

**Stay Safe East
Trustee's Annual Report
and Independent Examiner's Report
2016-17**



**Tackling domestic and sexual violence, hate crime
and other human rights abuses
against disabled people**

**Stay Safe East is a Charitable Incorporated Organisation
Registered charity 1153615**

Charity name	Stay Safe East
Charity registration number	1153615 Stay Safe East is a Charitable Incorporated Organisation
Principal Office	90 Crownfield Road, London E15 2BG
Trustees	Savitri Hensman (Chair) Paul Dowling Kirsten Hearn Bennett Obong Cat Everett (joined February 2017)
Bank	The Co-operative Bank Plc P O Box 250, Skelmersdale, WN8 6WT
Independent Examiner:	Jason Sowards FCCA JTS Accountancy Limited T/A Thelsons Chartered Certified Accountants 2 Kington House, Mortimer Crescent, London, NW6 5NU
Bookkeeping and payroll	Tesfa Berhane t/a LBS Accounts Plus
Director	Ruth Bashall

Due to the nature of the Charity's work, names of advocacy staff and volunteers are not listed in this report.

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Contents

	Page
Chair's Report	4
Trustees' Annual Report	6
Independent Examiner's Report	38
Statement of Financial Activities	40
Balance Sheet and notes to the Accounts	41

Thank you to the following their support:

Trust for London for their unstinting support for Stay Safe East for the past five years

Lloyds Bank Foundation

Mayor's Office for Policing and Crime (MOPAC) and Walthamstow & Chingford Almshouses for their support for our work with victims of hate crime and anti-social behaviour

Victim Support and MOPAC for including Stay Safe East as a subcontractor for the pan-London domestic violence contract

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

Our anonymous donors for their generous contributions to our funds

The Director would like to thank her mentor Douglas Kerr at Lloyds Banking Group for his support throughout the year. Thank you also to Jo for help with this report.

Our thanks to our staff and volunteers and the PAs for their dedication and passionate commitment to the work of Stay Safe East in 2016-17.

Thank you!

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

CHAIR'S REPORT

Occasionally a particularly horrific instance of domestic violence or hate crime against a disabled person hits the headlines. Many people express sorrow and anger, there are calls for stronger action and sometimes shifts in practice by public authorities. However the issue then fades away again from common awareness until the next high-profile case. Other pressures or leadership changes in public bodies may mean that they too pay less attention, despite the dedication of some frontline workers and managers.

For Stay Safe East however this is not an occasional issue but one with which we deal all the year around, just as it is a constant reality for our clients. We are continually reminded of how even persistent low-key harassment, or coercive behaviour in the home, let alone the open brutality which so many encounter, can result in deep fear and distress.

We are also repeatedly brought face to face with the underlying problems which so many Deaf and disabled people face which make it harder to tackle domestic abuse and hate crime. Prejudice and stereotyping, difficulties in accessing help from the NHS, social services, police and courts (especially at a time of cuts) and the housing and benefit systems can make it even harder to escape violence and rebuild one's life. Helping disabled survivors of violence to navigate their way through this so that they have basic needs met such as food, shelter and healthcare can be extremely time-consuming.

Other types of inequality also affect a sizeable majority of clients, taking into account the level of violence against women and girls in society and diversity of East London's population. Sadly public understanding of the importance of equality and human rights is still patchy.

Yet finding ongoing funding for this vital work – which includes assistance and advice to a wide range of partners and awareness-raising as well as direct support – is a challenge. At the beginning of 2016-17 we were not as in as strong a position as we would have wished, particularly in respect of funding for our hate crime work. We are profoundly glad that we finished the year in a better financial state, though we are not complacent. Nevertheless we did succeed in increasing our reserves. Fundraising remains a key part of our priorities for years to come.

We were able to strengthen collaboration with other organisations elsewhere in London and beyond and consider how we might respond to emerging issues. These include targeted exploitation and abuse in which victims' homes may be taken over.

All this would have been impossible without the generosity of funders and donors and hard work and commitment of staff and volunteers. The personal impact of dealing with a stream of often distressing cases should not be underestimated and ensuring that support is in place, as well as opportunities for learning and reflection, is essential. I would also like to note the contribution of others on the Board and range of areas of knowledge and skill which they bring. Perhaps most important is the courage and determination of those service users, who – far from being helpless victims – have served as role models to others facing harassment and violence and challenged injustice.

This year we have tried to build on these foundations, seeking to consolidate our position, keep developing services and build on opportunities, so that our vital work can continue. Whether the issues we deal with are in the spotlight or largely ignored, what we provide continues to be very much needed.

Savi Hensman
Chair, Stay Safe East

TRUSTEES' REPORT

The Trustees present their report together with the accounts of the charity for the year ended 31st March 2017.

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

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.

During the year, a new Trustee joined the Board: Cat Everett, whose background in managing contracts in a local authority and knowledge of work on Violence against Women and Girls and against LGBT survivors will prove invaluable to the Board.

Organisational Structure and Staffing

Stay Safe East's 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 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, raises issues requiring particular attention or comment and gets agreement for forward work. The financial administration is managed by a bookkeeper who works with the Director to prepare management information for Board. In early 2017, the Board appointed a new bookkeeper, Tesfa Berhane to work with the Director to manage Stay Safe East's finances and to do monthly payroll.

Staffing and volunteers

In 2016/17, our staff group remained strong and committed to the work and to our clients.

The Director managed staff and volunteers, and continued to develop the organisation's policy and training role. The Director decreased her own caseload in the course of the year but had to pick up two long-running hate crime cases for a short period at the end of 2016-17. Nevertheless she was able to focus more effectively on policy and strategic work, as well as bringing in consultancy and training work. This is outlined in the report of activities. The Director benefited from the excellent support of a mentor from Lloyds Bank, as well as ongoing guidance from Inclusion London, together with increased networking with CEOs of other disabled people's organisations.

Stay Safe East continued to employ a full-time domestic violence advocate, who completed the Safe Lives Independent Domestic Violence Advocacy (IDVA) training during the year; we are proud to employ the first qualified disabled IDVA to work exclusively with disabled clients. The part-time trainee domestic violence advocate who started work in February 2016 successfully completed her training with Stay Safe East and became a caseworker in December 2016. She started the national IDVA training course during the year; she qualified in July 2017.

The hate crime advocate was employed part-time, and from July 2016 was seconded for the rest of the week to Merton Centre for Independent Living to set up and deliver their hate crime project. This brought in additional income to SSE and enabled both organisations to learn from each other's work. Thanks to two short-term grants from the Walthamstow and Chingford Almshouses after the end of the MOPAC funding, we were able to keep our hate crime advocate in the post until January 2017; he would continue to work in Merton until August 2017 and eventually returned to working directly for Stay Safe East in July 2017.

Casework staff benefited from access to counselling to support them in what is often difficult and at times distressing work. Stay Safe East will be exploring options for clinical supervision for caseworkers in 2017-18.

Staff attended a number of training courses and events on Housing, Violence against Women and Girls, Private Proceedings for Child Contact and other issues.

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 5 volunteers during 2016/17. The volunteers continued to support the work of the advocates by assisting clients with casework, form filling, applications for benefits, equipment, small grants and transport, and by providing informal befriending. Our long-term volunteer, who has been with the organisation for five years, 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.

Income

Stay Safe East received grant income from Trust for London, MOPAC, Lloyds Bank Foundation and Walthamstow and Chingford Almhouses¹; we received income from our subcontract with Victim Support for the Pan-London Domestic Violence Contract from MOPAC, and from a secondment to Merton Centre for Independent Living as well as income from training, consultancy, donations and fundraising. These have funded the costs of the Charity, which ended the year with a substantially increased balance. Budgets and cash flow projections are drawn up to ensure proper governance.

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 short-term nature of some funding: this issue was addressed during the year by increasing income from training and consultancy, but had an impact on hate crime work towards the end of 2016-17. The main risk was to our income for 2017-18. Though two bids for hate crime work were turned down, two other bids submitted during the year had successful outcomes in 2017-18: 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 manager post. Both grants are for three years. The organisations's funding base is now broader, and will be further developed in 2017-18 and beyond.
- The potential risk to our premises: this receded during the year, with two new organisations moving in to the Hub at Crownfield Road and adding to

¹ A grant from the Big Lottery Awards for All programme to develop self-defence classes for our female clients was deferred to 2017-18 as we wanted to run the course in summer.

the mix of organisations working either working with disabled people or with survivors of abuse.

