



THE
COMPASS
CENTRE

Helping you find your way

ANNUAL REPORT
2022/23

 **SHETLAND**
Rape Crisis



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“ I felt like my worker was always there for me, I could send her a message and she would respond when she had time. She validated my feelings and supported me the best way she could. She helped me to understand why I may have felt the way I did. She gave me a safe space to speak with no judgement. I appreciate everything Shetland Rape Crisis has helped me with. ”

Service User



This has been my first year as Chair since taking over from Siún Carden in June 2022. Siún has been such a valued Trustee since the service first began, serving in various roles during her time on the board, including both Secretary and Chair. We are sad to say goodbye to Siún but so grateful for the hard work and dedication that she contributed to the service over the years, and we wish her all the best.

The Compass Centre has had yet another busy year with the number of people accessing increasing again, despite the record increase last year. Feedback forms from service users reflect the high quality of service, most importantly saying that they feel supported, safe, and believed. The voices of survivors are always at the core of our service and this is credit to the staff's outstanding work and care.

Also this year, our Prevention & Activism worker delivered sexual violence prevention workshops to over 850 young people, raising awareness, and letting young people know how they can get help and how they can support a friend.

Our group of young volunteer activists, BEE (Bold, Equal & Empowered), have also been busy, volunteering an awesome almost 100 hours to activism against gender-based violence in our community. They took part in a trip to Glasgow to meet other young activists from across Scotland, where they visited the Glasgow Women's Library. This was made possible with funding from Shetland Charitable Trust and we are very grateful for their ongoing support.

There is also a new volunteering opportunity with OWL (Onward, Wellness, Learning), our new survivor's reference group. It is an opportunity to ensure that survivors voices help to shape The Compass Centre's priorities and make improvements to the service. We look forward to watching this group flourish.

Providing these vital services would not be possible without our funders, staff, trustees, and volunteers, and I would like to take this opportunity to thank each and every one of you.

The Board has seen a lot of change this year. As well as Siún, we were sad to say goodbye to Raychelle Smith, Ashlea Tulloch, Sally Huband, and Cami Clifton. We want to recognise the valuable contributions that they made to the service and thank them for giving so much of their time as Trustees. We welcome new Trustees: Christina Inkster, Carina Newell, and Gemma Graham. They join Lindsey and myself, bringing new qualities and skills to the Board, which we are excited about.

In April 2023 we welcomed Jess to the staff team as our new Young Survivors' Practitioner and in June 2023, Miriam, as our new Sexual Violence Counselling Practitioner. Sadly, this year we said goodbye to our previous colleague, Amy, who moved on to new steps in her career. Amy was part of the team since 2019 and we wish her all the best.

Being part of a feminist organisation that is committed to promoting equality and diversity and working alongside women that share the same values is an incredibly rewarding experience. If you are interested in volunteering or becoming a Trustee, please do get in touch by emailing contact@compasscentre.org.

Moving into its seventh year, The Compass Centre will continue to strive to provide free, inclusive, and confidential support and information to any non-abusive person, of any gender (age 13+), in Shetland affected by any form of sexual violence. To quote our Service Manager, Lisa, we have a clear mission and that is: 'A safer Shetland for all.'

Photo by Jasmin Grant



CHAIR'S REPORT

“ Being part of a feminist organisation committed to promoting equality and diversity, and working alongside women that share the same values, is an incredibly rewarding experience. If you're interested in volunteering, get in touch: contact@compasscentre.org ”

LAURA HUGHES
Chair of the Board of Trustees



Photo by Sophie Whitehead

ABOUT

“Sexual violence or sexual harm is any form of sexual contact, including comments and images, that you don’t want or freely agree to. It is common and anyone can experience it, at any age. But there is help available and you are not alone. We believe in a future free from sexual violence, and a safer Shetland for all.”

Lisa Andrew Ward
Service Manager



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 or harm at any time in their life. We also facilitate a survivor reference group, OWL (Onward, Wellness, Learning) who contribute to our service priorities.

We 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), who meet 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.

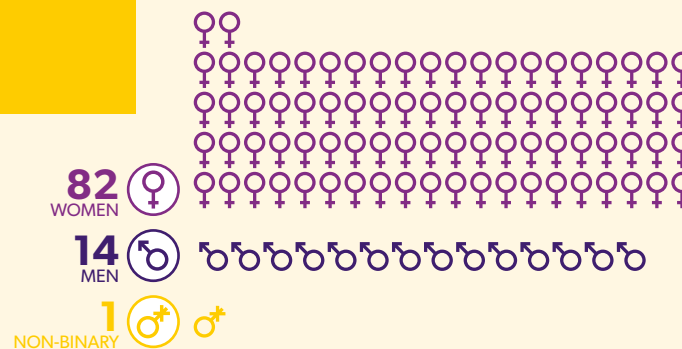
We are a member of Rape Crisis Scotland and adhere to the Rape Crisis Scotland National Service Standards, which provide a quality assurance framework to ensure that our services are provided within professional frameworks that prioritise safety, governance, empowerment, and continuous improvement.





