

SHETLAND RAPE CRISIS  
ANNUAL REPORT AND UNAUDITED  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED  
31 MARCH 2024

# Shetland Rape Crisis

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 MARCH 2024

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#### Chair's report

It's been yet another busy year with unexpected challenges, but one where I feel we've really grown and blossomed as a team while continuing to provide a service where we listen to and believe survivors, helping them find their own way forward.

2024 began with the devastating news that the Centre couldn't re-open after the festive break due to weather damage from Storm Gerrit. More extreme weather followed, meaning that repairs were more of a challenge than initially expected, and work was ongoing until July. However, I am delighted to say that in late July 2024, we were able to return to delivering our services in the Centre again.

We want to say a big thank you to our landlord, Shetland Islands Council, and their building contractors, who acted quickly to protect the Centre from further damage and supported and consulted with us over the last 6 months, while working tirelessly to bring the space back to life again.

We'd also like to thank other organisations who came to our aid during this time, donating space and resources to help us continue delivering our services. Our thanks especially to Relationships Scotland - Shetland, Shetland Women's Aid, Voluntary Action Shetland, and UHI Shetland.

But, most importantly, I want to highlight our staff team, who were outstanding in keeping the service running and went above and beyond to make sure that everything still ran as smoothly as possible. I also want to thank our service-users, who were universally understanding and open to exploring different ways of working while the Centre was inaccessible.

This year, the Board of Trustees has been working together to strengthen our practice and ensure we are equipped to continue providing good governance and strategic direction to the organisation. Part of this work has included consulting upon and updating the organisation's strategic plan for the next two years.

This was supported by some much appreciated funding from Rosa (the UK fund for Women & Girls) that enabled us to work with feminist governance consultant, Shirley Otto, who visited Shetland to deliver this face-to-face with us in November last year.

Shirley is an expert in this field and the knowledge she shared with us was invaluable. I think everyone that was there will agree that her energy left us feeling motivated and empowered. She was due to deliver another session at the end of January, but this was postponed due to the building being closed. We hope to rearrange this now we are back in the space, and we look forward to meeting with her again soon.

I would also like to thank Christina Inkster, who stepped down as a Trustee this year, for her time on the Board. She always approached everything with so much care and compassion, and we would like to wish her all the best in her future endeavours.

We remain a small Board of 4, but we're actively in the process of recruiting new members, so we are hopeful that we may see a few new faces joining us soon. We continue to welcome interest from women interested in joining us. If this is you, email us at: [contact@compasscentre.org](mailto:contact@compasscentre.org).

Throughout the year, we also received funding from the National Lottery for a research project into the needs of young survivors. Our Young Survivors' Practitioner, Jess, presented the results of this research to the Board in March, after having consulted with 78 young people from all over Shetland via surveys, focus groups, and interviews.

# Shetland Rape Crisis

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 MARCH 2024

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The Trustees present their report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution as a SCIO, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019).

#### Objectives and activities

The charity's objectives are to relieve the distress and promote the welfare of anyone affected by any form of sexual violence or exploitation experienced at any time in their lives by providing a practical support service including free confidential trauma informed information, advocacy, emotional support and therapeutic support.

The organisation's purposes are:

- to provide free, confidential, trauma informed information, advocacy, emotional support and therapeutic support to anyone affected by any form of sexual violence
- to promote education and prevention of rape/sexual violence and its effects, whether psychological, physical, legal and/or medical
- to advance human rights by working towards the prevention and, ultimately, the elimination of sexual violence by all means including awareness raising and education
- to promote equality and diversity by working to a feminist ethos and be an active part of the wider movement campaigning nationally in the best interests of anyone affected by rape, sexual violence and exploitation.

The Trustees have paid due regard to guidance issued by OSCR in deciding what activities the charity should undertake.