- The risks of overloading staff with complex cases, particular those involving domestic violence victims/survivors facing child protection issues. This was addressed by assessing referrals, and limiting them when needed, creating a waiting list and working closely with other domestic violence services and two local solicitors and by referring those clients who could cope with this to another organisation for help with e.g. benefits or care support.
- Management structure: an application to City Bridge Trust for funding for a Casework Coordinator and a new casework database was made in early 2017, and was successful in 2017-18. The Coordinator will manage the advocates and volunteers and be responsible for quality assurance. In the medium term, the Board aims to use income from contracts to employ an operations manager who will deputise for the Director/CEO, thus ensuring greater sustainability. This is a gradual process, and will enable the Director to concentrate on her strategic role within the organisation and externally, and to reduce her hours, as well as the over-reliance of the Charity on her skills. The Board are also exploring options for building up the skills of Stay Safe East staff and volunteers and of other disabled people (including freelance trainers) to deliver training on hate crime and on violence against disabled women and girls, and to develop their professional project management skills.

2 OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

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 fourth 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
- To work in partnership with key agencies at local and London wide level to improve responses to disabled victims and survivors
- To develop further its input into London-wide policies and strategic work, particularly by the Metropolitan Police and the London Mayor, on hate crime, domestic and sexual violence
- To continue to consolidate its long-term financial position by bringing in grants, contracts, training, consultancy and donations
- To develop the involvement of our clients in all appropriate areas of our work
- To develop the skills of its staff, volunteers and clients

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 and advocacy support clients in East London, our policy and change work is London-wide and national.

In 2016-17, 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.

2.1 ADVOCACY AND CASEWORK: WORKING WITH DISABLED SURVIVORS

In 2016-17, support for victims/survivors of domestic violence and hate crime/anti-social behaviour was the main focus of Stay Safe East's work, but we also worked with a small number of victims of sexual violence or experiencing other human rights abuses and continued to help keep safe a small group of disabled people who remain at risk of exploitation or abuse.

Our approach

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.

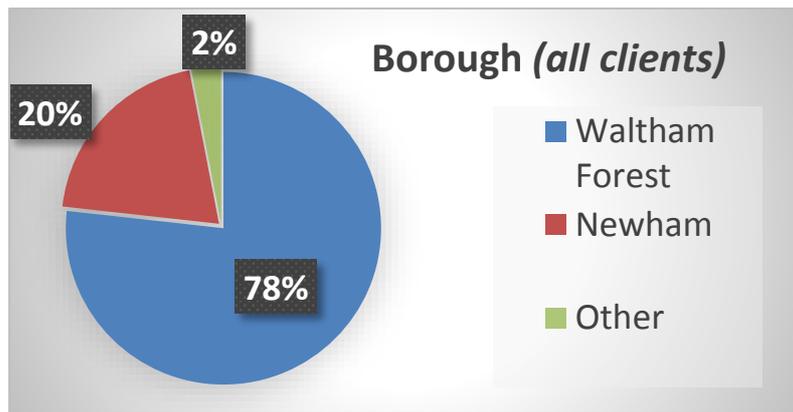
The social model of disability underpins all our work; the focus is on removing barriers and addressing discrimination rather than seeing the client's impairment as the problem. Stay Safe East works to a feminist, intersectional approach and provides services specifically for disabled women. We address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

Our service is holistic, covering all areas from initial support around keeping safe, ensuring that action is taken by landlords or police, 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.

Casework data

During the year 2016-17, Stay Safe East worked with a total of 145 individuals. Our caseload increased by 29 %. The majority of our clients were women who had experienced domestic violence. We closed 37 cases during the year. Further details can be found on our website www.staysafe-east.org.uk

	Total No. of Clients	Domestic Violence/ Sexual Violence	Hate Crime	Other
2014/15	93	59	29	5
2015/16	112	77	26	9
2016/17	145	114	17	14
Of which new referrals	64	56	6	2



Stay Safe East - Referral Sources 2016-17 <i>(includes cases open at 1.4.16 and new referrals during 2016-17)</i>	
MARAC (Waltham Forest and Newham)	33
ASBRAC (anti-social behaviour risk assessment conference)	4
Self Referral	27
Children's Social Care	6
Adult social care inc Safeguarding	10
Learning disability services	1
Mental health services	6
Specialist domestic and sexual violence services	19
Housing and other departments in local authority	7
Disabled People's Organisations	6
LGBT voluntary sector	4
Other voluntary sector	5
CAFCASS	1
Family or friends	5
Police	1
Special School	2
Solicitor	4
Stay Safe East Case Re-opened	4
Total	145

A. Hate crime and anti-social behaviour

In 2016-17, Stay Safe East provided direct advocacy support to 17 disabled victims of hate crime and targeted harassment. During the year, we took on only 6 new hate crime/anti-social behaviour (ASB) clients due to the uncertainty over funding and the ending of the MOPAC Victims' Fund funding in July. Two funding applications for our hate crime work were turned down, but a small grant from the Walthamstow and Chingford Almshouses enabled our advocate to stay in post until the end of January 2017 and to complete work with most of our existing clients, except for three clients whom other staff and a volunteer have continued to support. The hate crime work resumed in July 2017 when we were awarded a three year grant from MOPAC.

38% of this client group were victims of hate crime, 12% of ASB and hate crime together, and the other 50% were victims of anti-social behaviour that had the potential to escalate into hate crime and two were being targeted by gangs. All but one client was resident in Waltham Forest (we were unable to work with Newham and E11/E10 clients from July 2016 due to funding conditions). It should also be noted that the majority of our domestic violence clients experience hate crime as part of the abuse.

75% of our hate crime/anti-social behaviour clients were women. Over 50% of clients did not have children and 20% were women living alone with their child(ren) – these are the groups most likely to be targeted both by gangs and by neighbours, along with families where a child is disabled.

For further data, please see our website www.staysafe-east.org.uk

Supporting clients

We offered hate crime and ASB clients the following:

- Safety planning
- Discussing options with the client, explaining what agencies can do to take action, addressing clients' fears about possible repercussions
- Security measures (target hardening)
- 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

- 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.

As with all clients, we also offer 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. Often this means explaining to clients what their rights are and how they could use the support they obviously need but are too wary to ask for. The stress of harassment also means they are reluctant to leave their home to attend Citizen's Advice or other services.

Obtaining a Dial-a-Ride membership for a hate crime victim who is too frightened to leave their home enables them to leave the house escorted by a Dial-a-Ride driver, and to access the community and activities whilst getting away from the place where they are being harassed. This increases the disabled person's confidence and emotional resilience. Where the client chooses, we will also refer them to counselling services.

Client outcomes

Clients tell us their main priority is for the abuse to stop – prosecution is not their main aim, and in fact most clients decline to make a formal witness statement, out of fear of retaliation or because they have little trust in the criminal justice system. However they will speak to our advocate, with whom they are in regular contact, and who can relay this information to the police, the landlord and ASBRAC, enabling action to be taken. Partnership with the local police means that Safer Neighbourhood (SNT) officers have been more willing to visit clients at home and offer reassurance, sometimes on a regular basis. 14 clients were visited by police at home. Other clients are too frightened of retaliation and will only meet the Police in our office.

Police issued three cautions to perpetrators which helped to reduce the risk, in 6 cases, the landlord issued a warning letter for breach of tenancy against the perpetrators. These actions, whilst not involving prosecution, help de-escalate the harassment, make the victim feel safer and most of all, warn the perpetrator that their actions have serious consequences.

T was being targeted by a group of youths and abused because of his disability. As the Stay Safe East advocate got to know him, T disclosed to us incidents not previously reported to the Safer Neighbourhood police team. We used this evidence to take the case first to ASBRAC which led to the

SNT increasing patrols near the client's home, and moving the youths on. This gave ASBRAC partners a much clearer picture of the level of abuse that T was experiencing. The incidents were recorded as disability hate incidents. However the incidents did continue, though at a lower level and T was too frightened to support prosecution; we used the evidence supplied by the client to persuade Waltham Forest Housing to move him – he also needed a more accessible flat as he is physically disabled. He is now safe, and able to start thinking about the future for himself and his family.