A YEAR IN REVIEW

IN 2022/2023 **97** PEOPLE ACCESSED
HELP FROM THE
COMPASS CENTRE



All graphs in this report relate to everyone who accessed services at the Centre throughout 2022/23. 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.

WHAT MAKES OUR SERVICE DIFFERENT?

1 SPECIALIST KNOWLEDGE ON POWER & SEXUAL VIOLENCE

We understand the complex dynamics that lie beneath the experience of sexual harm, especially in a small community, and help you to understand and process this.

2 SPECIALIST KNOWLEDGE ON TRAUMA & SEXUAL VIOLENCE

We understand trauma and its wide-ranging effects on your life and personhood. We support you to understand why and build resources to manage these effects.

3 FOCUS ON BOUNDARIES & TRUST

Sexual harm is a violation of your boundaries and trust. We agree clear boundaries and expectations for working together to help you get all you can from the service.

4 FOCUS ON EQUALITY

Sexual harm is a cause and consequence of inequality, and so we consciously build equality into all aspects of our service, and actively put the power in your hands.

5 UNDERSTANDING OF VICARIOUS TRAUMA

Staff in this field can struggle with their well-being. This is called vicarious trauma. We support our staff with regular breaks, supervision, and training, so they are equipped to support you.



If you are reported or are considering reporting what happened to you, our Sexual Crime Advocacy Service is here to support you through the process.

SEXUAL CRIME ADVOCACY SERVICE

We are not lawyers, but we are here to answer your 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 and the Crown Office and Procurator Fiscal Service to assist you with updates. In some cases, we may also be able to offer support to witnesses, family, friends and loved ones.

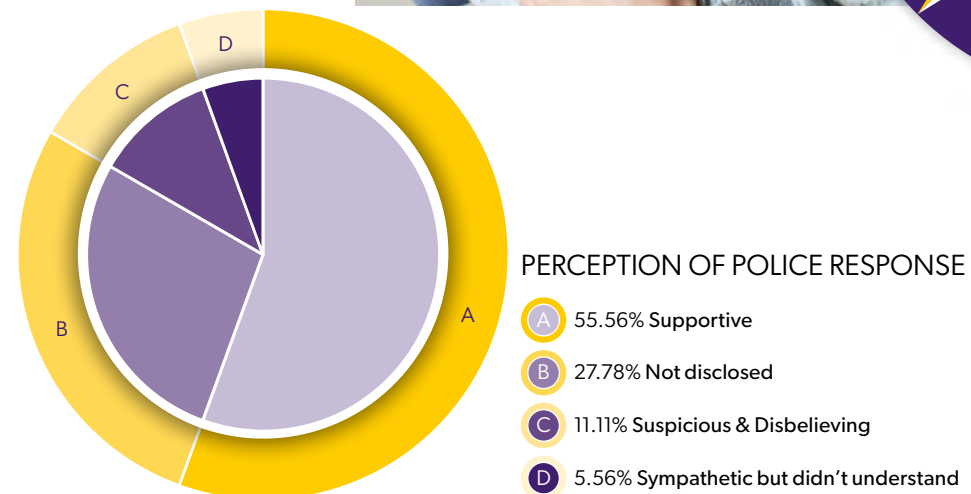
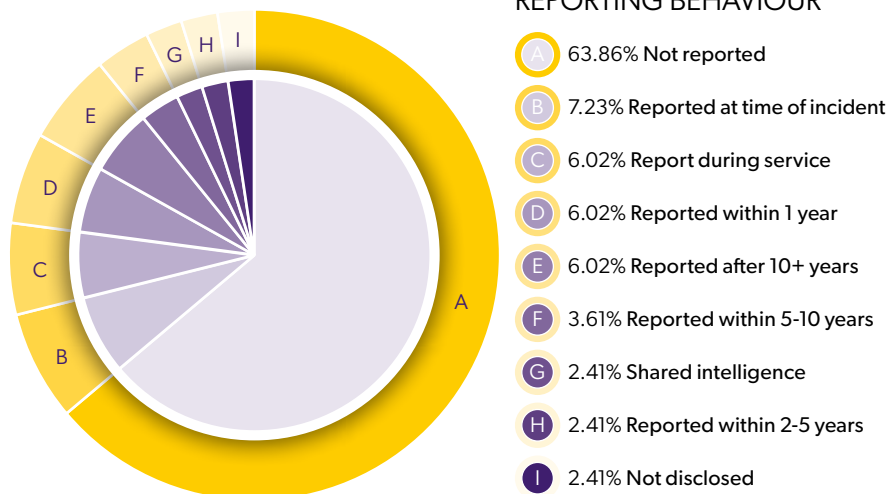
This is an end-to-end service, meaning that, should you so wish, you will remain in service until after your case is closed. Frequency of appointments will be agreed with your Criminal Justice Advocacy Practitioner and if you need more help during this time, you may be able to refer to the Support or Counselling Service, or to other external services.