# Shetland Rape Crisis

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

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#### **Our specialist services include:**

- Sexual Violence Information and Resources
- Sexual Violence Support Service
- Sexual Violence Counselling Service
- Sexual Crime Advocacy Service
- Information, Support and Training for Other Professionals
- Sexual Violence Prevention Programme
- Equally Safe at Schools Programme

#### **Our Approach**

We recognise sexual violence as any sexual behaviour, acts, contact, or communication that is not wanted and/or freely agreed to. This includes any forced, pressurised, coerced, or deceptive sexual act or behaviour that violates your right to make uncoerced choices about your own body, life, and experiences, free from duress.

Although some sexual violence may result in physical injury, most sexual violence does not. We use the umbrella term "violence" because "violence" is the plural of "violation" and makes clear that these behaviours are part of a spectrum of abuse.

As a feminist organisation, we understand that the cause and consequence of sexual violence is an imbalance of power. This means that anyone, of any gender, may be affected by it and need support, and we are proud to provide services to people of all genders.

But to fully understand and address the scale and impact of the problem, we take a gendered analysis and approach to work, recognising that sexual violence is a form of gender-based violence (GBV).

This means that victims, perpetrators, and the way sexual violence is carried out, relates directly to wider gendered power imbalances and inequities in society - namely that men have a disproportionate level of power and privilege, and women, people of other minoritised genders, and children and young people do not experience equal levels of power, choice, rights, or representation.

We also recognise that power imbalances can intersect and compound, further disempowering survivors. This means that, to effectively tackle sexual violence, we believe that we must also take an intersectional approach to our work.

An intersectional approach means that we aim to recognise and address the intersecting and compounding inequities that survivors may experience because of other existing societal power imbalances such as class, race, ethnicity, ability, neurology, age, sexual orientation, and/or immigration status.

We examine these power dynamics so that we are better able to empower survivors and those affected by sexual and gender-based violence in our community, including those who face additional marginalisation and inequity.

We aim to increase empowerment by increasing access to information, resources, support, meaningful choices, and opportunities to influence change. We take care to wield our own power responsibly and empower survivors to access their rights to take informed decisions about their own lives and bodies, free from violation or coercion.

# Shetland Rape Crisis

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

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#### **A Service User's Story**

*In her own words, a service user shares her story of accessing help from The Compass Centre. Shared with permission by the service user and with our gratitude for her bravery and her voice.*

"When I got in touch with Shetland Rape Crisis, I was at breaking point. 26 years of trauma from childhood sexual abuse came to the surface and I felt like my life was spiralling downwards.

Reaching out to Shetland Rape Crisis was the best thing I could have done. Although at the time it was a very daunting and frightening thought, I needn't have worried – they gave me a voice and helped me move forwards with my life in so many ways that I didn't think was possible for me. I found a safe place to open up fully and take it forwards with amazing support that helped me grow as a person and believe in myself.

The support I have had over the last 4 years has been tremendous on so many levels. Each and every one of the team I have spoken to have supported me in every decision and believed in me from the start with kindness, care, empathy and compassion. These ladies are remarkable in what they do.

One person sat with me for almost 14 hours over the course of 2 days while I did my statement to the police – I couldn't have done it without her and will be forever grateful to her for the time she gave me.

Another supported me through the ups and downs of the High Court process, which took a long time to come to trial. They got answers to all my questions, supported me and my family through the good and the bad times, and advocated for me on another level.

They also travelled to the court with me and sat with me, before, during, and after it all. No amount of words can explain how grateful I am and always will be to this person, I would never have got through any of it without them. Their help, support and patience, helped me to build my strength and confidence to carry on.

I can't change the past but with the help of The Compass Centre, I am now able to look to the future, be happier and... live peacefully! I can't thank you enough."

#### **Sexual Crime Advocacy Service**

**33 people received help from this service in 2023/24**

*29 women / 4 men*

If you have reported, or are considering reporting, what happened to you, our Sexual Crime Advocacy Service is here to support you through the process. 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 and 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 also be able to refer to the Support or Counselling Service, or to other external services.

