how to obtain a care package for a client.

## 3.2 WORKING FOR CHANGE

A large part of Stay Safe East's remit is to influence policy and practice, and to help shape how services and the criminal justice system respond to disabled victims and survivors. This is long-term work; Stay Safe East is only a small organisation, but it is the only user-led organisation supporting survivors of a wide range of abuse. Our impact is growing year on year. Working with Inclusion London, the HEAR Network, and Violence against Women and Girls (VAWG) organisations is enabling us to increase our capacity to influence policy makers and put violence and abuse against disabled people 'on the agenda'. We have also continued to work closely with Sisters of Frida, a national collective of disabled women, for whom violence against disabled women and girls is a priority.

### a. Policy and advisory work

The Director is the lead for strategic policy and advisory work on hate crime and violence against women and girls; advocates or the Director attend local panels dealing with domestic violence and anti-social behaviour/hate crime. Staff and Board members assist and advise on policy issues.

Stay Safe East's expertise, backed up by in-depth evidence from our casework, is now established with policy and decision makers.

Key areas of work in 2017-18 were as follows:

#### **Hate crime against disabled people**

- In partnership with Inclusion London, we started to consider the options for a change in hate crime law. It has become increasingly obvious that the lack of parity between different hate crime strands is

## Violence against disabled people

Worldwide, disabled people are three times more likely to experience violence in their lifetime than non-disabled people <http://www.who.int/disabilities/violence/en/>.

This is reflected in UK crime figures. A detailed analysis by Victim Support in 2016 of the Crime Survey for England and Wales shows that, although violent crime has fallen by almost half (48 per cent) for the non-disabled population over the past 10 years, over the same period the proportion of people with a limiting disability or illness who were victims of violence increased by 3.7%.

<https://www.victimsupport.org.uk/sites/default/files/VS%20Insight%20Report%20-%20An%20easy%20target.pdf>

42% of disabled women had been a victim of crime in the past 12 months against 31% of non-disabled women.

Disabled people are more at risk because of the nature of our lives (e.g. institutionalisation, dependence on agency care or family members) and the lack of control we have, not because of some innate 'vulnerability' as disabled people.

impacting on the way in which the Police, the CPS and the Courts respond to disabled (and LGBT) victims of hate crime. The law does not allow for aggravated offences as it does for racist hate crimes (for example racially aggravated assault) and there is no law prohibiting incitement to disability hatred. Changing the law is a lengthy process which requires strong partnership with organisations across all strands of hate crime.

- As members of the Metropolitan Police (MPS) Hate Crime Diamond Group and its disability working group, we worked with Inclusion London and the MPS on the disability hate crime issues. This was a frustrating year, where lack of continuity and leadership meant that the progress made in 2016-17 was not sustained. Nevertheless, we continued to help scrutinise performance and to push for hate crime against disabled people to be identified and flagged by the MPS, and for investigations to be thorough.
- We were invited to join the Equality and Diversity Forum's national contact group on hate crime, which brings together service providers, academics and policy makers working on all forms of hate crime to share information, network and share good practice. The group's aim is also to improve the government's hate crime action plan. Our work has been met with interest, as the only specialist provider of services to disabled hate crime victims on the contact group. The work we have been doing with Inclusion London is being shared with the group.

### **Violence against women and girls**

- We attended the MOPAC Voluntary Sector Reference Group on Violence against Women and Girls (VAWG), whose co-chairs are members of the MOPAC Violence against Women and Girls Board. The Reference Group is supportive of our work and its co-chairs are raising issues on our behalf with MOPAC.
- In March, we joined the London Violence against Women and Girls (VAWG) Housing Group which brings together key women's organisations, local authority reps, MOPAC and others to discuss policy and strategy. The group is an excellent source of information, and by March had already enabled Stay Safe East to bring a disability perspective to issues such as implementation of the Homelessness Reduction Act by London boroughs, or the London Reciprocal scheme which enables social housing tenants to transfer to another borough if they are at risk of domestic violence, hate crime or gang violence.
- Since March 2016, we have been members of the Mayor's MOPAC On-Line Hate Crime advisory group, supporting a two-year project to address all forms of on-line hate crime, with a specialist unit with the Metropolitan Police. Though numbers of reported on-line disability hate crime were low, Stay Safe East helped ensure a good quality of response towards disabled victims

(including one of our own clients). We also participated in a scrutiny panel which included two cases of disability hate crime, and our advice was listened to and acted on. The project ended in March 2018, and the on-line hate crime team has been incorporated into the MPS hate crime team, who will continue to tackle reports and to advise police officers on how to deal with this specialist and growing area. We continued to encourage disabled people's organisations to report incidents of on-line hate crime targeted at disabled people.

