



THE  
**COMPASS**  
CENTRE

*Helping you find your way*

ANNUAL REPORT  
**2021/22**





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“This year, as part of reducing barriers to support, we named our premises The Compass Centre and re-branded our public-facing materials. While we kept the name Shetland Rape Crisis for strategic work, we’re hopeful that this change will widen access to support for survivors of all kinds of sexual harm, no matter when it happened or how it affects you now – The Compass Centre is here to help you find your way forward.

We’d like to thank previous Trustee, Jane Moncrieff, for identifying this need; Lou Jackson for her beautiful branding work; and Emilie Smith for diligently implementing this across the organisation. ”

**Lisa Andrew Ward** Service Manager



This is my last Chair's report, as I will be stepping down from the Board in June 2022. On a personal level I am sad to leave – during my time on the Board, almost 6 years, Shetland Rape Crisis has become a much bigger part of life than I or any of the original Board members expected when we answered the initial advert inviting interested people to find out more.

However, as the last remaining Trustee from the group that first came together as a Shadow Board under Rape Crisis Scotland in 2017, it is wonderful to see Shetland Rape Crisis outlasting any of us as a stable and effective organisation, with amazing staff and Trustees taking it forward in The Compass Centre.

This year, our staff team has grown again. In May 2021, Leah Sandison joined the team as a Support Worker and Emilie Smith was appointed for a time-limited Access & Inclusion Project funded by The Tampon Tax. In November, we welcomed Ellie Ratter who took over the already existing Prevention & Activism role, and Mairi Thomson in a new, long-needed post as Finance & Admin Lead.

While the Access & Inclusion Project is now coming to an end, the work that Emilie has done over the past year is being firmly embedded across the organisation and is evidenced by the increase in people who accessed the service and the progress towards our LGBT Silver Chartermark throughout the year, and which we have now achieved. As we receive more referrals and see further delays to the justice process, we look forward to continuing to work with Emilie who has now joined our Advocacy & Support Team to help meet rising demand – a opportunity made possible by funding from Shetland Charitable Trust.

The Board has also expanded since last year, with new members bringing valuable expertise and energy. We've welcomed new Trustees Raychelle Smith, Lindsey Manson, Sally Huband and Cami Clifton. We're sorry to say goodbye to Jane Moncrieff as Vice Chair and we thank her so much for all her work, including her vital input into the new Compass Centre branding.

We entered 2021/22 and now 2022/23 on a more secure financial footing, with confirmation of our core-funding via the Scottish Government's Delivering Equally Safe Fund extended until 31st March 2025. This, alongside crucial funding from Shetland Charitable Trust, The Adult Survivors of Childhood Sexual Abuse Fund, and The Victim Centred Approach Fund, allowed us to meet a 38% increase in demand for our services throughout 2021/22. But we are mindful that there are no guarantees of continued funding in these trying times and that we must continue to speak up for survivors in Shetland and attest for their needs, particularly as delays in the justice system continue to compound and referrals to our service increase.

We would like to thank all who have donated or fundraised over the last year, especially at a time when so many people have faced continuing challenges due to the pandemic. We extend special thanks to the young people at Brae High School who chose Shetland Rape Crisis / The Compass Centre as the focus of their Youth and Philanthropy Initiative project, won the competition, and earned a £3000 donation. We are inspired by their enthusiasm and understanding of the cause.

During interviews for new Board Members this year, a prospective Trustee asked the panel what we liked most about these volunteer roles. I said I'd met lots of incredible women I never would have known and learned about the work they do, which makes me feel more hopeful in the face of the endless grim news we all see. I'd encourage anyone interested to get in touch and consider becoming a Trustee – all sorts of skills and experience can make a difference to combatting sexual violence in Shetland.



## CHAIR'S REPORT

“ We're recruiting for new Trustees and particularly welcome applications from BME women, LGBT women, retired women, and disabled women. If you're interested, please email [contact@compasscentre.org](mailto:contact@compasscentre.org) for an application pack. ”

*Siún Carden*

SIÚN CARDEN  
Chair of the Board of Trustees



## ABOUT

“The Compass Centre has a wealth of knowledge about sexual violence and gender-based violence. Their expertise is very valuable to the interagency partnerships operating in Shetland and has been of great assistance to me in some specific quality assurance work undertaken in 2022.”

**Kate Gabb** Lead Officer for Adult & Child Protection



*Helping you find your way*

Shetland Rape Crisis, based in The Compass Centre in Lerwick, provides free and confidential information, advocacy, support, and counselling to any non-abusive person in Shetland of any gender (age 13+) who has been affected by sexual violence / harm at any time in their life.

Sexual violence / harm is any form of sexual contact that you don't freely agree to. It is common and anyone can experience it, at any age. Sexual violence does not 'just happen.' A person commits sexual violence because, at some level, they decide to do so.

We also deliver free sexual violence prevention education in secondary schools in Shetland plus some youth and college settings, as well as facilitate a young people's volunteer group, BEE (Bold, Equal & Empowered), which meets monthly to organize awareness-raising campaigns and fundraising events.