The National Advocacy Project is a network of specialist Rape Crisis Advocacy Workers across Scotland who help survivors of sexual crime to access justice. Since the National Advocacy Project was set up in 2016, Centres have helped thousands of survivors in Scotland to navigate the criminal justice system.



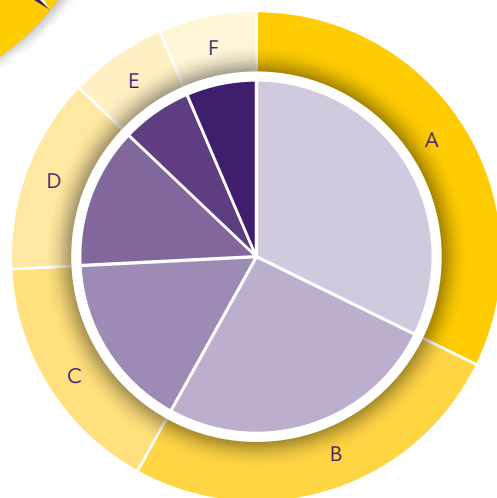
REPORTING BEHAVIOUR





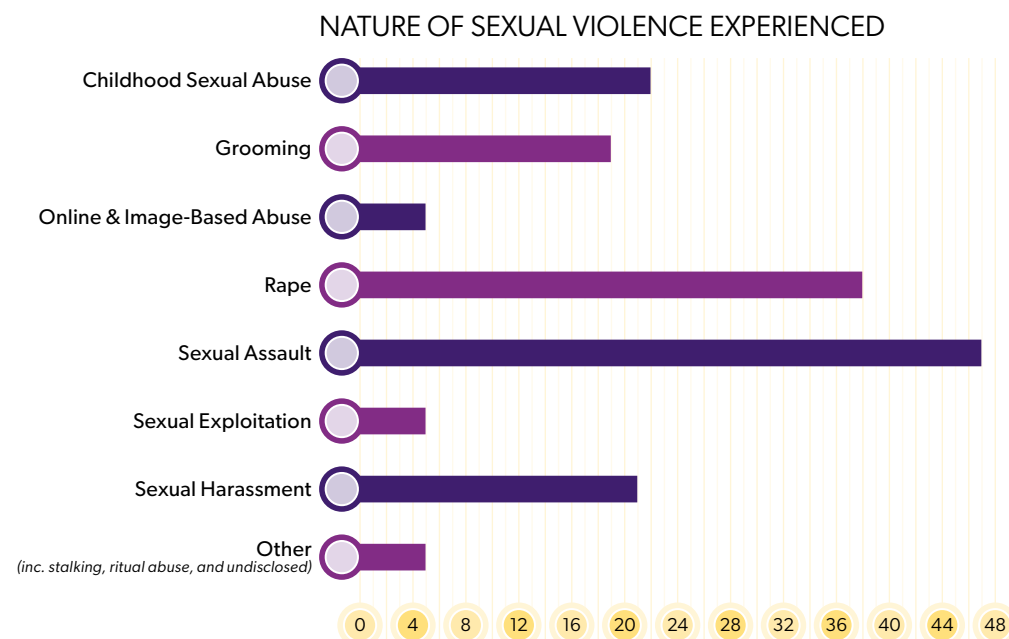
“I am often grateful for the work undertaken by The Compass Centre, who offer a real depth of professional expertise and skill in assisting those who have suffered horrific trauma. I know that their work has a meaningful and lifelong positive impact on survivors of sexual abuse, and at the strategic level, they are at the very core of multi-agency efforts in tackling the ever present problem of gender-based violence in our community.”