*This service was funded in 2023/24 by Rape Crisis Scotland, as part of the Scottish Government Victim Centred Approach Fund, and by Shetland Charitable Trust.*

# Shetland Rape Crisis

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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- 98% said they understand that pornography doesn't show consent
- 97% said they understand that sexual experiences don't need to be like those shown in porn
- 94% said they would be better able to recognise bullying online

**In their own words, young people who attended Prevention Workshops in 2023-24 said that, for them, the most important thing they'd learned was...**

- "...people can't consent when drunk."
- "...don't share other people's photos without consent."
- "...how many different types of sexual violence there are."
- "...sexual experiences that I see on porn, don't have to be like future experiences."
- "...that it's okay to talk about sexual things, the issues around sex are not talked about."
- "...how porn can change your views on women."

*Our Prevention and Activism work was funded in 2023-24 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.*

### Young Survivors' Research Project

**78 young people (aged 13-25) from across the whole of Shetland participated in this research**

In 2023-24, we received funding from the National Lottery Improving Lives Fund for a research project to better understand the needs of young Shetlanders (aged 13-25) affected by sexual harm, the barriers to accessing help, and to co-develop specialist approaches and resources for young people who want to access our services.

The Young Survivors' Practitioner worked with 78 young people via surveys, focus groups, and interviews. The young people identified shared needs, barriers, and actions. Some key themes they identified included:

- Practicalities to accessing help (location, transport, times, availability)
- Confidentiality concerns and stigma
- Types of support available
- How to find out more information about our services and other help available to them
- Navigating small community settings and conflicts of interest
- What topics feel prominent for young people

As a result of this work, we've now agreed an action plan to address these barriers in order to increase access to help for young Shetlanders affected by sexual harm over the next two years.

*This research was funded in 2023-24 by The National Lottery Improving Lives Fund.*

### Governance Developments 2023-24

This year, we reviewed and refreshed our Vision, Mission, Values and Strategic Priorities. As part of this work, we consulted with key stakeholders, including:

- Service-users
- Staff, trustees, and volunteers
- Partner organisations and professionals in health, justice, local authority, and third sectors
- The Shetland community via social media
- Wider communities via social media

# Shetland Rape Crisis

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

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6. Strategic approaches to sexual and gender-based violence in Shetland are made stronger and more effective through our ongoing active participation, willingness to share our specialist input, and openness to having courageous conversations with our partners and allies.
7. Shetlanders who share our vision of a future free from sexual and gender-based violence, and most particularly those marginalised due to existing inequities, are engaged; empowered; supported to have their voices heard; and enabled to influence meaningful change.
8. We invest in our people, culture, and systems to support the safe, sustainable, and effective delivery of our services for survivors, and to increase the positive impact of advocacy across Shetland as a whole.

#### **Financial Review**

This is the charity's third full financial year as an independent organisation. The basis of accounting is on an accruals basis. Income this year was £381,909 (2023: £359,983). Of this £377,056 - 99% of total income (2023: £345,338 - 96%) was by way of performance related grants from Scottish Government associated funds, Shetland Charitable Trust, and other funds. Expenditure was £399,365 (2023: £338,815), being mainly staff costs of £297,683 - 74% of total expenditure (2023: £251,979 - 74%). This left the charity with closing funds of £92,416 (2023: £109,872) of which £29,223 were restricted (2023: £51,414). At the year end the charity held cash assets of £66,615 (2023: £73,210).

A key goal for the charity this year and last has been building reserves through unrestricted fundraising and donations, with a target of holding unrestricted funds equivalent to three months expenditure.

The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities, while consideration is given to ways in which additional funds may be raised.

The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

#### **Structure, Governance and Management**

The charity is a Scottish Charitable Incorporated Organisation. It is incorporated by way of its constitution which serves as its governing document.

The Trustees who served during the period were:

Name	Appointed	Resigned	Office held
Laura Hughes	15 April 2020		Chair
Carina Newell	30 May 2023		Vice Chair
Christina Inkster	30 May 2023	27 February 2024	Secretary
Gemma Graham	30 May 2023		Treasurer
Lindsey Manson	11 November 2021		Secretary (from 27 February 2024)

None of the Trustees have any beneficial interest in the organisation.