We undertake campaigns and community events to educate on the prevalence of sexual violence and highlight ways to prevent it, and we take part in partnership work with strategic partnerships, the local authority, health, and third sectors advocating for the inclusion of concerns relating to sexual and gender-based violence in Shetland.



“Having spent far too long keeping secret my background of childhood trauma I contacted Shetland Rape Crisis. Feeling quite terrified I was aware that I constantly lived with the belief “hidden inside is another me.

I have achieved much in my life but my achievements never matched my image of myself. Many things were becoming progressively unmanageable, and I was suffering deeply. So, from somewhere deep inside I found the courage and reached out to the service.

## A SERVICE USER'S STORY

Published with permission from the Service User and our thanks for sharing her story.

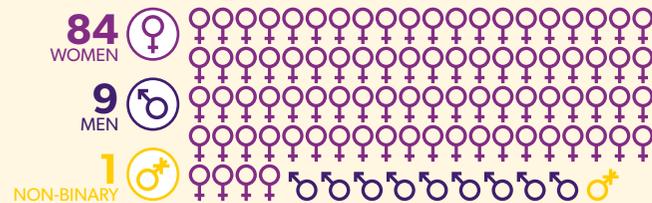
I met a woman with gentle patience and listening ability. The Compass Centre became my safe space and I started to talk to her. I was able, with support, to make a statement to the police. That too went well, much to my surprise.

I now feel believed rather than full of self-judgement. My journey with Shetland Rape Crisis went in a direction that surprised me but every step of the way I felt I didn't walk alone. Nobody ought to feel alone.

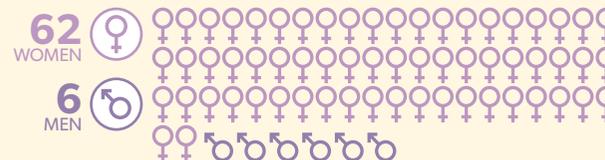
Shetland Rape Crisis is there for anyone who needs it, and you only have to go as fast as the slowest part of you feels safe to go.”

## A YEAR IN REVIEW

IN 2021/2022 **94** PEOPLE ACCESSED HELP FROM THE COMPASS CENTRE



THIS IS A **38%** INCREASE FROM A RECORD HIGH OF **68** IN SERVICE IN 2020/21



All graphs in this report relate to all service users throughout 2021-22. Some people engaged with more than one service throughout the year (e.g. they start with a referral for the Support Service and then make a police report and are referred to the Advocacy Service) which accounts for the numbers in the specific services being higher than the total number of individuals worked with.



## ADVOCACY SERVICE

IN 2021/2022 **38** PEOPLE ACCESSED THE ADVOCACY SERVICE

<b>37</b> 	<b>1</b> 
WOMEN	MEN

THIS IS A **58** INCREASE FROM A RECORD HIGH OF **24** IN SERVICE IN 2020/21

<b>21</b> 	<b>3</b> 
WOMEN	MEN

For survivors of rape and other forms of sexual violence, reporting what happened to the police feels like a huge step, particularly in a close-knit, rural community. As part of the Rape Crisis Scotland National Advocacy Project, our Advocacy Service delivers “end-to-end” support for survivors thinking of or engaging with the criminal justice system.

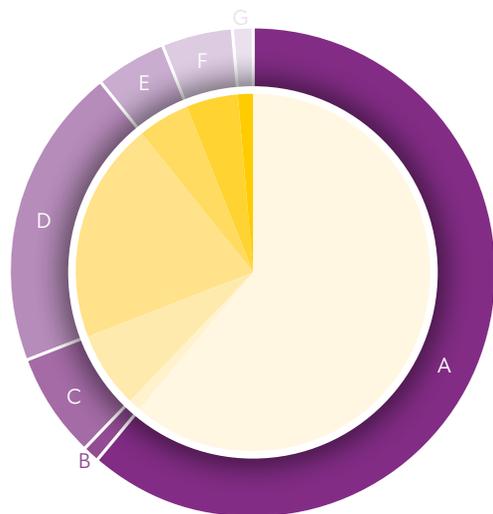
Should you decide to report to police, our Advocacy Service is here to support you through the criminal justice process. We are here to answer questions, provide information and resources, and help you prepare for the next steps.

We may also be able to help by being a supportive presence during statements or court proceedings, and liaising with Police Scotland, the Crown Office and/or the Procurator Fiscal Service to assist with updates. In some cases, we may also be able to offer support to witnesses, family, friends and loved ones.