Stay Safe East very much hopes to see a more focused approach from policy makers and commissioners in the next few years to addressing the barriers faced by disabled victims and survivors and to ensuring that both statutory and voluntary sector services are inclusive and respond appropriately.

## **b. Focus groups**

Our clients' involvement in focus groups provides an essential voice for disabled women, who are under-represented in focus groups run by other organisations, and should enable their voices to be heard and to directly influence policy and practice. Being listened to also gave them the confidence that their experiences and their views matters.

Our clients took part in two focus groups –

- A focus group for the new 'ask me' project in Waltham Forest run by Women's Aid. 10 women attended. Their responses have helped shape the 'ask me' project in Waltham Forest.

Women did not feel believed or heard when reaching out or reporting abuse. Many women expressed that they needed more time to talk about their experiences as opposed to just filling out forms and tick box exercises. Participants also expressed a need for practical application of inclusivity such as in promotional materials that reflect diversity in images and is available in different languages. *Ask me report on Stay Safe East focus group*

- A victims' focus group for the Victim's Commissioner which fed into the victim's strategy for London. Claire Waxman the London Victim's Commissioner attended the focus group herself, and heard from our clients about their experiences of domestic abuse, and the often negative responses they received from statutory services. The strongest point to emerge was the experience of disabled mothers, who felt discriminated against as disabled women in their dealings with statutory services, and felt they 'couldn't win' with children's services.

## c. Projects

### **Ask me**

Stay Safe East was delighted to be a partner in 'ask me', an initiative of Women's Aid initiative which aims to raise awareness by training 65 local community domestic violence ambassadors, who may act as a first point of contact for victims as well as challenging myths about domestic abuse. From January 2017, the project worker is based in our office. Ask me is already running in several other areas, but Waltham Forest was the first areas to base the worker within a local organisation. Stay Safe East has shared its knowledge of local networks and advised on ensuring that disability issues are included in the training. The Director will be helping to train ambassadors, and has been advising on the contents and format of the training to ensure that disability issues relating to domestic abuse are included. The project runs to June 2019. Our involvement will impact on the 'ask me' programme nationally.

### **Refuge for All**

In early 2018, we were approached by Shaping our Lives, a national user voice organisation, who had received funding for a project they called 'a Refuge for All' to produce good practice guidance for domestic violence organisations on providing a service to disabled women, using two services in Bromley and Birmingham and Solihull as testing grounds. Our domestic violence advocate (who became the Casework Coordinator in 2018-19) joined the project advisory group as the only domestic abuse professional involved. The project will run for 18 months and we hope that the guidance it produces will help refuges and other providers to meet the needs of disabled survivors more effectively.

## d. Partnerships

Our intersectional perspective makes Stay Safe East a pivotal organisation in linking Deaf and Disabled People's Organisations (DDPOs) to other third sector organisations working on hate crime, such as GALOP, Tell Mama, The Community Security Trust, and organisations working in the Gypsy, Roma and Traveller communities.

### **HEAR London Hate Crime Network**

We are active participants in the London Hate Crime Network, set up by the HEAR Equalities Network, which brings together organisations working on all forms of hate. We made a presentation about disability hate crime and our work. Stay Safe East's encouragement has led to 7 DDPOs joining the network, which is very supportive of work on disability hate crime. We have shared our expertise, and have found the network very helpful as it is a space to discuss

complex issues raising from casework, and learn from the work being done across different strands of hate crime across the sector.