Support to access the community is also key to client's recovery:

We had already been working with a client who was experiencing ongoing harassment and hate crime for nearly a year and eventually, after much persistence on our part, the housing association accepted that there was harassment going on via deliberate noise nuisance and parking in the client's Blue Badge bay. The client accepted mediation but the neighbours did not. We were able to persuade the landlord to offer her a transfer but the client declined a transfer as her flat was fully accessible. The housing association issued a final warning before action to the neighbours. In June 2016, we were able to assist the client to access a course at college, which meant she was out of the house several days a week, and had a positive activity in her life. The harassment from her upstairs neighbours gradually abated and we closed the case in January 2017, though our volunteers kept in touch with her for another 4 months. She is now confident, settled and studying two days a week.

Our hate crime advocate's continued participation in to the Waltham Forest ASBRAC (Anti-Social Behaviour Risk Assessment Conference) and his input and advice benefited not only our own clients but other disabled people whose cases were referred to ASBRAC in Waltham Forest but whom Stay Safe East did not take on as clients. For example, we advised the police and housing agencies on 5 cases where the perpetrator had mental health issues, ensuring they were referred to appropriate agencies for support. In some cases we have simply helped identify that the victim referred to was a disabled person!

We participated in National Hate crime Week events, and continued to host and participate in the Waltham Forest LGBT Police Liaison group. Our hopes of a similar Disability Liaison Group have not been realised, we will be pursuing this in 2017-18.

B. Working with disabled survivors of domestic and sexual violence

In 2016- 17 our domestic and sexual violence advocacy service received 56 new referrals, and worked with a total of 114 clients. Of the existing 58 clients, 20% were long-standing clients to whom we continued to offer support, and 30% were client whom we had taken on in 2015-16. Due to limited resources, we had to turn down 17 referrals during the year. For further data, please see the Appendix to this report.

a. Violence against disabled women and girls

Work with disabled women is at the centre of Stay Safe East's work. We recognize the gendered nature of much of the abuse which our female clients experience because they are disabled women, who are 3 times more likely to experience domestic abuse and 5 times more likely to experience sexual violence. We take what is now being identified as an 'intersectional' approach, that is:

*"A way of understanding the interconnected nature of the social categories of gender, race, class, age, sexuality and dis/ability, which create unique and complex experiences of oppression and discrimination and of power and privilege. This intersection is key to understanding both the positioning of groups in society as well as individual experiences, which are complex and contradictory."*²

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 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.

² D Ravi Thiara in http://www.safelives.org.uk/practice_blog/understanding-disabled-womens-experiences-domestic-abuse

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. Whatever the 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'. Sexual abuse is common, and it may take months 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. It addresses the trauma which disabled women have experienced and places their experience as disabled women at the heart of the support we provide.

As with hate crime, our support covers all areas of need, and depending on the client, will last from 6 months to 2 years, and occasionally longer. As with hate crime, it includes a range of support:

- 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, explaining what can be done by the client to 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
- Making a 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 in meetings with Children's social care, including Child Protection and Care proceedings meetings.

“You’re more like a family to me than my own family.”

Female client to her advocate

Supporting disabled women 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: working at their pace, using a range of tools to help them understand their experiences (pictures, DVDs, discussion etc.), being flexible. Most of all we support positive self-worth as disabled women. We understand their impairments and how other people have treated them. 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 and at times of crisis will only engage with our advocates. They can come back to us if they need support.

Case study

B was in a refuge in East London but had to leave as she could not cope with the refuge due to her neuro-diverse condition. We put together a letter of support to housing, and she was offered temporary accommodation. We met with her regularly once she had moved. We did a safety plan with her, on her own terms. We worked at B’s pace, communicated in a way that worked for her (avoiding metaphors and colloquialisms), reminded her of her appointments, and did not judge when she did not turn up for those appointments. B now mainly asks for Stay Safe East’s support when she has a mental health crisis, and we respond when she needs us. This works for her and helps keep her safe – she would not cope with a service when her case was closed and she had to wait to be allocated to an advocate.

Sexual violence

Disabled women are more likely to experience sexual violence than non-disabled women, and this is especially the case for women with learning disabilities and mental health issues. In 2016/17, Stay Safe East supported three clients who were raped by someone who was not their partner. Female domestic violence clients who have been abused by male partners have also often been the victims of some form of sexual violence, including rape, but it may take many months for them to disclose this, even to an advocate they trust – either because of a sense of shame, or because they have never been told that forced sex by a partner is rape. A substantial number of our clients have also been the victims of child sexual abuse. Disabled women who were educated in special schools are particularly unaware of basic information about their rights. Only a few choose to support a prosecution:

One woman chose to report to the police. Our advocate has been with the client from the beginning, accompanying her when she made an initial statement to the police, then sitting with her during the video'd ABE (Achieving Best Evidence) interview. Our advocate will be with the client when the case goes to court later in 2017.

We support rape survivors long-term, as we recognize the particular trauma and assault on a woman's integrity which rape engenders, and the sense of shame and distress which many women carry with them. Where the client wishes this, we refer her for counseling to specialist services. For clients who decline counseling, we offer ongoing support and encourage them to attend our women's group. Our aim is to expand this area of work in future years.

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. Women choose whether to talk about the abuse they have experienced. 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. 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 summer 2016, the group (and 11 children) enjoyed a day out in Clacton, and in December, we were delighted to attend the annual pantomime at Hackney Empire. The group helped staff and volunteers to fundraise, and by March was preparing for a Spring Fair. Group members are consulted on future plans for Stay Safe East and provide useful and robust feedback on our services.

"I was on my own most of the time, I didn't go out. I look forward to Women's Group meetings, and have made friends. Other women have encouraged me to go to classes, one of them came with me for the first session. Now I am involved in the community centre next door, you can't keep me away from there. I've got a Freedom Pass and Dial-a-Ride, I feel a lot stronger about going out."

b. Working with male victims of domestic violence

In 2016-17, Stay Safe East supported 6 male victims of domestic abuse. Disabled men are more likely than non-disabled men to experience domestic violence because they sometimes have less power within families than non-disabled men, and this powerlessness is reinforced by expectations around masculinity. Older male clients were more likely to be abused by their adult children, younger male clients by their parents or siblings.

Case study

S was a man with terminal cancer, as a result of which he was physically disabled and had cognitive issues. He was referred to Stay Safe East by Victim Support and adult social care. He had been a victim of domestic violence from his female partner. He was living in inaccessible, damp and dirty temporary accommodation where there were cockroaches. We contacted housing repeatedly, who failed to respond, so we made a complaint which was upheld. Housing attempted to find accommodation for him, but S died before this could be found. We were distressed that the final days of a man who had suffered so much abuse should have been spent in such appalling circumstances.

c. Supporting LGBT clients

Stay Safe East continues to provide a safe space for a small number of LGBTQ clients. In 2016-17, we provided support to 5 clients. 3 of these were referred to us by LGBT agencies who are only able to support clients for up to 6 months.

Our LGBT clients tell us that Stay Safe East is a space where:

“I can be myself, without questions. You understand and accept who I am. I don't have to explain.” *LGBTQ client*

All our LGBT clients had experienced multiple instances of hate crime over the years, and had been victims of domestic and sexual violence. Rebuilding their lives after trauma becomes a complex issue for LGBTQ people when they continue to face hostility and discrimination – for example, our advocates have to consider whether the client might experience further homophobic or transphobic harassment if they are moved, or a lack of understanding or direct hostility from care agency staff or from the mental health system. We ensure that counselling services we refer them to ‘get’ LGBTQ people, as not all our clients can travel to specialist LGBTQ services based in Central London. There is a need for training at local level of professionals on the needs of LGBTQ survivors, and particularly the needs of disabled LGBTQ people, who remain ‘invisible’ within the community. Our long-term aim is to develop a peer support network of disabled LGBTQ survivors.

d. Other support to disabled people at risk

As in previous years, Stay Safe East has provided ongoing support and a safe haven for disabled women and men who were not currently experiencing abuse but remained at risk of being targeted by abusers. We provided them with practical help with e.g. benefits, obtaining equipment, Freedom Passes etc. This enabled us to keep in contact with the client, so that if anything happened we

can intervene early and already have their trust. This group includes women with learning difficulties who do not meet the threshold for support from local authority Learning Disability services, and struggle to get help elsewhere.