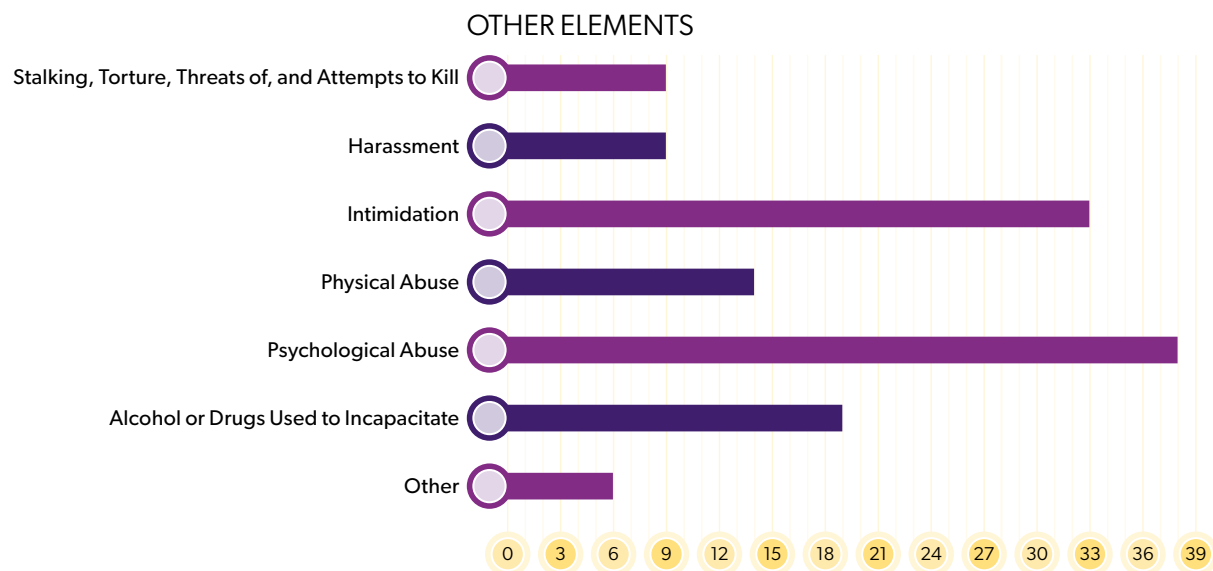
Duncan MacKenzie Procurator Fiscal



OUTCOME OF REPORTING

- A 32.26% Pending
- B 25.81% Decision to prosecute
- C 16.13% No Action
- D 12.9% Court case
- E 6.45% Guilty verdict
- F 6.45% Decision not to prosecute



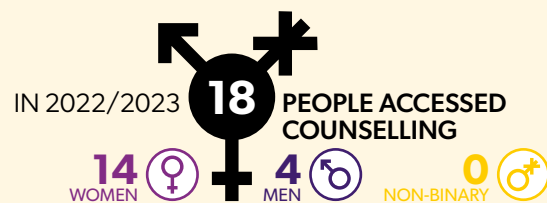


“I was so nervous, but the whole process was really good and made me feel listened to with no pressure, which helped a lot.”

Service User



SUPPORT & COUNSELLING



SEXUAL VIOLENCE SUPPORT SERVICE

Our Sexual Violence Support Service offers emotional and practical support for up to 6 months with a trained Sexual Violence Support Practitioner. Appointments are weekly or fortnightly. Support is led by you and what you 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 support you to navigate the areas of your life that have been affected such as: safety planning, attending appointments, expressing your needs to loved ones and/or other services, help with benefits, help with housing, and more.

OF THE SERVICE-USERS WHO EXITED SERVICE IN 2022/23, **99%** REPORTED IMPROVEMENTS IN:

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

“ My worker has been amazing and I don’t think I would have managed to get through this in such a positive way if it had not been for her. I cannot praise her highly enough, she is a wonderful person and she helped me through one of the hardest things I have ever gone through. The support I received was incredibly helpful. I cannot thank SRC enough. ”

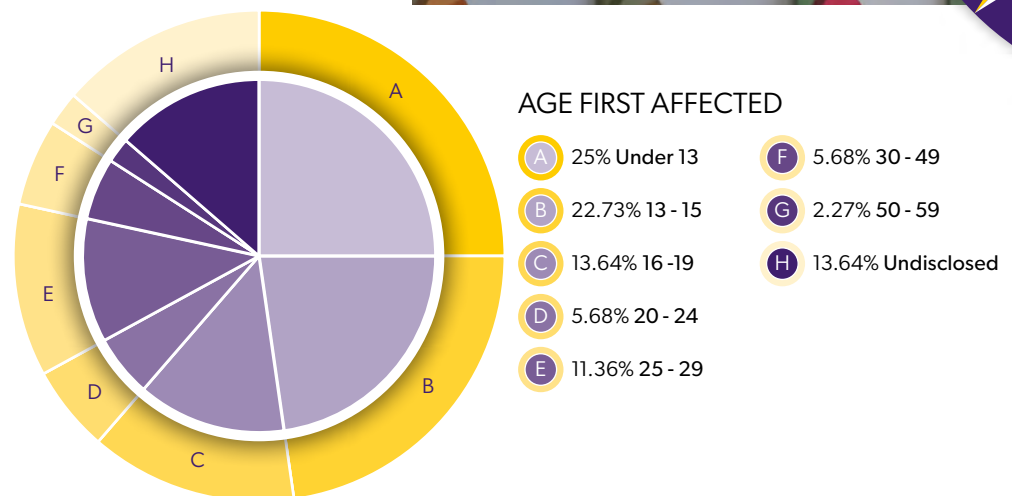
Service User

SEXUAL VIOLENCE COUNSELLING SERVICE

Our Sexual Violence Counselling Service offers person-centred counselling for up to 6 months with a BACP registered counsellor. Appointments are weekly or fortnightly. Your Sexual Violence Counselling Practitioner provides a safe, confidential, and supportive environment for you to work through your experiences and to find ways of healing, however that may look for you.