*This service was funded in 2021-22 by the Scottish Government Violence Against Women & Girls Justice Fund and Shetland Charitable Trust.*

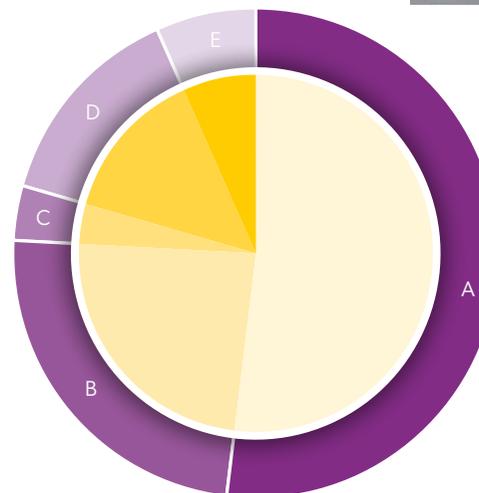
“The Compass Centre is a safe, comfortable space where you can be you. Sexual violence is a violation of your safety, trust and expectations. For this reason, we think it’s very important that you know what to expect from referring to our services and that you know you can ask questions at any time.”

**From The Compass Centre’s Support Agreement 2021**



**REPORTING BEHAVIOUR**

- A** 61.18% Not Reported
- B** 1.18% Intelligence Sharing
- C** 7.06% Report during use of service
- D** 20.00% Reported at Time
- E** 4.71% Within 1 year
- F** 4.71% Within 2 - 5 years
- G** 1.18% Within 6 - 10 years



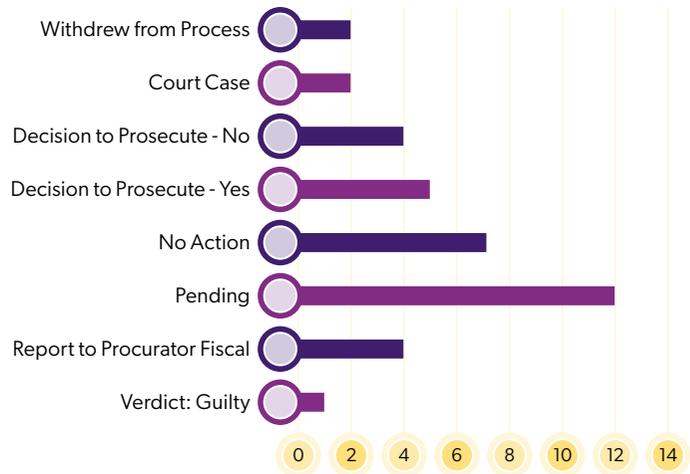
**PERCEPTION OF POLICE RESPONSE**

- A** 51.72% Supportive
- B** 24.14% Suspicious & Disbelieving
- C** 3.45% Sympathetic but didn't understand
- D** 13.79% Unknown
- E** 6.90% Did not seem interested

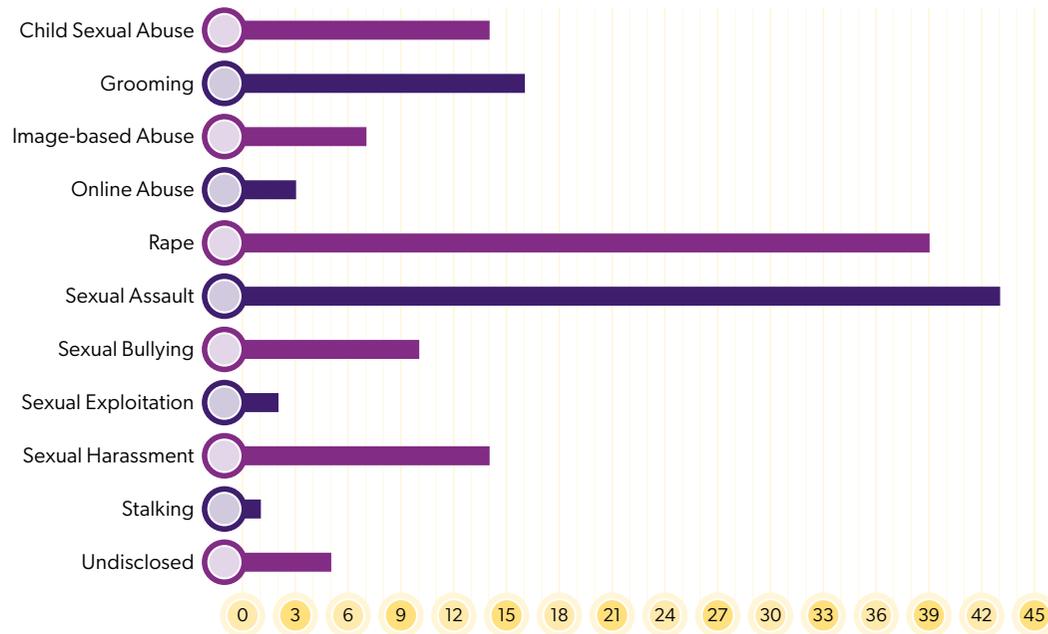


“ I reported through Shetland Rape Crisis. I felt anxious at first but the Advocacy Worker was very reassuring. It felt like a huge relief reporting it and being believed. I highly recommend using their service. ”