C. Meeting the challenges of casework

As the only disabled people's organisation in England working across all areas of abuse, and one of only two³ user-led services delivering support to domestic and sexual violence survivors, Stay Safe East continues to face challenges in our casework. Some of these challenges we share with other organisations working with survivors, others are barriers that only affect disabled survivors. Statutory responses to disabled survivors are inconsistent, and at times inappropriate. Professionals, including police officers, mental health workers, social workers and housing staff have little training in how to respond.

The current 'rationing' of housing, social care and other services, pressure on the police and court re-organisations have impacted disproportionately on disabled people. The targeting of disabled claimants by the Department of Work and Pensions adds to the pressures on our clients who feel everything is against them. In such a hostile climate, the long-term support of an advocate whom the client knows and trusts is invaluable.

Below we have outlined a few of the challenges which Stay Safe East has faced in 2016-17 in keeping our clients safe and obtaining justice and resolution for them.

Keeping the client safe: civil injunctions, bail conditions

In 2016-17, Stay Safe East supported 15 women to obtain non-molestation orders and occupation orders through the civil courts, and three to obtain prohibited steps orders to prevent their children from being removed from the country. Most of these were done with the assistance of a solicitor, but we also attended court with two women who were denied legal aid. Changes to the East London Court Services which began to take effect from early 2017 meant it became more and more difficult to obtain a court appointment, especially if our clients or staff need an accessible court.

A non-molestation order does not in itself mean a woman is safe, but it does serve as a warning to the perpetrator. Unfortunately, our experience is that it may take many breaches before the perpetrator is arrested – in one case involving 15 breaches, it was only after a member of Stay Safe East staff had been threatened and we complained to a senior police officer that action was taken and the perpetrator arrested. Should the case go to court, the penalty imposed is

³ The other is Deaf Hope which works with Deaf women who have experienced domestic violence.

so weak that the perpetrator will repeat his behaviour. Breaches of police (and court) bail conditions are also not tackled robustly enough, and the victim is left at risk. Due to poor police and court responses, clients lose confidence in the criminal justice system.

Our clients also face barriers to justice as a result of poor understanding of their access or communication needs- even though our advocate will always inform the police and the court of this. Poor court administration also impacts on witnesses.

Our advocate attended court with a visually impaired woman regarding a breach of police bail conditions by the perpetrator, who had turned up at her house on a number of occasions and tried to break the door down. Whilst waiting to go into court, she was presented with a copy of her statement to the police, which an officer had written down in his notebook in very small handwriting. Neither the client or her advocate could read the print as it was too small, so we asked for a larger copy so the statement could be read to the client. This was refused on 'legal grounds'. The CPS barrister was not available. This meant the client would have gone into court unprepared. This case was then deferred (twice) due to the failure of the court to notify the perpetrator, and to lack of available CPS barristers. The perpetrator continued to breach bail conditions for a further 4 months, causing untold trauma to our client. He was eventually arrested and held on remand.

Criminal prosecutions

In 2016-17, 3 domestic violence and one rape prosecution involving our clients before the Criminal Court; 2 of these resulted in a conviction.

Our policy is not to push clients to go to court unless they feel ready. We explain that we will be there for them every step of the way, but still only a small number have been willing to sanction a criminal prosecution.

Even if they are willing to give evidence, our clients face multiple barriers in the criminal justice system, some of which amount to discrimination.

A Deaf client saw the case against her abuser deferred twice due to the failure of the Court to arrange British Sign Language interpreters for her. Without our intervention, she would have had to go into court using a single (male) interpreter who had already met with her abusive ex-partner, and would have had to do so without being able to speak with the CPS barrister beforehand. This would have represented a miscarriage of justice. The case was eventually tried six months after the initial date. The perpetrator was found guilty and sentenced. Stay Safe East's advocate

praised the persistence and courage of this survivor in not giving up in spite of the barriers and discrimination she faced.

Along with other IDVAs across London, our advocates also face barriers. We often find it difficult to get hold of the police officer in charge of the case (OIC). Some officers welcome working in partnership with our advocates because they understand we have the expertise to support the victim throughout the process, others question why we are needed when the client has capacity. We would like to see police officers offered briefings on the role of IDVAs and hate crime advocates, and that not all advocates work in the same way – and some are indeed disabled people! Disability Equality training should also be mandatory for police officers, particularly those in specialist units dealing with hate crime, domestic or sexual violence, who currently receive little guidance on how to deal with disabled victims' access, communication and support needs, so they are able to deliver the best possible service to victims and survivors.

Housing

The lack of suitable social housing is having a significant impact on all victims of domestic violence and hate crime. For disabled survivors, the hurdles are often insurmountable – five to ten years ago, most Stay Safe East clients would have been accepted for emergency and long-term rehousing (and if they chose, in their local borough) on both disability and safety grounds. In 2016-17, even the first stage of being accepted as homeless and with a right to housing has become extremely difficult.

- Victims with no children (or whose children no longer live with them) have very little hope of being offered even temporary accommodation, unless they can show they are vulnerable. Clients with mental health issues who are managing their condition and have not been hospitalized recently, or those with learning difficulties who do not meet the threshold for learning disability services, may not be accepted as eligible for even temporary accommodation and are told they can turn to the private sector. These are clients who struggle to manage a tenancy without support, and most critically, are at risk of severe abuse or exploitation should they move to hostel accommodation or end up on the streets. Our only option is to refer the client to a solicitor for legal help.
- Our advocates have repeatedly experienced issues with housing officers who delay providing people with temporary accommodation, despite guidance stating that they should provide accommodation for that evening and beyond whilst a case is assessed.
- Housing departments put pressure on victims of domestic abuse to take up a refuge space, rather than searching for accommodation. Refuges are rarely

suitable for most disabled women (*see next section*) and should be a choice for the victim, not a solution to the shortage of housing.

- If a woman presents as homeless due to domestic violence, she is usually told she should go to another borough, for her own safety. For disabled women, this option is a long way from being viable – to move to an unfamiliar place with no access to mental health or other services she may have used for years, and to be socially isolated away from essential support will threaten her physical and mental well-being.
- Very few larger properties are available so a mother with 3 or more children may find herself having to stay where she is after domestic violence, making it more difficult to keep herself and her children safe. If the children or the mother are disabled, their options are even more limited. Whilst we have been able to find a solution for one mother and her children, Stay Safe East is concerned that the focus on building smaller properties is putting disabled women and children at risk:

Case study

A successful case involved rehousing a mother and her five children, three of whom have high support needs and need wheelchair accessible accommodation. We supported the mother through a very difficult divorce, and put together evidence for the solicitor as to why she should be awarded a large proportion of the equity from the sale of the family home, since her three disabled children would never be able to earn an income or leave home. The Court awarded her all but a small share of the equity in the property. We successfully negotiated on her behalf with a local Housing Association for a new 4 bedroom Shared Ownership home. The whole process took over 8 months, but the housing association were extremely supportive. The client and her children moved into their new home in January 2017.

- An exchange is not an option for women fleeing domestic violence or disabled people displaced by gang violence, as the risk of disclosure of their new address is too high.
- Clients with a high level of physical impairment may be accepted as homeless ‘in principle’ but as there is no available temporary accommodation, let alone permanent housing, clients are left living at home where they are not safe, or placed in unsuitable temporary accommodation where they are further disabled by their environment. The option of placing people in accessible hotels (B&Bs are not accessible) is rarely explored; our advocates have to push for this option and this may take months.

Along with other agencies, we raised the above issues at Waltham Forest Victims Board and other meetings and a review is due later in 2017. We look forward to changes in approach, but are fearful of an increasingly negative impact of changes in legislation and very low levels of new social housing being built. Local authorities and the Mayor of London must continue to enforce planning standards in order to provide a greater proportion of quality e social housing and shared ownership, and in particular accessible and larger homes for social rent.

