

Stay Safe East
Annual Report and Accounts
2015-16



Stay Safe East is a Charitable Incorporated Organisation
Registered charity 1153615

STAY SAFE EAST
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

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Charity name	Stay Safe East
Charity registration number	1153615
Registered office	90 Crownfield Road London, E15 2BG
Trustees	Savitri Hensman (Chair) Elizabeth Blewett (Resigned August 2015) Paul Dowling Kirsten Hearn Asha Jama (Resigned September 2015) Bennett Obong (Joined June 2015)
Bank	The Co-operative Bank Plc P O Box 250, Skelmersdale, WN8 6WT
Independent Examiner	LBS Accounts Plus Ltd 20-22 Wenlock Road London, N1 &GU
Director	Ruth Bashall
<i>Due to the nature of the Charity's work, names of advocacy staff and volunteers are not listed in this report.</i>	
Stay Safe East	
T: 0208 5119 7241	
Mobile (SMS text and voice): 07587 134 122	
e-mail:	director@staysafe-east.org.uk
website:	www.staysafe-east.org.uk

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TRUSTEE'S REPORT

The Trustees present their report together with the financial statements of the charity for the year ended 31st March 2016.

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" issued in March 2005.

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, two new Trustees joined the Board: Kirsten Hearn and Bennett Obong, both of whom have extensive experience around policy and engagement with statutory services and bring a strategic overview. Elizabeth Blewett stood down from the Board during the year; the Board is extremely grateful to her for her support for Stay Safe East since it was set up.

Organisational Structure and Staffing

Stay Safe East's Boards meet regularly to manage its affairs. The Board are responsible for overseeing the work of the organisation and setting strategic direction. The Board appoint the Chair of Stay Safe East who supports the Director. During the financial year the Director was employed full-time. Staff are appointed by the Board with the support of the Director.

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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 the paid staff and volunteers. Board meetings are held at least eight 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 2015/15, Stay Safe East was able to increase its staffing levels and develop its advocacy services, providing support to many more disabled people who had experienced hate crime, domestic or sexual violence. Thanks to funding from the Mayor's Office on Policing (MOPAC), in July 2015 we were able to employ and successfully train a new part-time (17.5 hours) Hate Crime Advocacy Worker who is now an effective member of the team. Our former volunteer hate crime advocate has been able to pull out of casework altogether and has passed his skills and experience to a younger employee.

We were approached by Victim Support to be part of their bid for the London-wide domestic violence contract, also via MOPAC; when the bid was successful, our part-time Domestic Violence advocate started full-time work in July 2015, working with Deaf and disabled victims/survivors of domestic violence in Newham and Waltham Forest.

In July 2015, we were also successful in obtaining a three-year grant from the Lloyds Bank Foundation; we deferred this grant until February 2016, when we recruited a part-time (17.5 hours) domestic violence trainee.

The grant income from Trust for London, together with income from training, consultancy and fundraising, have funded the cost of the Charity, which ended the year with a positive balance. Budgets and cash flow projections were drawn up to ensure proper governance.

Stay Safe East is extremely grateful for the committed and consistent support of 6 volunteers during 2015/16. The volunteers supported the work of the advocates by assisted clients with applications for benefits, equipment, small grants and transport; they provided an essential weekly phone safety check service, and organised our Women's Group meetings and outings and other events.

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During the year, the full-time domestic violence advocate started the national Safe Lives training for Independent Domestic Violence Advisers (IDVAs) and qualified in 2016. Staff attended a number of training courses on Adult Safeguarding, Housing and other issues. All other training for staff and volunteers has been carried out at team meetings. All staff and volunteers were provided with supervision. The Director continued to benefit from the support of Inclusion London's Chief Executives' Network.

Major Risks

The Charity has a formal structured approach to the assessment and management of major risks to which it is exposed. 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.

The low levels of funding which were identified as a threat to the organization were addressed, with three successful bids for funding during the year. The short-term nature of some funding remains a threat; the Board is drawing up a long-term fundraising plan for Stay Safe East.

By employing two additional staff and increasing the capacity of the domestic violence advocacy post, the Charity was able to better respond to the demand from agencies who wish to refer clients to it, and was able to mitigate the risk from staff absence of there being no one available to support a client at high risk of abuse. Stay Safe East has also developed its partnerships with the Independent Domestic Violence Advisers (IDVAs) in Waltham Forest and Newham, so that we are able to manage a safe caseload.