### **Newham and Waltham Forest MARACs**

At local level, we participated actively in the Waltham Forest MARAC Steering Group, the newly established Violence against Women and Girls Forum and the Newham Domestic Violence Forum, where we are a trusted partner. We are one of the longest serving members of the Waltham Forest MARAC, who look to Stay Safe East for expertise on disabled victims. We will be working with Newham MARAC to increase the number of referrals of disabled victims, based on the model we have used for Waltham Forest, which has the highest rate of disabled referrals in England and Wales. We have started to discuss with the Domestic Abuse Commissioner for Newham changing the referral form so that disability is accurately recorded. We have updated Stay Safe East's own disability risk assessment, which highlights risks that are specific to disabled victims e.g. the perpetrator using the victim's impairment to control or belittle her, her dependency on the abuser for care or communication, or her capacity to understand risks. This is now accepted by both MARACs as evidence of why the risks to the client are high. We have seen an increase in referrals from Newham domestic violence agencies as they now recognise our role. We estimate that our input into the MARACs is indirectly helping around 80 other disabled victims to be safer.

### **CATCH Partnership**

Stay Safe East was approached to join the CATCH Partnership, a London-wide alliance of the key organisations working on hate crime. Initially, we did not join the pilot scheme as it was operating in areas where there is already a Deaf and Disabled People's Organisation (DDPO). CATCH then approached us again in early 2018; we became part of the CATCH partnership in October 2018 and will be providing advocacy to disabled victims of hate crime in a number of boroughs outside our current area. This will link in with our capacity building and networking with DDPOs

### **e. London Deaf and Disabled People's Organisations Hate crime Partnership**

The learnings from Stay Safe East's casework have directly informed the joint capacity building which we have been doing with Inclusion London and independently to train, support and mentor Deaf and Disabled People's Organisations (DDPOs) across London. The 'Stay Safe East model' of professional peer advocacy, working holistically with disabled victims over a period of time,



and focusing on victim outcomes, is being adopted by DDPOs across London – whether they are employing a specialist hate crime advocate or the work is being done by a generic advocate.

Our hate crime worker was seconded for 2 days per week until August 2017 to Merton Centre for Independent Living, a disabled people’s organisation (DDPO). This has helped MCIL establish their hate crime service, and enabled them to obtain further funding for the work. The placement brought in additional income for Stay Safe East; the dialogue between the two organisations has also been extremely positive and provided useful learning. The secondment at MCIL became the model for a successful bid for funding by MCIL to Trust for London for capacity building DDPOs on hate crime; in 2018-19, our worker will be seconded to three different DDPOs to help them develop their hate crime advocacy work.

During the year, we focused on work with Inclusion London and MCIL to design a capacity building programme to provide training, mentoring and support to a wider group of London DDPOs. In June, a well-attended meeting of DDPOs gave its support to the project. Inclusion London submitted a bid to the Three Guineas Trust which was successful. From April 2018, Stay Safe East will be commissioned to provide this support, alongside policy and engagement work. This is a ground-breaking project which Stay Safe East is very proud to be a part of and to share our expertise.

#### **f. Capacity building the wider sector: training and public speaking**

Stay Safe East’s training and public speaking aims to increase understanding of disability equality amongst organisations working to support victims of domestic violence, hate crime and crime generally.

Our major training programme in 2017-18 was for Victim Support London, who commissioned Stay Safe East to provide an in-depth two-day training course on Disability Equality and Domestic Violence. We trained all the London Victim Support Independent Domestic Violence Advocates and the caseworkers, ensuring that they understood disability from a social model perspective and knew how to identify people’s communication; access and support needs, and how to work alongside a disabled survivor and help remove barriers to safety. The course, based on case studies arising from our casework, also looked at language, supporting disabled survivors in court, obtaining a care package or mental health support, liaising with safeguarding. We encouraged the Victim Support staff to make links with their local Deaf and Disabled People’s Organisation who can support survivors jointly with the IDVAs. As a direct result of our training, the engagement rate of disabled victims referred to Victim

Support increased from 61% (2017) to 77% (2018), directly increasing their safety.

As part of the 2017 White Ribbon Day on Violence against Women, we ran a training course for the London Borough of Barking and Dagenham, attended by IDVAs, social workers, and staff from other council departments and local voluntary sector organisations.