### OUTCOME OF REPORTING

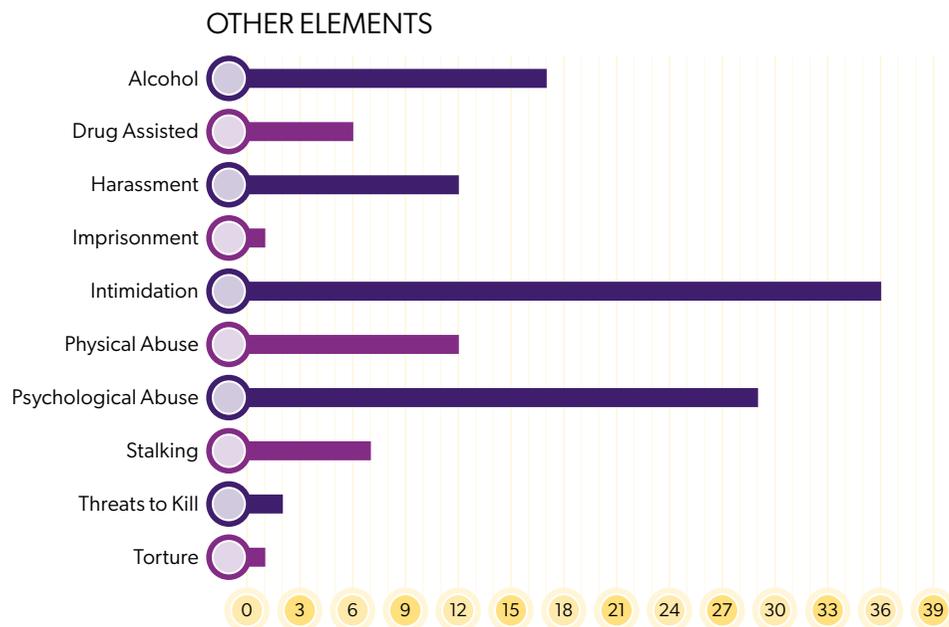


### NATURE OF SEXUAL VIOLENCE EXPERIENCED



“ We are constantly working alongside the police to provide an accessible service for those wishing to report a crime, and to ensure that they are met with the empathy and compassion they deserve. ”

**Yvonne** Advocacy & Support Worker



Artwork donated by Joyce Davies

“ Bold action is needed to minimise the impact on survivors and to ensure that these delays do not have long-term consequences for all survivors seeking justice. ”

**Sandy Brindley** Chief Executive, Rape Crisis Scotland, speaking on covid-19 related delays in the criminal justice system



## SUPPORT & COUNSELLING SERVICES



Our Support & Counselling Services are for survivors of sexual violence who want one-to-one help to address the effects of their experiences of sexual violence and to process the trauma of those experiences.

IN 2021/22,  
MORE THAN

**90%**

OF SERVICE USERS WHO EXITED SERVICE REPORTED IMPROVEMENTS IN:

- Mental wellbeing**
- Work and education**
- Social life**
- Symptoms of trauma**

Our Support Service offers emotional and practical support for up to 6 months. Appointments are weekly or fortnightly. Support is led by the survivor and what they would like to achieve in this time. You don't have to talk about what happened, but if you do, we are here to listen. We provide a space to talk about how you're feeling and support to manage the complex emotions that come after an experience of sexual violence.

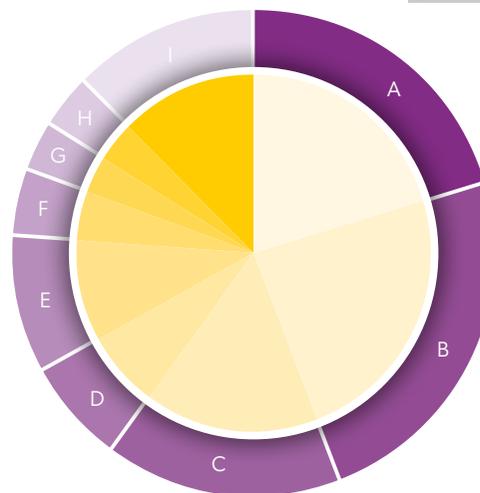
We know that the trauma of sexual violence can touch on every aspect of your life. We can also provide support to navigate the areas of life that have been affected such as: safety planning, attending appointments, expressing needs to loved ones and/or other services, help with benefits, help with housing, and more.

*These services were funded in 2021-22 by the Scottish Government's Delivering Equally Safe Fund, the Scottish Government's Adult Survivors of Childhood Sexual Abuse Fund, and Shetland Charitable Trust. Throughout 2021-22 we also received funding from the now-closed Rape Crisis Specific Fund, and Scottish Government Covid Recovery Funding to run these services.*

“ Really good, supportive service. I’ve learned better grounding techniques that have been invaluable to me in my stressful situation and the one-to-one support has been great by giving me some space and time to sound off my worries and concerns about personal things happening in my life, which has helped me look at things more objectively and helped me feel more at ease, knowing that my feelings and emotions are valid and I’m not going crazy! Brilliant service all round. ”

Service User

Our Counselling Service is the next step for survivors who are now in a safe and stable place and feel ready to process their experiences. In this service, we offer person-centred counselling and trauma-informed emotional and therapeutic support for up to 6 months. Appointments are weekly or fortnightly. This kind of counselling is led by the survivor and so you’ll be encouraged to bring what you want to discuss to these appointments.