The Board worked with the Director to address the long-term future of Stay Safe East's strategic policy work, as the Director aims to retire in the next few years and has unique expertise which needs to be passed on. Receiving a range of funding for advocacy posts enabled the Director to slowly decrease her own casework in the course of the year and focus more effectively on policy and strategic work, as well as bringing in consultancy and training work. Stay Safe East's partnership with Inclusion London on hate crime is enabling the Director to pass on skills and knowledge to other Deaf and Disabled People's Organisations (DDPOs). This process will continue in 2016/17.

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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 third year of activity were:

- To continue to expand its pioneering advocacy and support work with Deaf and 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 consolidate its input into London-wide policies and strategic work on hate crime, domestic and sexual violence
- To continue to consolidate its 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

3. ACHIEVEMENTS AND PERFORMANCE

Charitable Activities 2015-16

2015-16 was a fruitful year for Stay Safe East. With increased resources, we were able to take on more clients and do more long-term, in depth work with those most at risk. We have developed our policy role on both hate crime and domestic violence. We provided support and training to disabled people's organisations, particularly around hate crime.

"Stay Safe East understands where we are coming from because its disabled people helping disabled people. They respect us as disabled people."
Women's Group member, domestic violence survivor

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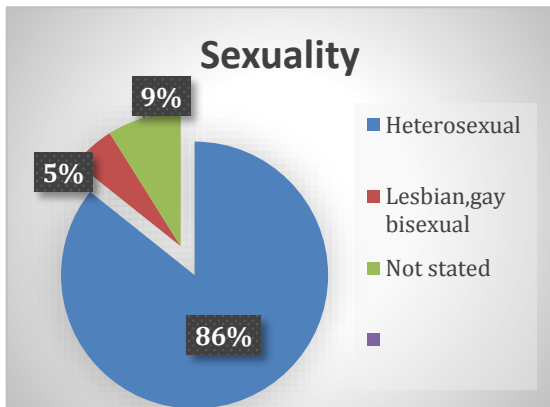
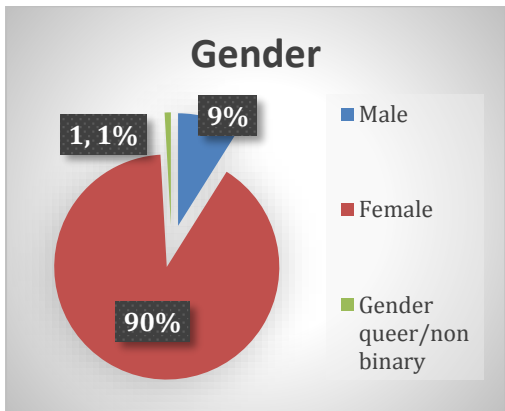
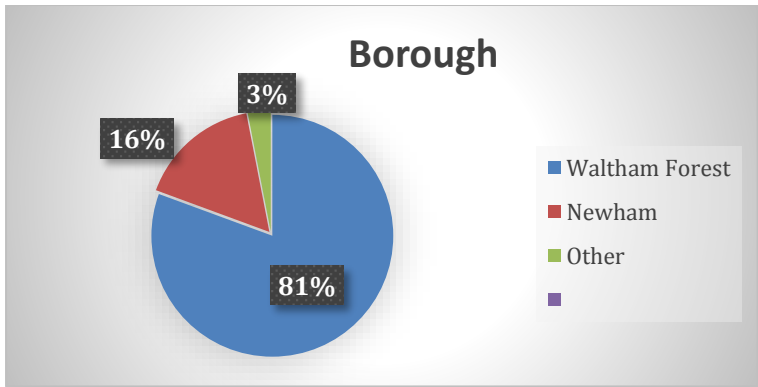
3.1. Advocacy for victims and survivors