Public speaking events included a violence against women and girls event organised by Standing Together against domestic violence in June 2017 which brought together nearly 100 professionals from the local authority, health, the Police and voluntary sector. Our Director also spoke on 'Addressing violence against disabled women and girls- reaching excluded communities' at the 9<sup>th</sup> Annual Domestic Violence Symposium in June 2017, organized by Public Policy Exchange, and which was attended by professionals from across the country. We hope that our challenge to assumptions from some audience members about people with autism being 'naturally violent' was reflected on by all present. We pointed out that people with autism includes men and women, and that the reality is that violence against women and girls is an issue of power and control by male perpetrators, neuro-diverse (the term preferred by many people on the autism spectrum) or not, and by other abusers, and that disabled men are no more likely to be perpetrators than non-disabled men. The other reality of course is that disabled women, including women who are neuro-diverse, are more likely to be victims of domestic violence or other forms of abuse, because they are least likely to have any control over their lives, especially if they live in an institutional setting.

Stay Safe East will continue to 'speak truth to power' and to broadcast the views and voices of disabled survivors until we have equal access to support and to justice. We are increasingly being assisted in this role by our clients, whose skills and confidence at public speaking and interventions we aim to develop in future years.

### **g. Other training**

In February 2017, we had begun discussing further partnership work with Transport for All and Inclusion London on providing training to Uber private hire drivers. This was a course previously designed by our Director which was revised to meet the needs of Uber drivers – and included some content on hate crime. This started in May 2017 and involved three other independent trainers; Stay Safe East ran 5 sessions, which generated additional income for the organisation.

### 3.3 FUTURE PLANS

Stay Safe East's priorities for 2018-22 and beyond were agreed at the March 2018 Away Day and are as follows:

- To implement a new casework database and upgrade casework procedures to ensure they are suitable for a growing organisation
- To raise funds to employ:
  - another Independent Disability and Domestic Violence Advocate, so as to increase our capacity for working with survivors of domestic and sexual violence
  - a Benefits Advocate to support our clients
- To manage the process of transfer of clients from intensive crisis support to longer term support and self-management
- In the longer term to employ a specialist advocate to support disabled parents at risk of losing their children after domestic violence, and to develop a programme of parenting training that is suitable and accessible for disabled parents
- To explore options for an in-house counselling service that is fully accessible to disabled survivors
- To develop engagement with and involvement of young disabled people through social media and group activities
- To further develop our policy work as an expert organisation on hate crime, domestic and sexual violence and other forms of abuse against disabled people, including working at strategic level in London and nationally
- To increase user involvement and peer support by working in partnership with our users to develop a befriending scheme for clients and a training programme for disabled domestic violence survivors
- To further develop volunteering opportunities within Stay Safe East
- To further develop our capacity to provide casework advice to professionals
- To pass on our skills and expertise to Deaf and Disabled People's Organisations and to organisations working with victims and survivors.
- To plan for succession for the Director's post, develop staff management skills and consolidate the future of the organisation.
- To develop our website and on-line presence



## **Stay Safe East**

### **Independently examined accounts**

#### **Independent Examiner's Report to the Trustees of Stay Safe East**

I report to the trustees on my examination of the accounts of Stay Safe East, charity number 1153615 ('the charity') for the year ended 31<sup>st</sup> March 2018 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

#### **Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial

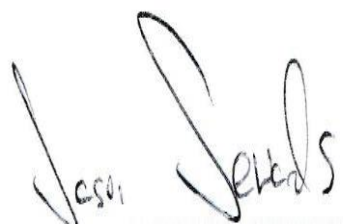
statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

### **Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....  
Jason Swards FCCA

of

JTS Accountancy Limited

T/A Thelsons Chartered Certified Accountants

2 Kington House

Mortimer Crescent

London NW6 5NU

DATE: 14<sup>th</sup> January 2019

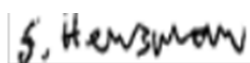
**STAY SAFE EAST  
STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31ST MARCH 2018**