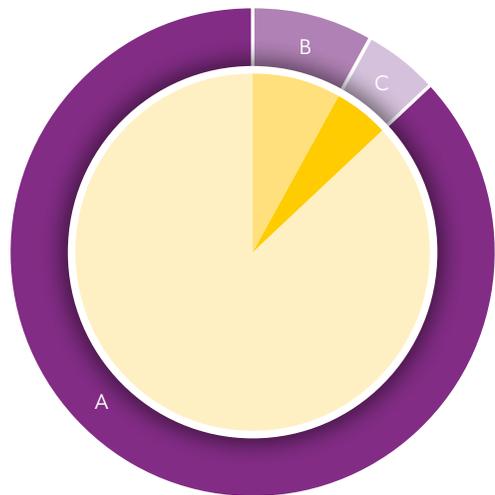


#### AGE FIRST AFFECTED

- A 20.45% Under 13
- F 4.55% 30 - 39
- B 23.86% 13 - 15
- G 3.41% 40 - 49
- C 15.91% 16 - 19
- H 3.41% 50 - 59
- D 6.82% 20 - 24
- I 12.5% Undisclosed
- E 9.09% 25 - 29

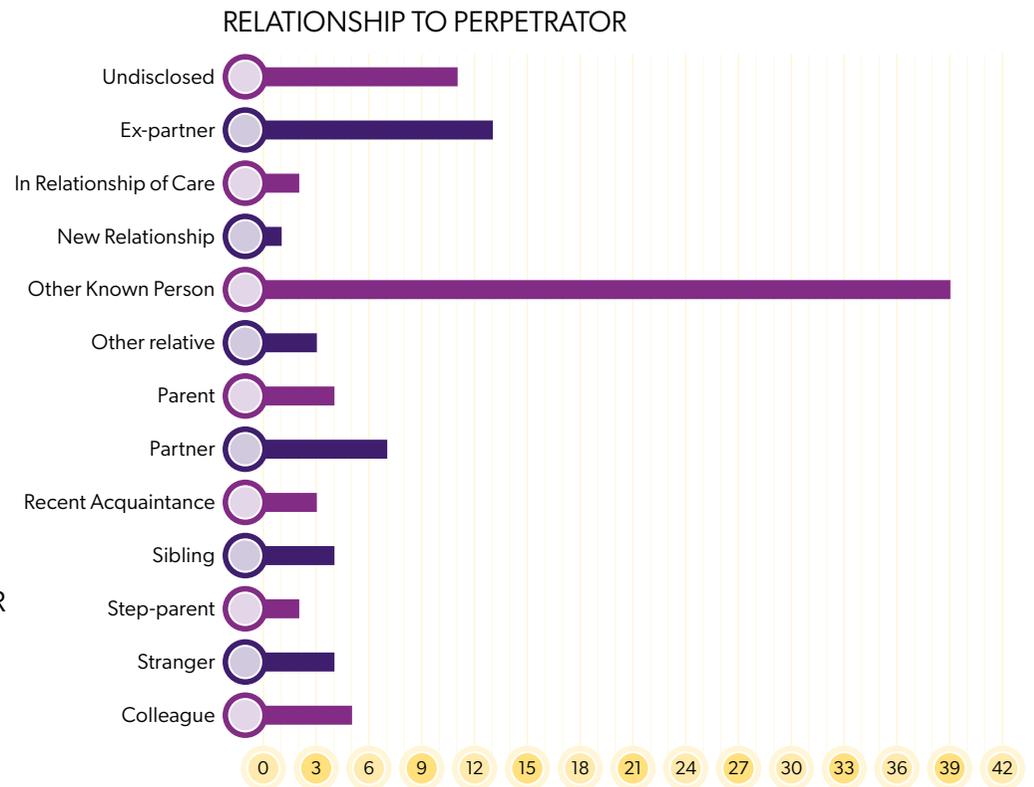


“Thank you again so much for everything. The Compass Centre and my Support Worker have really made such a difference in my life and I won't ever forget that. I don't know where I'd be if I didn't have the support, just having someone listen to me was so helpful at such a hard time. It is greatly appreciated!”  
**Service User**