“Without this place, where would women go? It’s like a family. “

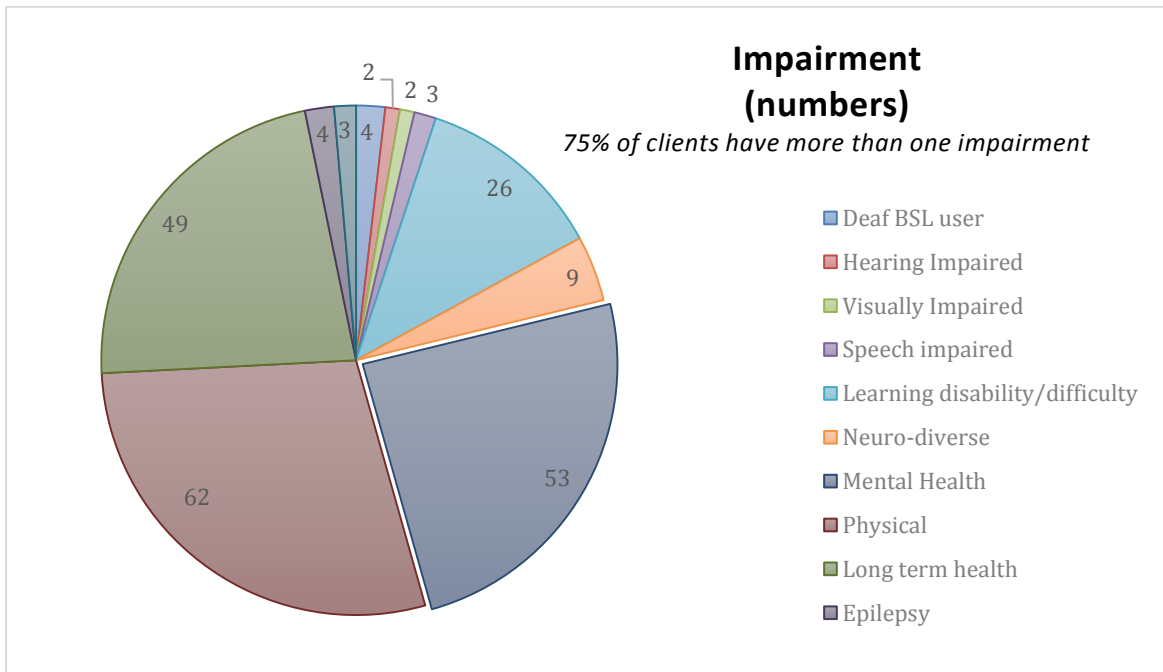
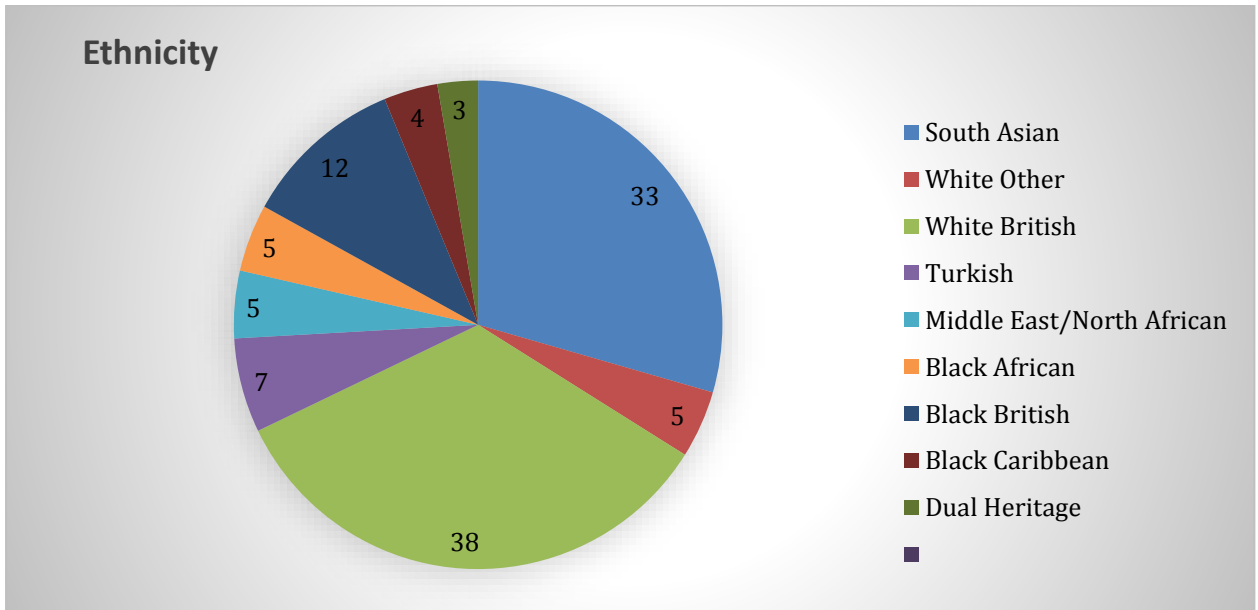
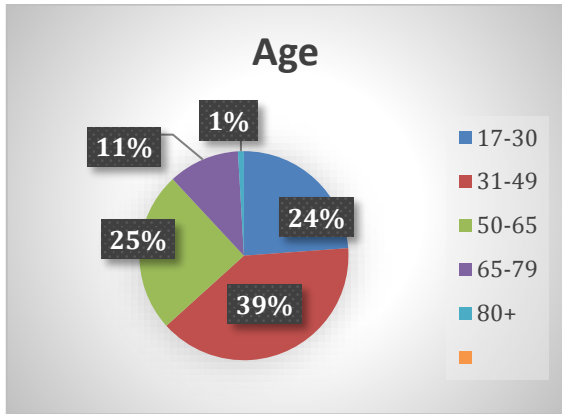
The Stay Safe East advocacy service is specifically designed for disabled people. This means we work with clients long-term and provide a holistic service, covering all areas from initial support around keeping safe, obtaining non-molestation orders or Sanctuary measures, to help with obtaining not only benefits and housing but disability specific services such as care packages or mental health support or help with addressing barriers to attending court. Most of all, we ‘hold’ clients emotionally for as long as they need us.