	<b>NOTE</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2018 £</b>	<b>Total 2017 £</b>
<b>INCOMING RESOURCES</b>					
Income and endowments from:	1				
Grants (including contracts) & donations					
	2a/4	44,974	62,231	107,205	88,036
Charitable activities	2b	19,287	-	19,287	25,209
Investments	2c	-	-	-	-
		<u>64,261</u>	<u>62,231</u>	<u>126,492</u>	<u>113,245</u>
<b>RESOURCES EXPENDED</b>					
Raising funds	3a/4	480	-	480	480
Charitable activities	3b)/4	54,538	58,324	112,862	103,845
		<u>55,018</u>	<u>58,324</u>	<u>113,342</u>	<u>104,325</u>
<b>NET INCOMING RESOURCES</b>		9,243	3,907	13,150	8,920
<b>NET MOVEMENT IN FUNDS</b>					
Funds Brought forward		12,442	-	12,442	3,522
<b>FUNDS CARRIED FORWARD</b>		<u>21,685</u>	<u>3,907</u>	<u>25,592</u>	<u>12,442</u>

**STAY SAFE EAST  
BALANCE SHEET  
AS AT 31ST MARCH 2018**

	NOTE	Unrestricted Funds £	Restricted Funds £	Total 2018 £	Total 2017 £
<b>CURRENT ASSETS</b>					
Debtors	7	16,426	2,844	19,270	11,372
Cash at bank and in hand	8	10,223	22,269	32,492	28,190
		<u>26,649</u>	<u>25,113</u>	<u>51,762</u>	<u>39,562</u>
<b>Creditors:</b> Amounts falling due within one year	9	<u>4,964</u>	<u>21,206</u>	<u>26,170</u>	<u>27,120</u>
Net current assets		<u>21,685</u>	<u>3,907</u>	<u>25,592</u>	<u>12,442</u>
<b>NET ASSETS</b>		<u>21,685</u>	<u>3,907</u>	<u>25,592</u>	<u>12,442</u>
<b>FUNDS</b>					
Restricted income funds		-	3,907	3,907	-
Unrestricted funds		21,685	-	21,685	12,442
<b>TOTAL FUNDS</b>		<u>21,685</u>	<u>3,907</u>	<u>25,592</u>	<u>12,442</u>

Approved by the trustees on 14th January 2019  
and signed on its behalf by:-



Savitri Hensman (Chair)



**STAY SAFE EAST  
NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31ST MARCH 2018**

**1 ACCOUNTING POLICIES**

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The previous annual accounts were the first accounts that were prepared under FRS 102. The transition to FRS 102 did not result in any adjustments or prior year amount being restated.

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

The accounts have been prepared under the historical cost convention.

As set out in the trustees report the trustees have considered the charity's ability to continue as a going concern. At the date of approving these accounts the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. As the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern, they continue to adopt the going concern basis of accounting in preparing the accounts.

No significant judgements have had to be made by the trustees in preparing these accounts.

**STAY SAFE EAST**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2018**

**1 ACCOUNTING POLICIES (continued)**

**Funds**

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted funds are those donated for use in a particular area or for specific purposes as laid down by the donor. Expenditure which meets those criteria is for specific fund is charged to that fund.

**Incoming resources**

Gifts and donations are recognised when received.

Grants and contracts are included as income on a receivable basis. Grant income is recognised when the charity is legally entitled to it, any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. The balance of grants received for specific purposes but not expended during the period is shown in the relevant fund on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income.

Consultancy and secondment income is measured at the fair value of the consideration received or receivable.

The value of any voluntary help received is not included in the accounts but is described in the trustees annual report.

**STAY SAFE EAST**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2018**

**1 ACCOUNTING POLICIES (continued)**

**Resources expended**

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to expenditure. All expenditure is accounted for on the accruals basis and has been classified under headings that aggregate all costs related to the category. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**Deferred income**

All incoming resources are included in the SOFA when the charity is legally entitled to the income and amount can be quantified with reasonable accuracy. Amounts which are not yet entitled to are carried forward as deferred income.

Governance costs include costs of the preparation and examination of the statutory accounts, the costs of trustee meetings and the cost of any legal advice to trustees on governance or constitutional matters.

**Support costs**

Support costs which relate to the general running of the Charity are allocated to activity cost categories on a basis consistent with the use of resources, and apportioned on staff time or usage where applicable.

**Fixed Assets**

Individual fixed assets costing £500 or more are recognised as fixed assets and recorded at cost. There are no fixed assets owned by the Charity.