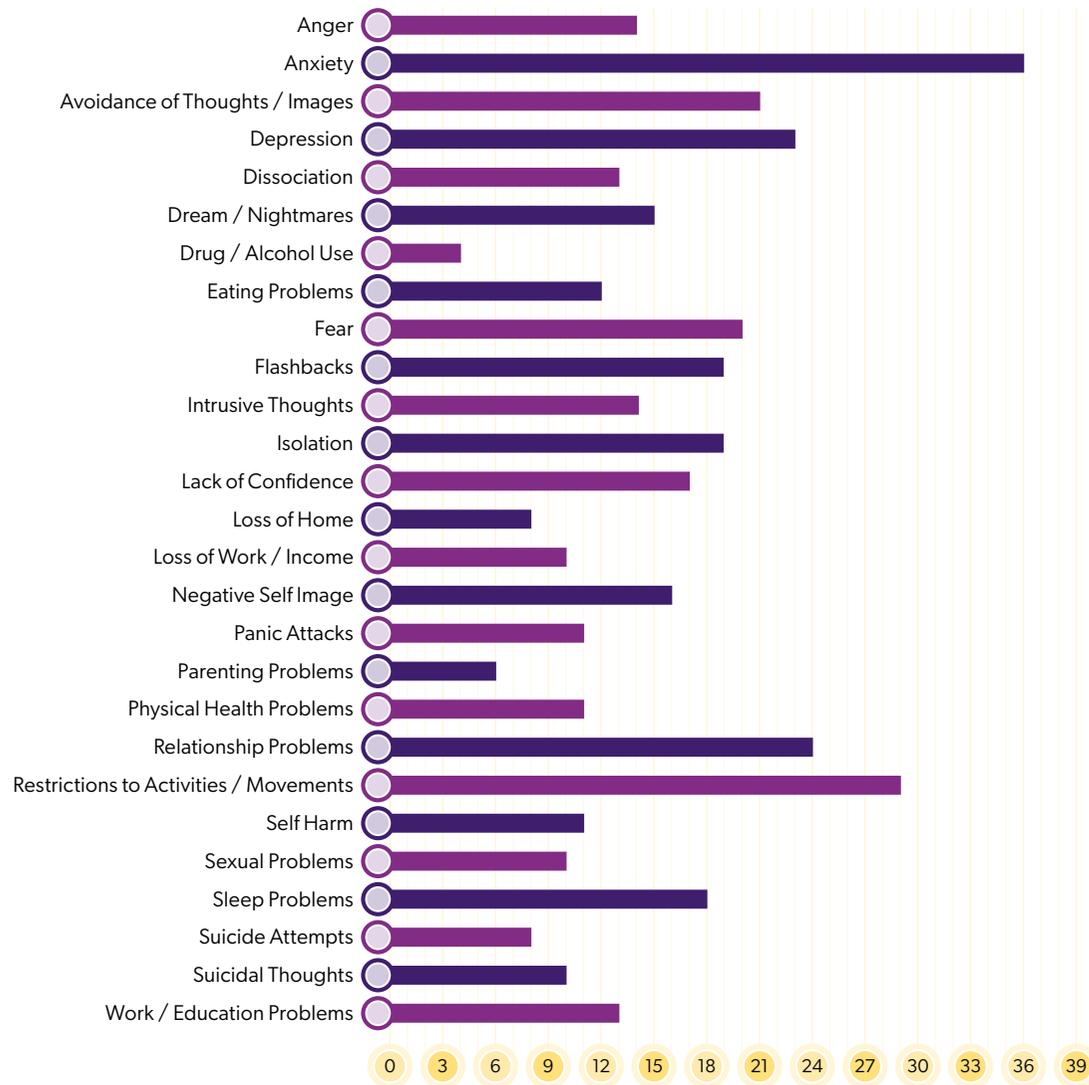


PERPETRATOR GENDER

- A 86.73% Man
- B 8.16% Undisclosed
- C 5.10% Woman



### EFFECTS OF SEXUAL VIOLENCE



“ We are committed to working with survivors, our communities, and with other organisations, to achieve real and profound change. We consider ourselves to be in, and of, our community and not separate to it. ”

**Excerpted from SRC's Strategic Plan 2019-2024**



## PREVENTION & ACTIVISM

“The lesson went more in depth about consent than my regular school did and that was good.”

**Pupil Shetland**



# equally safe at school

a whole school approach to preventing gender based violence

We believe that sexual violence is not inevitable, it is preventable. A core part of our work is preventing sexual violence through education, campaigns and activism in our local community.

In 2021 we appointed a new Prevention & Activism Worker. Ellie, who was a long-standing member of our young activists' group BEE (Bold, Equal & Empowered), joined the team in November and hit the ground running.

As part of the Rape Crisis Scotland Sexual Violence Prevention Programme, she delivers evidence-based workshops in schools and youth settings across Shetland. She also supports schools to implement the Equally Safe at School Programme – a whole school approach to tackling sexual and gender-based violence. As well as this, she leads on raising awareness of sexual and gender-based violence in the Isles, which includes the facilitation and ongoing development of BEE.

Activism is a collective responsibility, and includes our work with strategic partnerships, the local authority, health, and third sector advocating for the inclusion of concerns relating to sexual and gender-based violence in Shetland.

AFTER WORKSHOPS IN 2021/22:

**92%**



**OF YOUNG PEOPLE SAID THEY UNDERSTOOD MORE ABOUT WHAT CONSENT MEANS**

**85%**



**OF YOUNG PEOPLE SAID THEY SHOULD HAVE MORE EDUCATION ABOUT THESE ISSUES**

**BYSTANDERS  
CAMPAIGN POSTERS  
& LEAFLETS WERE  
SENT TO COMPANIES  
ACROSS SHETLAND:**

**16**



**BARS & HOTELS**

**5**



**TAXI COMPANIES**



**What to do if you think someone is in danger on a night out**

**When we think someone is being sexually harassed or is in danger of being spiked, assaulted, or raped - we want to help.**

But we might worry we've misread the situation; that it's not our place to say anything; or that we'll put ourselves in danger if we do.