Counselling can bring up difficult emotions, and your sessions will help you work through and manage these. You do not need to re-visit what happened to you if you don’t want to, but if you feel it might help you to make sense of things, we’ll support you to do this in a safe way. Achieving benefits through counselling requires commitment, and so we ask for an openness and willingness to engage with the process as we work together towards a positive outcome for you.

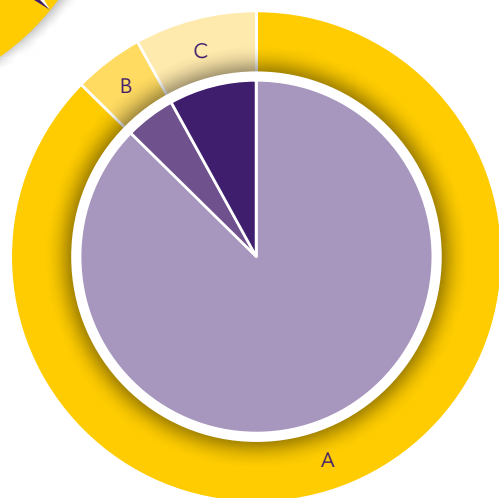
These services were funded in 2022/23 by the Scottish Government’s Delivering Equally Safe Fund, the Scottish Government’s Adult Survivors of Childhood Sexual Abuse Fund, and Shetland Charitable Trust.





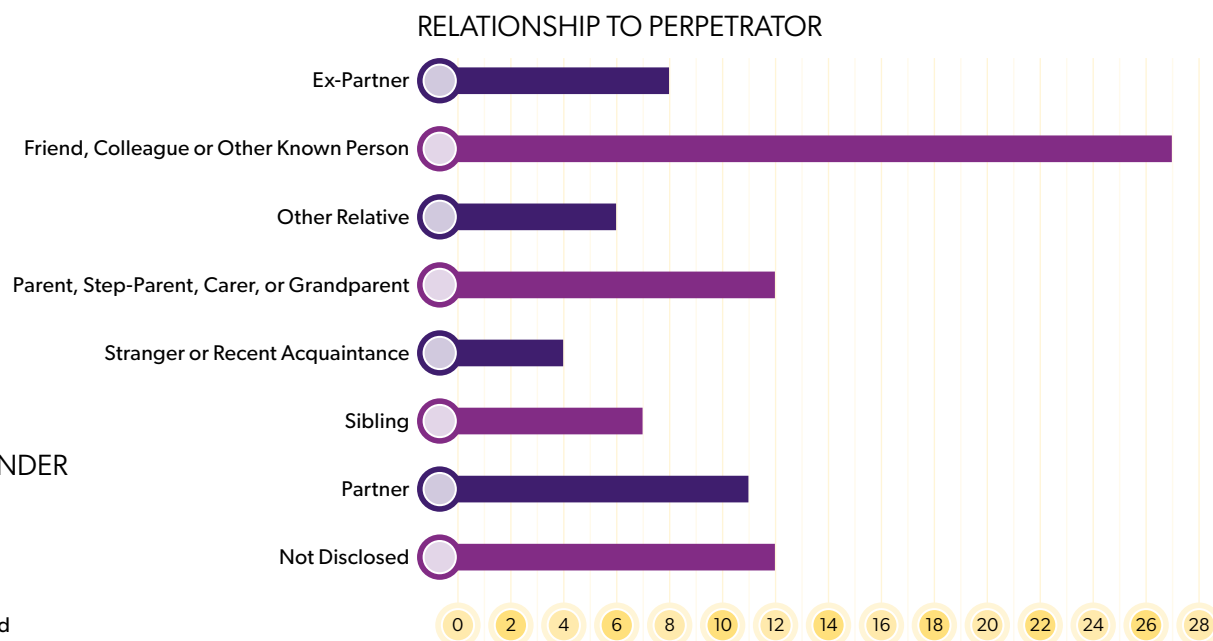
“ Perpetrators of this type of violence may speak very charismatically and convincingly to undermine the voices of those that they have victimised in private. Peers may struggle to believe what they have done, if they have even heard about it at all. For this reason, we believe that it important that survivors know that we hear them and believe them; that they are not alone; and that there is help available here. ”