**Pension costs**

The company contributes to a defined contribution plan for the benefit of its employees. Contributions are recognised in the income and expenditure account as they become payable.

Defined pension contributions are allocated between unrestricted and restricted funds based on the underlying salary payments to which the contributions relate.

**STAY SAFE EAST**

**NOTES TO THE ACCOUNTS (continued)**

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

<b>2 INCOMING RESOURCES</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2018 £</b>	<b>Total 2017 £</b>
<b>2a Grants (including contracts) and donations</b>				
<b>Grants</b>				
Walthamstow & Chingford Almshouses (WCAC)	-	-	-	10,343
Awards for All (see below)	-	8,320	8,320	-
City Bridge Trust (CBT)	-	11,833	11,833	-
Lloyds Bank Foundation	-	17,066	17,066	17,066
MOPAC (London Community Foundation)	-	25,012	25,012	81
Trust for London	-	-	-	20,000
<b>Total grants</b>	-	<b>62,231</b>	<b>62,231</b>	<b>47,490</b>
<b>Contracts</b>				
"ask me"	2,600	-	2,600	-
Victim Support	18,328	-	18,328	36,656
Victim Support	20,000	-	20,000	-
<b>Total contracts</b>	<b>40,928</b>	<b>-</b>	<b>40,928</b>	<b>36,656</b>
<b>Total grants and contracts</b>	<b>40,928</b>	<b>62,231</b>	<b>103,159</b>	<b>84,146</b>
<b>Donations</b>	<b>4,046</b>	<b>-</b>	<b>4,046</b>	<b>3,890</b>
<b>TOTAL</b>	<b>44,974</b>	<b>62,231</b>	<b>107,205</b>	<b>88,036</b>
<b>2b Charitable activities</b>				
Access to Work claim	3,936	-	3,936	-
LB Southwark	4,508	-	4,508	-
Training and consultancy	1,650	-	1,650	6,987
Reimbursement of client costs	-	-	-	2,040
Staff secondment recharge	9,193	-	9,193	16,182
	<b>19,287</b>	<b>-</b>	<b>19,287</b>	<b>25,209</b>
<b>2c Investments</b>				
Bank interest	-	-	-	-
<b>TOTAL</b>	<b>64,261</b>	<b>62,231</b>	<b>126,492</b>	<b>113,245</b>

A grant of £8,320 was received during the year from Awards for All. As this grant was receivable in the year to 31st March 2017 it was shown as a debtor in the 2017 accounts and, as can be seen in note 4 to the accounts, this grant was shown as deferred in the previous years accounts.

**STAY SAFE EAST**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2018**

**3 RESOURCES EXPENDED**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2018</b>	<b>Total 2017</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>3a Raising funds</b>				
Professional fees	480	-	480	480
<b>3b Charitable expenses</b>				
<b>Direct costs</b>				
Salaries	33,502	45,940	79,442	74,847
Staff welfare	95	-	95	1,176
Staff travel	393	190	583	2,137
Staff training	2,125	-	2,125	95
DBS	-	74	74	-
Activities	4,482	2,139	6,621	8,302
	<u>40,597</u>	<u>48,343</u>	<u>88,940</u>	<u>86,557</u>
<b>Support costs</b>				
Insurance	-	906	906	752
Payroll admin fee	268	342	610	280
Bookkeeping	1,213	153	1,366	871
Telephones	1,948	1,053	3,001	2,486
Post, print & stat.	704	607	1,311	1,088
IT costs	2,734	1,276	4,010	2,930
Equipment R&R	65	-	65	45
Rent	3,036	5,634	8,670	8,130
Membership fees	-	-	-	51
Bad debt provsion	2,981	-	2,981	-
Miscellaneous	492	10	502	155
	<u>13,441</u>	<u>9,981</u>	<u>23,422</u>	<u>16,788</u>
<b>Governance</b>				
Independent examination	500	-	500	500
<b>Total Charitable Expenses</b>	<u>54,538</u>	<u>58,324</u>	<u>112,862</u>	<u>103,845</u>
	<u>55,018</u>	<u>58,324</u>	<u>113,342</u>	<u>104,325</u>

**STAY SAFE EAST****NOTES TO THE ACCOUNTS (continued)****FOR THE YEAR ENDED 31ST MARCH 2018****3d RESOURCES EXPENDED (continued)**

As a small charity the CEO is involved in both the charity's main objectives, as set out in the Trustees report, and in a supporting administrative roll. Therefore the CEO's full salary has been shown as a direct cost. The Trustees have estimated that were they to analyse the CEO's salary between direct and support costs, this would mean reallocating approximately £4,000 (2017: £3,800) from direct costs to support costs.