In spite of challenges, we were successful in getting clients housed; nearly all have remained in East London. Though this will become increasingly difficult in years to come, we will continue to push for disabled survivors to be housed locally, where we can support them. Two clients wanted to move outside London; one was rehoused through the Greater London Authority 's Seaside and Country Homes scheme, the other through the local authority which has homes outside of London.

Stay Safe East advocates have become experienced in finding solutions 'out of the box' which meet the needs of our clients. Extra Care Housing in particular has helped us obtain secure housing for 5 clients; we are grateful to the extra Care Housing team in Waltham Forest for being flexible about taking on clients below the minimum age requirement. The Shared Lives 'adult fostering' scheme also provided housing and the support of a new, safe family for three women with learning disabilities, including one mother and her baby.

A safe refuge?

The number of refuge spaces in London continued to decrease in 2016-17⁴. But for disabled women, refuges are rarely an option. The few clients who have been previously been referred to refuges tell us they found it hard to cope there because of lack of access, poor facilities or lack of understanding of their needs as disabled women – or simply because of social isolation, even within a busy refuge. Stay Safe East advocates continue to face considerable barriers to finding refuge accommodation for disabled women. Over the course of six months, two refuges told us they could not take Deaf or partially deaf women for 'health and safety' reasons, even though the advocate has explained that the Fire Brigade and /or local authority sensory team will supply equipment to warn women if there is an emergency. Information about access to refuges is often unreliable – for example we have been told a refuge had an accessible bed space only for the client to arrive to find two steps which she could not negotiate safely. Refuges, like all service providers, have a duty not just to make individual adjustments, but

⁴ <https://www.womensaid.org.uk/what-we-do/campaigning-and-influencing/campaign-with-us/sos/>

to alter their policies and procedures if they prevent disabled women accessing that service but fail to do so:

A refuge had a policy of asking residents arriving by cab to alight at least 300 metres from the building. Whilst this was done to keep the address confidential, this policy presents a substantial barrier for our client who is physically disabled and cannot walk without severe pain. The same refuge also had no policy about allowing paid care workers to come and assist disabled residents with personal care. Our client left the refuge after two days, she is one of very few of our clients who have returned to the abuser after leaving. Stay Safe East continues to support her.

Whilst Stay Safe East understands the pressure on refuge providers, we will continue to challenge discrimination faced by our clients, and to raise these issues with commissioners and funding bodies.

Child protection

Supporting disabled mothers through child protection and care proceedings has become a key part of Stay Safe East's work with domestic violence survivors. It is intensive but critical work. Child protection proceedings are an all too frequent part of the impact which domestic violence has on disabled mothers – for non-disabled mothers, the issues are more about private proceedings where the father wants access. Disabled mothers, and in particular women with mental health issues and learning disabilities, are more likely to have their children removed after domestic violence. Whilst we fully endorse that children must be kept safe, we are concerned that through lack of knowledge and awareness, children's services may work on the assumption that the mother cannot manage her children because she is disabled, even though she has previously managed when the perpetrator was abusing her and undermining her role with the children. In addition there is a lack of consistency in liaising with Adult Social Care to ensure that support in 'carrying out any caring responsibilities the adult has for a child' is being provided, along with meeting other needs, as required by the Care Act 2014.

The child protection process can be traumatic, women are made to feel they have 'failed' as mothers. Our clients may have attended parenting classes, but have found either that their parenting strategies as disabled mothers were not accepted, or that the course content is not accessible to them. Our advocate gets to know the mother, gains her trust and discusses with her how she can improve her parenting – and because the advocate understands the mother's situation as a disabled woman, she is more likely to trust. We support the mother at the numerous meetings she is required to attend as part of even the lower level of "Child in Need" procedures, and intervene to ensure that other professionals

meet her needs, for example by using less complex language or having more frequent breaks, or ensuring that the perpetrator is not present at the same meeting as the mother.

If the case goes to court for care proceedings, we work with the client and her solicitor; we explain the complex processes and go through paperwork with her, if necessary using pictures and easy words. We sit in on meetings with parenting assessors, and support the mother in court. The Family Courts are hostile places for any parent, for disabled mothers they are inaccessible in so many ways. Most of all, our advocates have provided emotional support and ensured the client attends court. We work with her legal representatives to obtain an intermediary if needed, to enable her to have equal access to justice. We sit with her in Court and explain what is happening.

“You’ve been there for me all along. Thank you. I would have walked out of court if you hadn’t been there.”
Mother of two children

We continue to support the mother once proceedings have been completed; if her children have been removed, we support her over face to face or letter contact, and to ensure she is safe; the period after care proceedings/adoption is a traumatic time when a mother’s well-being is at risk.

Case study

P is a 29 year old woman with learning difficulties. She was referred to Stay Safe East by Children’s Services. She had experienced domestic violence when she was pregnant. Her baby was made the subject of a care order before its birth. Her oldest child had already been placed with a family member under a Special Guardianship Order and was taken into foster care. We started working with her a month after the baby’s birth, when she was very vulnerable and had just been evicted from her mother’s home. Though it was too late for us to prevent the removal of the child, we were able to support P through care proceedings. We helped P engage with professionals. We listened to her distress about her children. We talked at length with P, exploring her experiences of abuse, and why her children were removed. We discussed with her how to break the cycle of having her children removed. We used Easy Read images to discuss contraceptive options, and P opted for an implant. Our advocate went with her to the clinic. The nurse at the clinic asked her if she had her mother’s permission to attend (!) P attends the Stay Safe East office regularly for help with benefits and forms, and to talk about her feelings of loss. P is now settled and safe in a shared house.

In spite of these barriers, we were glad to continue to receive referrals from children’s services in Waltham Forest and Newham. We had several positive

outcomes in 2016-17 for disabled women whose children were subject to care proceedings after domestic violence, for example:

- One child has been returned to her mother, who has learning disabilities.
- In two cases (involving three children) the children have been placed under a guardianship order with a family member or foster family rather than being adopted, which means the mother will continue to see her children, albeit only six times a year. The very hard work done by the mothers concerned, together with our intervention and the help of an excellent solicitor, has helped bring this about.
- We succeeded in getting mental health or social care support for four mothers. This has helped them comply with the conditions set by children's services.
- Stay Safe East provides an essential safe space for women whose children have been fostered or adopted to talk about how they feel, and to help them come to terms with their loss. Our staff support the mother to write contact letters, as she may find it very hard to express her thoughts to a child she no longer sees on a daily basis.

We would like to see these referrals happening at a much earlier stage so preventative work can be done with the mother. We are in discussion with a University about developing a research project on this topic, and will be seeking funding in the future for a specialist advocate to work with disabled mothers who have experiencing domestic violence.

Targeted abuse or 'cuckooing'

In 2016-17 we began to see the emergence of a new pattern of abuse: disabled people and others who were victims of 'cuckooing', targeted harassment and control where a disabled person is targeted by a gang, a group of street drinkers or another group of individuals who take over the person's home, usually for criminal purposes. The perpetrators persuade the victim that they are their 'friend'. The disabled person may experience financial or emotional abuse, physical threats, sexual abuse, and in some cases violence if the victim refuses to cooperate. The victim may themselves be drawn into criminality. Whilst targeting of disabled people has always existed, the sale of this form of abuse is new. Across the UK there have been a number of murders linked to 'cuckooing'. In London this issue is growing, as gangs for example are displaced and look for a convenient place from which to operate. In 2016, Waltham Forest Council identified over 80 people, most of them with learning disabilities or mental health issues who were at risk of or experiencing 'cuckooing'. This is a challenging area of work, where victims are psychologically manipulated by the perpetrators whilst also being frightened of them. Stay Safe East aims to further develop work with disabled victims of cuckooing in 2017-18.

Adult safeguarding

Stay Safe East works to local safeguarding protocols. At times, the safeguarding process leads to positive results for the client – for example, we have worked very closely with one social worker to ensure the safety of an older client and prevent the perpetrator from visiting her in the care home which she chose to move to.

However, our advocates find the safeguarding process increasingly difficult to negotiate, with a very rigid focus on whether the client has capacity or not. In practice, capacity is relative to the specific issue- someone may be able to manage day-to-day life but not be able to recognise risk or to keep themselves safe. We would like to see adult safeguarding working within less rigid parameters in order to ensure the safety of disabled victims and survivors.