The structure of the organisation consists of the board who hold regular meetings, and generally control the activities of the organisation. The board also appoints charity trustees to fill vacancies, and the people serving on the board have power to make changes to the constitution itself. The maximum and minimum number of charity trustees is 10 and 3 respectively.

# INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SHETLAND RAPE CRISIS

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I report on the financial statements of the charity for the year ended 31 March 2024, which are set out on pages 15 to 26.

## **Respective responsibilities of Trustees and examiner**

The charity's Trustees are responsible for the preparation of the financial statements in accordance with the terms of the Charities and Trustee Investments (Scotland) Act 2005 (the 2005 Act) and the Charities Accounts (Scotland) Regulations 2006 (the 2006 Accounts Regulations). The charity's Trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the 2006 Accounts Regulations does not apply. It is my responsibility to examine the financial statements as required under section 44(1)(c) of the 2005 Act and to state whether particular matters have come to my attention.

## **Basis of independent examiner's statement**

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

## **Independent examiner's statement**

In the course of my examination, no matter has come to my attention:

(a) which gives me reasonable cause to believe that in any material respect the requirements:

(i) to keep accounting records in accordance with section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and

(ii) to prepare financial statements which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations; have not been met or

(b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



Irene Hambleton BAcc CA  
On behalf of RSM UK Tax and Accounting Limited  
Chartered Accountants  
St Olaf's Hall  
Church Road  
Lerwick  
Shetland Isles  
ZE1 0FD

Dated: 30 September 2024.



# Shetland Rape Crisis

## BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
<b>Fixed assets</b>					
Tangible fixed assets	9		27,645		12,539
<b>Current assets</b>					
Debtors	10	5,055		30,847	
Cash at bank and in hand		66,615		73,210	
<b>Total current assets</b>			71,670		104,057
Creditors: amounts falling due within one year	11	6,899		6,724	
<b>Net current assets</b>			64,771		97,333
<b>Total assets less current liabilities</b>			<u>92,416</u>		<u>109,872</u>
<b>Income funds</b>					
Restricted funds	12		29,223		51,414
Unrestricted funds	13		63,193		58,458
			<u>92,416</u>		<u>109,872</u>

Approved by the Trustees and signed on their behalf



Laura Hughes (Chair)  
Trustee

Dated: 27 September 2024

# Shetland Rape Crisis

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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All costs are allocated between the expenditure categories of the income and expenditure account on a basis designed to reflect the use of the resource.

No single equipment purchase with a cost of below £1,000 is to be capitalised.

### **Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off the assets over their estimated useful life.

Tenant improvements – these have been depreciated over the number of years remaining on the lease of the property, which is 4 years.

### **Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

### **Leases**

Rentals payable under operating leases are charged to income and expenditure when paid.

### **Government grants**

Income from government and other grants, whether capital or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that income will be received and the amount can be reliably measured and is not deferred.

# Shetland Rape Crisis

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2024

#### 3. Income from donations and legacies

	2024	2023
	£	£
Donations and legacies	920	14,645
	<u>920</u>	<u>14,645</u>
Analysis by fund:		
Unrestricted funds	920	14,645
	<u>920</u>	<u>14,645</u>
Other income:		
Facebook fundraising	54	150
Easyfundraising	-	16
Private donations	71	1,588
Justgiving donations	518	181
Co-op Local Community Fund	-	7,271
NFU	-	3,189
Enquest	-	1,000
BAM Nuttall	-	1,000
Venesky Brown	-	250
CAF Bank	252	-
Amazon Smile	25	-
	<u>920</u>	<u>14,645</u>

#### 4. Other income

	2024	2023
	£	£
Other income	3,933	-
	<u>3,933</u>	<u>-</u>

Other income was £3,933 (2023: £nil) of which £3,521 (2023: £nil) was unrestricted and £412 (2023: £nil) was restricted.