**4 ANALYSIS OF GRANTS & CONTRACTS****4a INCOME**

<b>GRANTS</b>	<b>Awards for All</b>	<b>City Bridge Trust</b>	<b>Lloyds Bank</b>	<b>MOPAC</b>	<b>Total Restricted</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Accrued income B/F	-	-	-	-	-
Deferred income B/F	8,320	-	14,222	-	22,542
Due in the year	-	17,750	-	33,350	51,100
	8,320	17,750	14,222	33,350	73,642
Accrued income C/F	-	-	2,844	-	2,844
Deferred income C/F	-	(5,917)	-	(8,338)	(14,255)
<b>TOTAL RECEIVABLE</b>	8,320	11,833	17,066	25,012	62,231
<b>EXPENDED (see 4b)</b>	(8,320)	(11,833)	(17,066)	(21,105)	(58,324)
<b>CARRIED FORWARD</b>	-	-	-	3,907	3,907

<b>CONTRACTS</b>	<b>"ask me"</b>	<b>Victim Support</b>	<b>Victim Support</b>	<b>Total un- restricted</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Accrued income B/F	-	(6,109)	-	(6,109)
Deferred income B/F	-	-	-	-
Due in the year	5,600	24,437	20,000	50,037
	5,600	18,328	20,000	43,928
Accrued income C/F	-	-	-	-
Deferred income C/F	(3,000)	-	-	(3,000)
<b>TOTAL RECEIVABLE</b>	2,600	18,328	20,000	40,928
<b>EXPENDED (see 4b)</b>	(2,314)	(18,216)	(9,836)	(30,366)
Surplus included in reserves c/fwd	(286)	(112)	(10,164)	(10,562)
<b>CARRIED FORWARD</b>	-	-	-	-

**STAY SAFE EAST**  
**NO NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2018**

**4b RESOURCES EXPENDED FROM RESTRICTED FUNDS**

	<b>Awards for All £</b>	<b>City Bridge Trust £</b>	<b>Lloyds Bank £</b>	<b>MOPAC £</b>	<b>Total Restricted £</b>
<b>Raising funds</b>					
Professional fees	-	-	-	-	-
<b>Charitable expenses</b>					
<b>Direct costs</b>					
Salaries	5,663	9,529	15,383	15,365	45,940
Staff welfare	-	-	-	-	-
Staff travel	15	29	36	110	190
Staff training	-	-	-	-	-
DBS	-	74	-	-	74
Activities	1,836	31	-	272	2,139
	<u>7,514</u>	<u>9,663</u>	<u>15,419</u>	<u>15,747</u>	<u>48,343</u>
<b>Support costs</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Insurance	35	414	-	457	906
Payroll admin fee	-	60	-	282	342
Bookkeeping	-	-	-	153	153
Telephones	196	257	-	600	1,053
Post, print & stat.	84	99	-	424	607
IT costs	57	583	-	636	1,276
Equipment R&R	-	-	-	-	-
Rent	434	757	1,647	2,796	5,634
Membership fees	-	-	-	-	-
Bad debt provision	-	-	-	-	-
Miscellaneous	-	-	-	10	10
	<u>806</u>	<u>2,170</u>	<u>1,647</u>	<u>5,358</u>	<u>9,981</u>
<b>Total Charitable Expenses</b>	<u>8,320</u>	<u>11,833</u>	<u>17,066</u>	<u>21,105</u>	<u>58,324</u>
<b>Governance</b>					
Independent examiner	-	-	-	-	-
<b>TOTAL RESOURCES EXPENDED FROM GRANTS &amp; CONTRACTS</b>	<u>8,320</u>	<u>11,833</u>	<u>17,066</u>	<u>21,105</u>	<u>58,324</u>