The London Safeguarding Policy and Procedures⁵ now include references to domestic violence and hate crime but we would argue that adult social care need further training on understanding the relationship between safeguarding and domestic violence, and that safe procedures must be followed in line with domestic violence protocols. Partnership work with disabled people's organisations, including Stay Safe East would help social services to develop a more social model based approach to safeguarding.

Adult social care and mental health: getting support

Getting help with everyday tasks is key to victims of domestic and other abuse moving away from the perpetrator, or breaking down social isolation, but cuts to social care services have had a direct impact on Stay Safe East clients. Care packages usually only meet basic physical needs – in spite of the Care Act 2014 requirement both to consider involvement in the community, and most importantly, the safety and well-being of the disabled person (and her children). Clients become stuck in a cycle of assessment and of Panel repeatedly declining the need for additional hours. A shortage of Occupational Therapists means a long wait for an assessment, then another long wait for equipment or adaptations. This has increased the risk of some clients, including where they have had to continue to rely on abusive partners or family members, or on friends to provide care who have gone to perpetrate violence against them. Nevertheless, we have succeeded in obtaining care packages for 9 clients.

Similarly, our clients find it increasingly difficult to access effective mental health support – notably if they have chronic and enduring mental health issues.

⁵ <http://londonadass.org.uk/wp-content/uploads/2015/02/LONDON-MULTI-AGENCY-ADULT-SAFEGUARDING-POLICY-AND-PROCEDURES.pdf>

Lengthening waiting lists for specialist trauma therapy, a lack of services that are suitable for women with learning difficulties add to the pressure on our clients. Whilst we refer some clients to specialist domestic and sexual violence counselling, these usually only offer a limited number of sessions which are not enough for women who have experienced a lifetime of abuse. The Stay Safe East staff and volunteers listen to clients who are traumatised, but we cannot provide the therapeutic services they require. Our long-term (5 year) plan is to work with other partners to develop a specialist counseling services for disabled survivors of abuse.

Alongside other disabled people's organisations, Stay Safe East will continue to push for a fit for purpose social care and mental health system which supports disabled people to live independent and safe lives.

Benefits

Securing an income is key to the recovery of any domestic violence (or hate crime) survivor. Most of the clients who come to us have had their benefits taken by the perpetrator, or never claimed what they are entitled to. In some cases all benefits and child tax credits are stopped when the perpetrator leaves the family home. Clients who are traumatised because of abuse fail to turn up for appointments and are sanctioned by the Department of Work and Pensions, so lose their income. We contact the Department of Work and Pensions (DWP) on the client's behalf and help them obtain medical and other evidence as to their impairments.

In addition, increasing number of our clients are being called for review, either of their Employment Support Allowance or because their Disability Living Allowance is being ended and they have to reapply for Personal Independence payment. The threshold for this is higher than for DLA, so clients need considerable support in gathering evidence. This work is extremely time consuming and at times traumatic for the client, who does not want to revisit their impairment, especially where it is a result of domestic violence or has been the reason for the abuse. Assessors are often insensitive towards survivors, so accompanying clients to assessments is critical in preventing human rights abuses and further trauma.

We have had considerable successes in obtaining the benefits to which our clients are entitled to, including 7 clients who obtained Enhanced Rate of Personal Independence Payment.

2.2 WORKING FOR CHANGE

From the outset, Stay Safe East's remit has been not only to provide a direct service, but 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 to provide working with survivors of a range of abuse. Our impact is slowly growing. Working with larger organisations, in particular Inclusion London, the HEAR Network and Violence against Women and Girls (VAWG) organisations is increasing our capacity to influence policy makers and put violence and abuse against disabled people 'on the agenda'. We also 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 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 becoming increasingly recognised by policy and decision makers. Key areas of work in 2016-17 were as follows:

- As members of the Metropolitan Police Hate Crime Diamond Group and its disability working group, we worked with Inclusion London and the MPS on the Disability Hate Crime Matters initiative (see achievement on next page).
- We joined 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 2016, we were invited to join the MOPAC On-Line Hate Crime advisory group, which is supporting a two year project to address all forms of on-line hate crime, with a specialist unit with the Metropolitan Police. We will be actively encouraging disabled people's organisations and our clients to report incidents of on-line hate crime targeted at disabled people.
- We joined the newly established London Hate Crime Network, set up by the HEAR Equalities Network, which brings together organisations working on all forms of hate. Stay Safe East encouraged other DDPOs to join the network. We have shared our expertise. This network is helping to increase knowledge of the different strands of hate crime across the sector. We also continued to attend the Victim Services Alliance meetings, which bring together a wide range of organisations across London

supporting victims of crime. This has enabled us to share our expertise and learn from others.

- At local level, we participated actively in the Waltham Forest MARAC Steering Group and in the Victim's Board, as well as the Newham Domestic Violence Forum.
- We now attend the MARAC fora for high risk/repeat domestic violence cases in both boroughs where we offer advice to other professionals on cases involving disabled victims and survivors.

Stay Safe East prepared a detailed response to the consultation on the Mayor's Draft Policing and Crime Plan 2017-2021, in which we set out evidence on the prevalence of violence against disabled people, and in particular violence against disabled women and girls, and gave examples of the range of barriers which our clients have experienced. We stated that:

"Stay Safe East very much welcomes the shift in emphasis towards victims of abuse including hate crime, child abuse and exploitation, and violence against women and girls. However we believe that the Plan does not sufficiently address intersectionality in all its aspects, and in particular the disproportionate levels of violence and abuse against Deaf and disabled people from all communities and the issues which disabled people face in getting justice and resolution and accessing services."

We argued that all commissioners of Violence against Women and Girls (VAWG) services should require mainstream services to provide inclusive support to disabled women. We asked for the Mayor to work in partnership with Deaf and Disabled People's Organisations to address the issues of violence and abuse. With the appointment of the new Victim's Commissioner, we have seen a gradual move towards more effective partnership work, which we hope will continue in future years, so disabled survivors can directly influence policy and practice.

b. Disability Equalities Issues Map

In early 2017, Stay Safe was invited by Inclusion London to participate in putting together evidence for a London Disability Equality Issues Map for the Greater London Authority⁶. Co-produced by Inclusion London with Transport for All, the Alliance for Inclusive Education and Stay Safe East, the 'map' set out the evidence of discrimination and exclusion of Deaf and disabled Londoners, and what measures are needed to address that exclusion. Stay Safe East wrote and provided the evidence for the sections on violence and abuse against disabled people, and on victims of crime, and contributed to chapters on housing and

⁶ <https://www.inclusionlondon.org.uk/campaigns-and-policy/facts-and-information/equality-and-human-rights/gla-disability-equality-issues-map/>

access. The Disability Equality Issues Map will inform Mayoral policies , including those on crime and policing.

This work and our input to key strategic meetings laid the foundations for our response to the consultation on the Mayor’s Plan for Policing and Crime in London later in 2017. Stay Safe East very much hopes to see a more focused approach in the next few years to addressing the barriers faced by disabled victims and survivors.

c. Capacity building Deaf and Disabled People’s Organisations

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. Case studies from our work make the scenarios ‘live’, and we have share our experiences of solving barriers faced by our clients and advocates, and of partnership work. We used our experience to empower DDPOs and their advocates. 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.

Jointly with Inclusion London, we delivered a series of four training workshops for a total of 14 DDPOs on hate crime covering topics such as:

- Legal background to hate crime
- Third party reporting
- Advocating for disabled victims/survivors of hate crime
- What to expect from the Police when reporting a hate crime
- Rights of victims and survivors
- The role of the Crown Prosecution Service

Stay Safe East also provided direct training to two disabled people’s organisations

- Disability Equality and domestic violence - for Enfield Disability Action- this is the first time we have been asked by a DDPO to develop their capacity to work with survivors of domestic violence.
- Understanding hate crime, working with disabled victims – for Lambeth Disability Advice Services (DASL). We also provided mentoring to DASL’s new hate crime worker.

Making it Stop: tackling hate crime against Deaf and disabled people in Merton - hate crime research

In July 2016, we completed a major research report started in the previous year on behalf of Merton Centre for Independent Living into hate crime against

disabled people in Merton. This research has informed our work as well as that of MCIL and led directly to the part-time secondment from July 2016 of our hate crime worker to MCIL to develop their hate crime project.