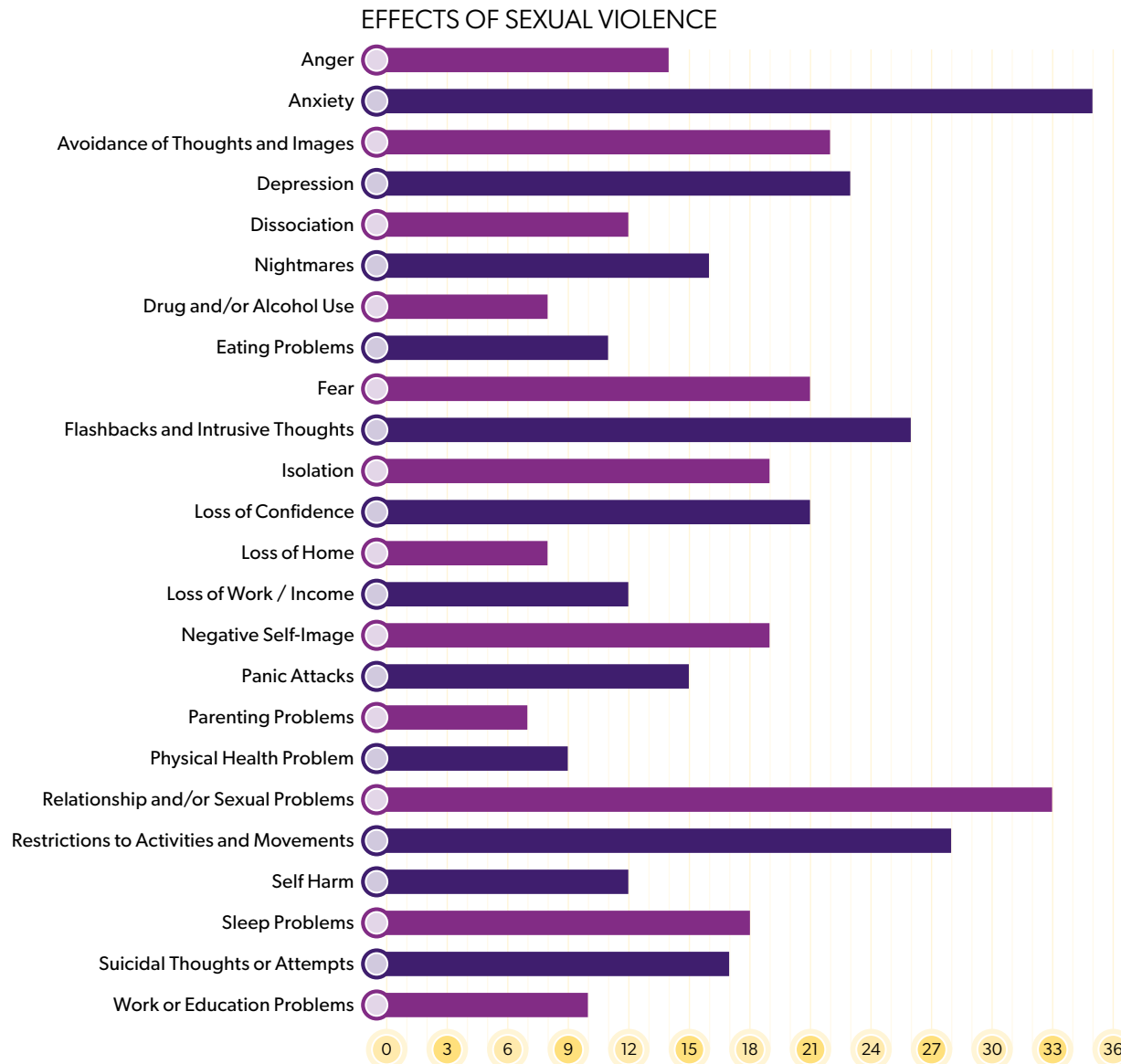
Lisa Andrew Ward Service Manager



PERPETRATOR GENDER

- A** 87.36% Man
- B** 4.6% Woman
- C** 8.05% Undisclosed



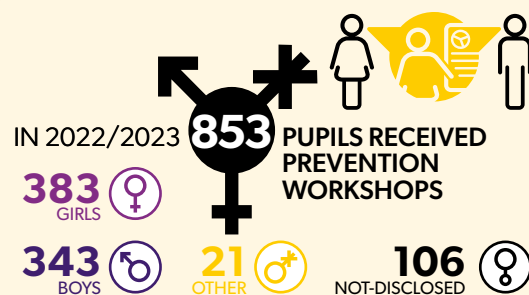


“ I worked with the service for around 6 months, and they helped me work through deep-rooted difficult emotions. They gave me options of techniques and things to try. I came out of the 6 months feeling like I’d achieved a lot and able to deal with my past and present a lot better. The Compass Centre has been very beneficial to me and I would recommend the service to anyone who may need it. ”

Service User



PREVENTION & ACTIVISM



Our Prevention & Activism work was funded in 2022/23 by Rape Crisis Scotland as part of the Scottish Government's Children, Young People and Families' Early Intervention Fund, the Scottish Government's Delivering Equally Safe Fund, and Shetland Charitable Trust.