**Safety First**  
If you don't think it's safe to intervene, report it.

By checking on each other's safety, we do everyone a favour.

**What can I do?**  
Stay calm and ask your friends to support you. If you think it's safe to approach, some options are:

Give the person the option to get out of the situation e.g. "haven't seen you in ages! Fancy joining me... [elsewhere] for a catch up?"

If you can, check in with their friends.

Ask them directly if they are okay, and if/how you can help.

Point out what you saw and why it is worrying you e.g. "I saw him drop something into your drink and I'm worried."

If you still feel like something is wrong, report it.



**FEEDBACK FROM YOUNG PEOPLE AFTER WORKSHOPS IN 2021-22:**

*"The most important thing I learned was...*

- ... consent can be withdrawn at any time."
- ... always ask for consent and don't pressure anyone into anything."
- ... what sexual violence means, how it isn't just hitting and punching."
- ... to understand when someone is not comfortable with your actions."
- ... where to go for support if I or someone else needs it."
- ... no-one should feel they can't tell anyone."

Some highlights in our activist work this year:

- Our 2021 campaign for the 16 Days of Activism Against Gender-Based Violence explored the theme of women in leadership, with window displays in local public areas celebrating international and local women leaders.
- We teamed up with Shetland Women's Aid, Shetland Arts and Islesburgh Drama Group to stage and film 'Fragmented,' a play by Stephanie Pagulayan, which explores the impact and felt trauma of childhood sexual abuse in adult life.
- For International Women's Day 2022, we launched a campaign aimed at bystander intervention to prevent sexual assault and harassment on nights out in Shetland.
- A group of young people from Brae High School took part in the Youth and Philanthropy Initiative (YPI) and won £3000 for the Compass Centre.

"Fragmented doesn't take you to the hardest place and leave you there. Out of attempted suicide and finally being able to talk to her mother, Evelyn discovers the hope that can come from survival. This is where we lean in. This is where we listen and where we learn. It's where we acknowledge that this is a living reality for children, for women, for men in our own lives and communities."

**Helen Kerr Shetland News**

*Our Prevention & Activism Work was funded in 2021-22 by the Scottish Government's Children, Young People and Families' Early Intervention Fund, the Scottish Government's Delivering Equally Safe Fund and Shetland Charitable Trust. Throughout 2021-22 we also received funding from the Scottish Government Covid Recovery Funding to run these services.*



## ACCESS & INCLUSION PROJECT

TAMPON TAX  
COMMUNITY  
FUND

In 2021 we were awarded Tampon Tax funding which enabled the recruitment of an Access & Inclusion Project Worker to:

- **Improve access to support for survivors of sexual violence and their supporters.**
- **Proactively work to identify and overcome barriers to support.**
- **Engage and collaborate with survivors to identify and address their needs.**

“ We believe that to be feminist is also to be antiracist and opposed to all types of oppression, one of the root causes of violence. We cannot end one form of violence without ending all forms. Antiracism work is a vital component of our work to eliminate sexual violence, and so is the fight against misogyny, homophobia, transphobia, ableism, and xenophobia. ”

**SRC's Inclusivity Policy, 2021**

The project ran from May 2021 until June 2022 and focussed on increasing the accessibility, capacity and reach of the service, particularly for survivors from marginalised groups. The Project Worker led on the development and implementation of an Access & Inclusion Strategic Plan for the service.

We set ourselves an ambitious goal: by 2025, we want to see access and inclusion in everything we do, at all levels of the service. We want to foster an inclusive environment, where every staff member feels able to bring their whole self to work and feels comfortable sharing information about who they are (if they want to), and where every survivor who accesses the service feels seen and accepted for who they are.



What we did:

- Accessibility Audit and resulting improvements to the building and grounds.
- New Inclusivity Policy & LGBTI Inclusivity Policy published July 2021.
- Silver LGBT Chartermark – now achieved.
- Training for staff and board on unconscious bias and inclusivity.
- Rebranding to The Compass Centre, with an accompanying launch event.
- Development of OWL (Onward, Wellness, Learning), our new volunteer group for survivors, ensuring that the voices of survivors are at the core of our work, shaping our priorities and helping us to improve our service.
- Implementation of translation and interpreting services for survivors who speak different languages, including British Sign Language and braille.



“ From my perspective as Lead Officer for Adult & Child Protection working with Shetland Public Protection Committee and the Shetland Domestic Abuse & Sexual Violence Partnership, I see clear evidence of the interagency partnership approach taken by The Compass Centre. This is very important in their work with survivors to support them to navigate complex legal, medical and social needs without increasing their trauma. ”

**Kate Gabb** Lead Officer for Adult & Child Protection



## ACCOUNTS

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2022

The figures contained within the income and expenditure account and the balance sheet shown were extracted from the charity's financial statements. These were approved by the board of directors on 10 September 2022.