<https://www.mertoncil.org.uk/assets/documents/making-it-stop-tackling-hate-3>

d. Training and workshops, casework advice

We are gradually developing our training work, which has helped increase knowledge amongst the organisations concerned and help promote our work. Presentation to Safe Lives Home Office working group on domestic violence and MARACS. Highlights were:

- Participated in a round table discussion on hate crime at the invitation of the National Union of Students
- Presentation on Violence against disabled women and girls – at Standing Together Tri-Borough conference on ‘Intersectionality, the ‘Othering’ of Survivors” (November 2016)
- ‘Trust to Disclose’ workshop (jointly with Imkaan) for the HEAR Equality network
- Disability Equality and Domestic Violence training for Cambridgeshire Domestic Abuse and sexual Violence partnership
- At the request of the Metropolitan Police Parliamentary and Diplomatic Protection Command, we provided a series of 7 x 1 ½ hour briefings on Disability Equality (language, communication, customer care, hate crime) to over 450 officers.

“The trainer was very knowledgeable about the police systems and the processes of how Disability hate crime is dealt with. I now feel much more confident to deal with other professionals when I am supporting a client.”

In February 2017, we began discussing further partnership work with Transport for All and Inclusion London on providing training to Uber private hire drivers. This started in May 2017.

Our work continues to have a positive impact on other organisations delivering services to disabled victims and survivors. We received 18 request for advice about working with disabled people- queries came from Independent Domestic Violence Advocates and other VAWG workers, social workers and disabled people’s organisations, and ranged from questions about how to assess disability related risks, how to work with victims with learning disabilities, to where to find an accessible refuge or how to obtain a care package for a client. This is an area of work we will be developing in 2017-18.

SOME KEY ACHIEVEMENTS 2016-17

a. Disability Hate Crime Matters

Stay Safe East has worked alongside Inclusion London and the Metropolitan Police to develop Disability Hate Crime Matters, an initiative to raise the number of identified and reported disability hate crimes across the Metropolitan Police. Reporting and prosecution rates had remained low for many years. Stay Safe East assisted in developing the strategy, and in delivering 3-hour briefing sessions to over 600 officers across the MPS. As a result of the initiative, reported and identified disability hate crime rose from around 230 in 2014-15 to 832 in the calendar year 2016. Whilst the likely number of annual disability hate crimes across London is over 5,000, this 3.5 fold increase has helped demonstrate the scale of the issue, and the need for the Metropolitan Police to ensure that all its officers are aware of how to respond to reports of hate crime from disabled people.

b. Disability and domestic abuse risk assessment

Stay Safe East developed its own assessment of disability related risks because we found that existing risk assessment did not take sufficient account of how an abuser might control a disabled woman (or man) by using the victim's impairment or the barriers they face – for example refusing adaptations to the home so that the victim has to depend on their abuser, denying medication or overmedicating the disabled woman, telling her no one will believe her because she is disabled, or she will never find another partner because she is 'too ugly'. Most importantly, this enables our domestic violence advocates to work with the client to address the specific risks they face.

In addition, we have found that clients who scored very low on the generic risk assessment, so did not meet the threshold for referral to MARAC, scored high on the Stay Safe East risk assessment, this enables us to provide evidence for referring cases on professional judgement. In 2016-17, the accumulated evidence from 6 years of casework led us to revise and refine the risk assessment. We now use this assessment in training, and offer it to the organisation we are training. In the long-term, Stay Safe East would like to see this risk assessment used by all domestic violence agencies.

c. Increasing referrals of disabled victims/survivors to MARAC

Our continued involvement for the past five years (initially as the Stay Safe project) has helped Waltham Forest MARAC achieve the highest rate of referrals of disabled victims/survivors of any MARAC in England and Wales, higher even than the 24% we achieved in 2015-16. With increasing staffing capacity, we

joined the Newham MARAC in late 2016. We have been members of the domestic violence/MARAC steering groups in both boroughs for some time. We are in discussion with Newham about how the good practice in Waltham Forest can be applied in Newham.

Disabled victims/survivors referred to MARACs March 2016 to April 2017

National average for referrals of disabled victims to MARACs: 5.1%

Most similar policy force group: 6%

Safe lives recommendation: 17%+

Waltham Forest: 25.3%

Source: Safe Lives

The Director's blog for Safe Lives on increasing referrals to MARACs of disabled survivors was published online http://safelives.org.uk/practice_blog/recognising-and-supporting-disabled-victims-domestic-abuse. The practice blogs reach a wide audience of professionals across the UK.

2.3 FUTURE PLANS

Stay Safe East's priorities for 2017-18 and beyond are as follows:

- To raise funds for and recruit a casework manager, with a more effective and accessible casework management system (*this will be achieved from 2017-18 with the help of a grant from City Bridge Trust*)
- To raise funds to employ a second Independent Disability and Domestic Violence Advocate in order to increase our capacity for working with survivors of domestic and sexual violence
- To continue to develop our work further in Newham on hate crime and domestic violence
- 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 further develop our policy work as an expert organisation on hate crime, domestic and sexual violence 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 for disabled people to volunteer within Stay Safe East
- 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 and consolidate the future of the organisation.
- To develop our website and on-line presence

In addition we aim to secure funding to work with victims of targeted abuse of disabled people whose homes are taken over by gangs and others.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF STAY SAFE EAST

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 31st March 2017 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.

- 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 29TH JANUARY 2018

STAY SAFE EAST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2017

	NOTE	Un- restricted Funds £	Restricted Funds £	Total 2017 £	Total 2016 £
INCOMING RESOURCES					
Income and endowments from:	1				
Grants (including contracts) & donations	2a/4	3,890	84,146	88,036	73,589
Charitable activities	2b	25,209	-	25,209	8,434
Investments	2c	-	-	-	6
		<u>29,099</u>	<u>84,146</u>	<u>113,245</u>	<u>82,029</u>
RESOURCES EXPENDED					
Raising funds	3a/4	480	-	480	-
Charitable activities	3b)/4	19,699	84,146	103,845	81,504
		<u>20,179</u>	<u>84,146</u>	<u>104,325</u>	<u>81,504</u>
NET INCOMING RESOURCES		8,920	-	8,920	525
NET MOVEMENT IN FUNDS					
Funds Brought forward		3,522	-	3,522	2,997
FUNDS CARRIED FORWARD		<u>12,442</u>	<u>-</u>	<u>12,442</u>	<u>3,522</u>

**STAY SAFE EAST
BALANCE SHEET
AS AT 31ST MARCH 2017**

	NOTE	Un- restricted Funds £	Restricted Funds £	Total 2017 £	Total 2016 £
CURRENT ASSETS					
Debtors	7	5,263	6,109	11,372	24,100
Cash at bank and in hand	8	11,757	16,433	28,190	3,688
		<u>17,020</u>	<u>22,542</u>	<u>39,562</u>	<u>27,788</u>
Creditors: Amounts falling due within one year	9	<u>4,578</u>	<u>22,542</u>	<u>27,120</u>	<u>24,266</u>
Net current assets		<u>12,442</u>	<u>-</u>	<u>12,442</u>	<u>3,522</u>
NET ASSETS		<u>12,442</u>	<u>-</u>	<u>12,442</u>	<u>3,522</u>
FUNDS					
Restricted income funds		-	-	-	-
Unrestricted funds		12,442	-	12,442	3,522
TOTAL FUNDS		<u>12,442</u>	<u>-</u>	<u>12,442</u>	<u>3,522</u>

Approved by the trustees on 23 January 2018
and signed on its behalf by:-

S. Hensman
Savitri Hensman (Chair)

**STAY SAFE EAST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2017**

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.