# Shetland Rape Crisis

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

### 6. Support costs

	2024 Support costs £	2024 Governance costs £	2023 £
Support staff costs	63,471		63,660
Professional fees (HR and H&S)	7,813		5,773
Independent examination/ statutory accounts preparation		2,814	2,448
	<u>71,284</u>	<u>2,814</u>	<u>71,881</u>
Analysed between:			
Charitable activities	<u>71,284</u>	<u>2,814</u>	<u>71,881</u>

The statutory accounts preparation fees were payable to the independent examiner.

### 7. Trustees

The trustees received no remuneration in the year. Trustees were reimbursed for expenses during the year totalling £90 (2023: £Nil). Volunteers were reimbursed for expenses during the year totalling £10 (2023: £415).

### 8. Employees

Number of employees	<u>2024</u>	<u>2023</u>
The average monthly number of employees during the period was:	<u>9</u>	<u>8</u>
Employment costs:		
Wages and salaries	258,348	217,823
Social security costs	19,582	16,730
Other pension costs	19,753	17,426
	<u>297,683</u>	<u>251,979</u>

There are no employees who received employee benefits of more than £60,000.

# Shetland Rape Crisis

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

### 12. Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 31-Mar-23 £	Movement in funds		Balance at 31-Mar-24 £
		Incoming resources £	Resources expended £	
Early Intervention Fund	875	15,379 -	15,463	791
Advocacy Fund	1,399	46,000 -	47,142	257
Survivors of Childhood Abuse Fund	6,719	46,216 -	52,618	317
Shetland Charitable Trust	8,582	46,800 -	54,258	1,124
Delivering Equally Safe Fund	10,928	173,098 -	181,557	2,469
ROSA Fund (Stand With Us)	6,730	5,285 -	12,015	-
ROSA Fund (Voices from the Frontline)	-	4,000	-	4,000
National Lottery (part)	-	27,690 -	27,060	630
Capital Reserve Funds:				
National Lottery (part)	-	10,000 -	2,500	7,500
Tampon Tax Fund	4,403	- -	1,101	3,302
Shetland Community Benefit Fund	2,720	- -	680	2,040
Bank of Scotland Reach Fund	3,896	- -	974	2,922
Rural Communities Fund	4,750	- -	1,188	3,562
Inspiring Scotland Digital Fund	412	- -	103	309
	<u>51,414</u>	<u>374,468 -</u>	<u>396,659</u>	<u>29,223</u>

All of the following funds receive performance related grants from the Scottish Government and associated funds, Shetland Charitable Trust, and the National Lottery, for the named purposes:

The Early Intervention Fund is awarded to Rape Crisis Scotland and distributed to centres Scotland-wide to deliver the National Sexual Violence Prevention and Equally Safe at School Programmes. This funds part of the Prevention & Activism Worker's post and associated costs.

The Advocacy Fund is used to support anyone considering reporting sexual violence to the police, to ensure that they have as much information available to them as possible to help them come to the decision that is right for them. This part funds the two Advocacy Workers and associated costs.

Survivors of Childhood Abuse Fund is awarded directly to Shetland Rape Crisis, and is used to part fund the salaries of two Support Workers, along with some core costs. This fund ends on 30 September 2024.

Shetland Charitable Trust Fund part funds four members of staff, along with some core costs. Any unused monies can be retained up to a value of 3 months of the total grant. Formal approval for underspends above this amount to be retained, must be sought from Shetland Charitable Trust.

The National Lottery Improving Lives Fund is to develop a specialist service pathway and resources for young people of all genders (aged 13-25) in Shetland, who have been affected by sexual harm. This is a three year award, which funds one part-time member of staff. In addition, in the first year of

# Shetland Rape Crisis

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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### 16. Related party transactions

There were no disclosable related party transactions for the year ended 31 March 2024.

### 17. Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	6,237	5,000
Between one and five years	21,613	21,250
In over five years	-	-
	<u>27,850</u>	<u>26,250</u>