A copy of the charity's financial statements for the year ended 31 March 2022 can be obtained from our main office or through OSCR.

STATEMENT OF FINANCIAL ACTIVITIES	2022 UNRESTRICTED FUNDS	2022 RESTRICTED FUNDS	2022 TOTAL FUNDS	2021 RESTATE TOTAL FUNDS
<b>INCOME</b>				
Donations and legacies	£4,767	-	£4,767	£5,923
Income from charitable activities				
Performance related grants	£36,747	£251,110	£287,857	£229,200
<b>TOTAL INCOME</b>	<b>£41,514</b>	<b>£251,110</b>	<b>£292,624</b>	<b>£235,123</b>
<b>EXPENDITURE</b>				
Charitable activities	£44,157	£218,675	£262,832	£190,535
<b>(DEFICIT)/SURPLUS FOR YEAR</b>	<b>(£2,643)</b>	<b>£32,435</b>	<b>£29,792</b>	<b>£44,588</b>
<b>PERFORMANCE RELATED GRANTS</b>				
Rape Crisis Specific Fund	£25,000	-	£25,000	£50,000
Rape Crisis Scotland Covid Recovery Fund	£11,747	-	£11,747	£15,397
Shetland Islands Council Covid Recovery Fund	-	-	-	£10,000
Delivering Equally Safe Fund	-	£86,345	£86,345	-
Children, Young People and Families Early Intervention Fund	-	£14,154	£14,154	£13,802
Violence Against Women and Girls Justice Fund	-	£36,375	£36,375	£35,175
Equality Budget	-	£5,500	£5,500	£11,000
Adult Survivors of Childhood Sexual Abuse Fund	-	£46,216	£46,216	£44,143
Shetland Charitable Trust	-	£32,200	£32,200	£28,467
Tampon Tax Fund	-	£30,320	£30,320	£7,580
Women's Fund for Scotland	-	-	-	£4,155
Wellbeing Fund (Covid-19 Response)	-	-	-	£9,481
<b>TOTAL</b>	<b>£36,747</b>	<b>£251,110</b>	<b>£287,857</b>	<b>£229,200</b>
<b>BALANCE SHEET</b>				
		<b>2022</b>	<b>2021 RESTATE</b>	
<b>CURRENT ASSETS</b>				
Debtors		£7,725	£1,289	
Cash at bank and in hand		£82,472	£58,593	
<b>TOTAL CURRENT ASSETS</b>		<b>£90,197</b>	<b>£59,882</b>	
Creditors		£1,493	£970	
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>£88,704</b>	<b>£58,912</b>	
<b>INCOME FUNDS</b>				
Restricted funds		£47,291	£14,856	
Unrestricted funds		£41,413	£44,056	
<b>TOTAL</b>		<b>£88,704</b>	<b>£58,912</b>	



## YVONNE *Advocacy & Support Worker*

I joined the team at Shetland Rape Crisis back in March 2020 and took up the position of Advocacy & Support Worker in July of the same year.

When I joined the centre, I had a week of introductions in the office before we all moved into lockdown as a result of the COVID-19 pandemic. As a new member of the team this brought many new challenges as I had to integrate with my colleagues and learn the role whilst working from home.

The pandemic has affected the service in many ways. We had to find ways to keep our service accessible to clients and offer remote support. In the Advocacy Service, we found that the numbers of survivors exploring or deciding whether to report sexual offences was at a record high. We also became aware of delays in the wider criminal justice system.

Despite many of these hurdles, it has been a joy to support the survivors in the Advocacy Service and we have experienced many achievements together. Some of my proudest moments include providing survivors with the information and tools they need to help them come to the decision to report a crime to the police, and being there to support them during the statement. It takes a huge amount of bravery to achieve this and is something which I always recognize as being a monumental moment of empowerment and success for my clients.

We are constantly working alongside the police to provide an accessible service for those wishing to report a crime, and to ensure that they are met with the empathy and compassion they deserve. We recognize that the waiting period after reporting a crime can stretch out over a long period of time.

Unfortunately, the COVID-19 pandemic has contributed towards this which has led to further delays which can be difficult for survivors. During this time, I offer emotional support and often help to liaise with different services to help convey information and help the client make sense of updates.

My work with clients can often extend beyond those who are reporting a crime to the police. I have previously supported clients with housing concerns and helped clients to seek other means of closure, particularly if they have not been able to achieve the justice they initially hoped for.



## STAFF SPOTLIGHT

## HOW TO DONATE

## ACKNOWLEDGEMENTS





11 Hill Lane | Lerwick | Shetland | ZE1 0HA

Office 01595 747174 | Email [contact@shetlandrapecrisis.scot](mailto:contact@shetlandrapecrisis.scot)

RCS Helpline 08088 01 03 02

Registered Scottish Charity Number SC048532

#### MEMBERSHIPS



“ No matter what happened, when it happened, and how it is affecting you now – the Compass Centre is here to help you find your way forward. ”



[www.compasscentre.org](http://www.compasscentre.org)