This is the first year in which the annual accounts have been prepared under FRS 102. The transition to FRS 102 has not resulted in any adjustments or prior year amount 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 2017

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 2017

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

STAY SAFE EAST

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31ST MARCH 2017

2 INCOMING RESOURCES	Un- restricted Funds £	Restricted Funds £	Total 2017 £	Total 2016 £
2a Grants (including contracts) and donations				
Walthamstow & Chingford Almshouses (WCAC)	-	10,343	10,343	-
Awards for All (see below)	-	-	-	-
Lloyds Bank Foundation	-	17,066	17,066	2,844
MOPAC (London Community Foundation)	-	81	81	19,919
Trust for London	-	20,000	20,000	24,000
Total grants	-	47,490	47,490	46,763
Victim Support - contract	-	36,656	36,656	24,437
Total grants and contracts	-	84,146	84,146	71,200
Donations	3,890	-	3,890	2,389
TOTAL	3,890	84,146	88,036	73,589
2b Charitable activities				
Training & consultancy	6,987	-	6,987	8,434
Reimbursement of client cost	2,040	-	2,040	-
Staff secondment recharge	16,182	-	16,182	-
	25,209	-	25,209	8,434
2c Investments				
Bank interest	-	-	-	6
TOTAL	29,099	84,146	113,245	82,029

A grant of £8,320 was received during the year from Awards for All. As can be seen in note 4 to the accounts, this grant has been deferred to the next accounting period and therefore does not show as income in this years accounts.

STAY SAFE EAST
NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2017

3 RESOURCES EXPENDED	Un- restricted Funds	Restricted Funds	Total 2,017	Total 2,016
	£	£	£	£
3a Raising funds				
Professional fees	480	-	480	-
3b Charitable expenses				
Direct costs				
Salaries	9,692	65,155	74,847	51,266
Staff welfare	512	664	1,176	99
Staff travel	434	1,703	2,137	896
Staff training	-	95	95	150
Activities	6,925	1,377	8,302	5,193
Consultancy fees	-	-	-	3,515
	<u>17,563</u>	<u>68,994</u>	<u>86,557</u>	<u>61,119</u>
Support costs				
Insurance	-	752	752	789
Payroll admin fee	42	238	280	180
Bookkeeping	159	712	871	939
Telephones	353	2,133	2,486	4,851
Post, print & stat.	218	870	1,088	1,805
IT costs	613	2,317	2,930	2,258
Equipment R&R	45	-	45	1,663
Rent	-	8,130	8,130	7,400
Membership fees	51	-	51	-
Miscellaneous	155	-	155	-
	<u>1,636</u>	<u>15,152</u>	<u>16,788</u>	<u>19,885</u>
Governance				
Independent examination	<u>500</u>	<u>0</u>	<u>500</u>	<u>500</u>
Total Charitable Expenses	<u>19,699</u>	<u>84,146</u>	<u>103,845</u>	<u>81,504</u>

STAY SAFE EAST**NOTES TO THE ACCOUNTS (continued)****FOR THE YEAR ENDED 31ST MARCH 2017****3 RESOURCES EXPENDED (continued)**

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

4 ANALYSIS OF GRANTS & CONTRACTS

	WCAC	Awards for All	Lloyds Bank	MOPAC	Trust for London	Victim Support	Total Restricted
4a GRANTS & CONTRACTS							
Accrued income B/F	-	-	-	-	(12,000)	(6,109)	(18,109)
Deferred income B/F	-	-	14,222	81	-	-	14,303
Received in the year	10,343	8,320	17,066		32,000	36,656	104,385
	10,343	8,320	31,288	81	20,000	30,547	100,579
Accrued income C/F						6,109	6,109
Deferred income C/F	-	(8,320)	(14,222)	-	-	-	(22,542)
TOTAL RECEIVABLE	10,343	-	17,066	81	20,000	36,656	84,146
EXPENDED (see 4b)	(10,343)	-	(17,066)	(81)	(20,000)	(36,656)	(84,146)
CARRIED FORWARD	-	-	-	-	-	-	-

STAY SAFE EAST
NO NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2017

4b RESOURCES EXPENDED FROM GRANTS & CONTRACTS

	WCAC	Awards for All	Lloyds Bank	MOPAC	Trust for London	Victim Support	Total Restricted
Raising funds							
Professional fees	-	-	-	-	-	-	-
Charitable expenses							
Direct costs							
Salaries	8,387	-	14,909	-	13,982	27,877	65,155
Staff welfare	-	-	-	-	2	662	664
Staff travel	-	-	30	-	159	1,514	1,703
Staff training	-	-	95	-	-	-	95
Employers NI allowance	-	-	-	-	-	-	-
Activities	149	-	-	-	54	1,174	1,377
Consultancy fees	-	-	-	-	-	-	-
	<u>8,536</u>	<u>-</u>	<u>15,034</u>	<u>-</u>	<u>14,197</u>	<u>31,227</u>	<u>68,994</u>

STAY SAFE EAST
 NOTES TO THE ACCOUNTS (continued)
 FOR THE YEAR ENDED 31ST MARCH 2017

4b RESOURCES EXPENDED FROM GRANTS & CONTRACTS (continued)

Support costs	WCAC	Awards for All	Lloyds Bank	MOPAC	Trust for London	Victim Support	Total Restricted
Insurance	-	-	-	-	400	352	752
Payroll admin fee	21	-	-	-	95	122	238
Bookkeeping	-	-	-	-	425	287	712
Telephones	1,488	-	-	81	282	282	2,133
Post, print & stat.	269	-	-	-	361	240	870
IT costs	29	-	-	-	988	1,300	2,317
Rent	-	-	2,032	-	3,252	2,846	8,130
	<u>1,807</u>	<u>-</u>	<u>2,032</u>	<u>81</u>	<u>5,803</u>	<u>5,429</u>	<u>15,152</u>
Total Charitable Expenses	<u>10,343</u>	<u>-</u>	<u>17,066</u>	<u>81</u>	<u>20,000</u>	<u>36,656</u>	<u>84,146</u>
Governance							
Independent examiner	-	-	-	-	-	-	-
TOTAL RESOURCES EXPENDED FROM GRANTS & CONTRACTS	<u>10,343</u>	<u>-</u>	<u>17,066</u>	<u>81</u>	<u>20,000</u>	<u>36,656</u>	<u>84,146</u>

STAY SAFE EAST
NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2017

5 INDEPENDENT EXAMINER	2017	2016
	£	£
Independent examiners fees	500	500
Other assurance services	-	-
Other fees	-	-
	<u>500</u>	<u>500</u>
6 STAFF COSTS AND EMOLUMENTS	2017	2016
	£	£
Total staff costs were as follows:		
Wages and salaries	72,341	49,372
Social security costs	5,506	1,589
Recruitment costs	-	305
	<u>77,847</u>	<u>51,266</u>

No employee received remuneration in excess of £60,000 in either the year under review or the previous year.

Average number of employees and volunteers:

The average number of employees during the year.	2017	2016
Paid employees	4	4
Volunteers	<u>5</u>	<u>5</u>

All employees and volunteers relate to charitable activities.

The salary paid to key management in the year including employers National Insurance contributions was £18,886. (2016: £16,886)

The Trustees receive no remuneration for their services and have not charged expenses to the charity in either the year under review or the previous year.

STAY SAFE EAST
NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2017

7 DEBTORS	2017	2016
	£	£
Trade debtors	4,547	5,499
Accrued income	6,109	18,109
Others	716	492
Total	11,372	24,100

In the 2016 accounts £4,949 income due for consultancy work was classified as accrued income. For the 2017 accounts this has been reclassified as trade debtors and the comparative figures for trade debtors and accrued income have been adjusted accordingly. This debtor relates to unrestricted funds.

8 CASH AT BANK AND IN HAND	2017	2016
	£	£
Cash at bank and in hand	28,190	3,688

9 CREDITORS	2017	2016
	£	£
Trade creditors	733	240
Taxation & social security	3,345	2,972
Net wages	-	5,720
Accruals	500	1,031
Deferred income	22,542	14,303
	27,120	24,266

**STAY SAFE EAST
NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2017**

10 ACCRUED AND DEFERRED INCOME

In accordance with the charity's accounting policy, grant income received before the requirements of the grant have been met are shown as accrued or deferred income .

The movement of both accrued and deferred income can be seen in note 4 above.

11 RELATED PARTIES

There have been no related party transactions in the year under review or the prior year.

12 STATUTORY INFORMATION

Stay Safe East is a charitable incorporated organisation (CIO). Its principal office is 90 Crownfield Road, London, E15 2BG.