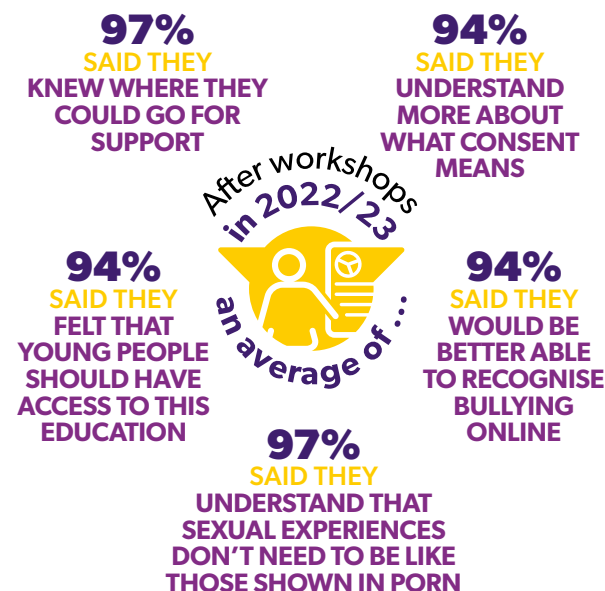
equally safe at school

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 to prevent sexual violence through education, campaigns, and activism in our local community.

As part of the Rape Crisis Scotland National Sexual Violence Prevention Programme, we deliver evidence-based educational workshops aimed at preventing sexual violence in schools and youth settings across Shetland. We also support schools to implement the Scottish Government-recommended *Equally Safe at School Programme* – a whole school approach to addressing sexual and gender-based violence.

As well as this, we lead on raising awareness of sexual violence, and how to prevent it. This includes the facilitation and ongoing development of BEE and OWL, as well as partnership 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.



“The most important thing I learned was about the importance of consent.”
Pupil Shetland



“... THAT IT'S OKAY TO TALK ABOUT SEXUAL THINGS, THAT ISSUES AROUND SEX ARE NOT TALKED ABOUT.”

“... DON'T SHARE OTHER PEOPLE'S PHOTOS WITHOUT CONSENT.”

“... PEOPLE CAN'T CONSENT WHEN DRUNK.”



“... HOW MANY DIFFERENT TYPES OF SEXUAL VIOLENCE THERE ARE.”

“... THAT CATCALLING IS A FORM OF SEXUAL VIOLENCE.”

“... SEXUAL EXPERIENCES THAT I SEE ON PORN, DON'T HAVE TO BE LIKE FUTURE EXPERIENCES.”

“I think the BEE group's biggest achievement was definitely coming to Glasgow in July for the Glasgow Women's Library. I think it was really important for us. It was just nice to feel recognized as a group because in Shetland we're so far away from where that kind of stuff is going on, we never really get to go see it. So, I think that was definitely a massive turning point for the group.”
BEE Member



2022/23 HIGHLIGHTS

"We were initially forecasting for three referrals in the first year, but we've actually had eight in total since opening the SARC in April 2022. Obviously, these are still small numbers in the grand scheme of things, but it's encouraging that folk have felt able to come forward and use the service after an experience of sexual assault and/or rape ..."

Andrea Sherwood
Lead Sexual Health Nurse, NHS Shetland



2022/23 was another busy year for the Centre, with a lot of accomplishments, as well as challenges, both expected and unexpected. As a service, we like to take the time to celebrate successes, and these are just some of the highlights our staff would like to share from the year.

- ➔ At the start of the year, we co-delivered NHS Education for Scotland Trauma-Enhanced Training, alongside NHS Shetland Mental Health Services, to colleagues and partners across Shetland, supporting them to support survivors in the Isles.
- ➔ In April 2022, Shetland's Sexual Assault Response Centre (SARC) opened. This is a self-referral service for anyone, of any gender, aged 16+, who has been recently raped or sexually assaulted to have forensic medical evidence gathered and stored for up to 26 months, meaning they don't have to make immediate decisions about reporting to police. You can refer by calling their free 24/7 number: 0800 148 88 88.
- ➔ We received a generous donation of over £3,000 from NFU Mutual to support the service.
- ➔ In July 2022, our young volunteer activists' group, BEE, visited Glasgow to meet other young activists from across Scotland and share strategies for making positive change in the community.
- ➔ In October 2022, BAM Nuttall Ltd donated a new outdoor space, picnic benches, and a new shed to the Centre, as well as coordinating a donation of £1,750 from themselves, Siemens Energy and Venesky-Brown to the service.





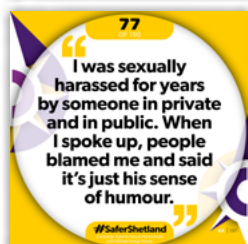
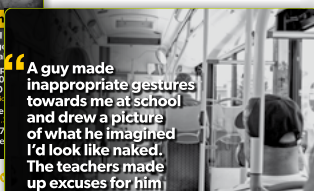
In November 2022, Co-op's Local Community Fund raised £7,271.52 in donations for the service thanks to Co-op members.



In the latter months of 2022, we launched our "It Happens Here" #SaferShetland campaign. Over a four-week submission period we received almost 200 anonymous first-hand accounts from survivors in Shetland which were turned into a poster campaign that went on all buses and other public transport across the Isles. These are now available on our website.

"I wanted to do this [donation] because I had heard about The Compass Centre and all the amazing support and services they provide to survivors and their work in the community. I was really pleased that when I raised it with the guys, they were all up for making it happen and got to work straight away. I am passionate about supporting local charities and I wish the team at The Compass Centre all the best for the future."

Lauren Anderson
BAM Nuttall Ltd



At the end of the year, OWL, our ex-service users reference group for adult women, was officially launched. This group will help to shape our priorities and continually improve our services going forward.

ACCOUNTS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2023

The figures contained within the income and expenditure account and the balance sheet shown above were extracted from the charity's financial statements. These were approved by the Board of Trustees on 10 October 2023.

A copy of the charity's financial statements for the year ended 31 March 2023 can be obtained from our main office or through OSCR.

STATEMENT OF FINANCIAL ACTIVITIES	2023 UNRESTRICTED FUNDS	2023 RESTRICTED FUNDS	2023 TOTAL FUNDS	2022 RESTATE TOTAL FUNDS
INCOME				
Donations and legacies	£14,645	-	£14,645	£4,767
Income from charitable activities				
Performance related grants	£ 3,000	£342,338	£345,338	£287,857
TOTAL INCOME	£17,645	£342,338	£359,983	£292,624
EXPENDITURE				
Charitable activities	£600	£338,215	£338,815	£262,832
(DEFICIT)/SURPLUS FOR YEAR	£17,045	£4,123	£21,168	£29,792
PERFORMANCE RELATED GRANTS				
Rape Crisis Specific Fund	-	-	-	£25,000
Rape Crisis Scotland Covid Recovery Fund	-	-	-	£11,747
Delivering Equally Safe Fund	-	£172,962	£172,962	£86,345
Children, Young People and Families Early Intervention Fund	-	£14,955	£14,955	£14,154
Violence Against Women and Girls Justice Fund	-	£45,000	£45,000	£36,375
Equality Budget	-	-	-	£5,500
Adult Survivors of Childhood Sexual Abuse Fund	-	£48,897	£48,897	£46,216
Shetland Charitable Trust	-	£33,000	£33,000	£32,200
Tampon Tax Fund	-	£7,582	£7,582	£30,320
Rosa Fund	-	£6,730	£6,730	-
Shetland Community Benefit Fund	-	£3,400	£3,400	-
Bank of Scotland Reach Fund	-	£4,400	£4,400	-
Rural Communities Fund	-	£5,000	£5,000	-
Inspiring Scotland Digital Fund	-	£412	£412	-
Wood Group - YPI	£3,000	-	£ 3,000	-
TOTAL	£3,000	£342,338	£345,338	£287,857
BALANCE SHEET		2023		2022 RESTATE
FIXED ASSETS				
Tangible fixed assets		£12,539		-
CURRENT ASSETS				
Debtors		£30,847		£7,725
Cash at bank and in hand		£73,210		£82,472
TOTAL CURRENT ASSETS		£104,057		£90,197
Creditors		£6,724		£1,493
TOTAL ASSETS LESS CURRENT LIABILITIES		£109,872		£88,704
INCOME FUNDS				
Restricted funds		£51,414		£47,291
Unrestricted funds		£58,458		£41,413
TOTAL		£109,872		£88,704



STAFF SPOTLIGHT

Mairi Finance & Office Manager

I joined the team at The Compass Centre in November 2021. My role involves all the financial aspects of the organisation, including budget preparation, submitting funding reports, making grant applications, completing the annual accounts, and making sure everyone gets paid each month!

Alongside this, I have responsibility for ensuring that operational policies and procedures are kept up-to-date, keeping HR records, making sure that we are GDPR compliant, preparing minutes of Team and Board meetings, answering helpline calls, checking in with clients on our waiting list, and the upkeep of our office facilities.

I love the variety that this job provides – in one day I can go from paying invoices, to building furniture, to booking travel, to taking a call from a survivor.

Mairi's work would not be possible without funding from the Shetland Charitable Trust and the Scottish Government Delivering Equally Safe Fund.

A real achievement for me over the past couple of years has been submitting successful grant applications which helped us to reach a funding target required to refurbish an unused outbuilding in our Centre's garden. This refurbishment was completed recently and has given us a second space in which to see service users, which gives us the capacity to carry out more face-to-face appointments on site.

Working for a small organisation who provide such a valuable service within our community is extremely rewarding, and I thoroughly enjoy being part of The Compass Centre team.



GET INVOLVED

Interested in volunteering with us?

Email contact@compasscentre.org
and let us know more!



HOW TO DONATE

JustGiving™

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ACKNOWLEDGEMENTS



MEMBERSHIPS



11 Hill Lane | Lerwick | Shetland | ZE1 0HA

Office 01595 747174 | Email contact@shetlandrapecrisis.scot

RCS Helpline 08088 01 03 02

Registered Scottish Charity Number SC048532



www.compasscentre.org

Designed by Lou Jackson Design | T: 01595 830439

“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.”