Stay Safe East Advocacy data

	Total clients	Domestic/ sexual violence	Hate Crime	Other
2014/15	93	59	29	5
2015/16	112	77	26	9
Of which new referrals	85	51	20	4



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Referral sources: all clients 2015/16

MARAC	26	Other voluntary sector	2
Adult Services	14	Self-referral	20
Children's Services	3	Referred by friend or family member	3
Mental health	2	Stay Safe East internal	1
Learning disability services	2	Special School	1
Victim Support (WF IDVA service)	8	Councillor	1
Newham One Stop Shop/NIA/Anchaal	3	ASBRAC (<i>hate crime</i>)	7
Other domestic violence agency	2	Housing provider	7
Disabled people's organization	5	Police (direct referral)	2
LGBT organisation	3	Total	112

a. Hate crime advocacy

"Nobody believed me. They think because I have mental health problems, I am making it all up and it's in my head. You have been there for e all this time. You have helped me through some very difficult times."

53 year old client with physical and mental health issues, victim of hate crime

The Hate Crime Advocate (part-time) worked with 26 clients during the year, offering a range of support to clients including:

- Safety planning
- Discussing options with the client, explaining what can be done to stop or minimize the hate incidents
- Security measures (known as 'target hardening') such as new locks, more secure doors or windows or other measures; a successful partnership with HEET, a local charity in Waltham Forest, has enabled clients to feel safer much more quickly.
- Ensuring the case is flagged as a hate crime by the Metropolitan Police if appropriate
- Speaking to neighbours who do not feel comfortable speaking to the police or the landlord
- Working with the Police to ensure that the case is properly investigated and that the perpetrators are dealt with

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- 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. We have helped 7 people to be re-housed to get away from hate crime, four of those to more accessible accommodation.
- 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

Through a mix of advocacy and encouraging them towards better self-esteem, our advocate has helped clients to regain control over their lives and to be safer. This has also had an impact on their families and friends who were supporting them through the harassment.

5 of our female hate crime clients attend our Women's Group and have developed a wider social network, joining in outings and activities.

During the year, Stay Safe East made 8 referrals to Waltham Forest ASBRAC (Anti-Social Behaviour Risk Assessment Panel) which deals with repeat cases of anti-social behaviour and hate crime, acting as the voice of the victim. We have taken 5 referrals from ASBRAC.

Case study

A is a 32 year-old physically disabled man of North African origin. He was referred to Stay Safe East through a local housing association who had concerns about his safety and welfare. A was living in a ground-floor flat on a small estate. He was being harassed by a group of youths, who had initially congregated outside the flat, getting into the block through a window. They then started to make comments and to mock him as a man with physical impairment, imitating the way he walks. The youths threatened A. The police had taken some action but had not followed it up or dealt with the matter as a hate crime. When our advocate visited the flat, he found that A was living in very poor conditions – the flat was damp and he was not coping well with household tasks, and was depressed and anxious. The advocate started by doing a safety plan with A, encouraging him to call the police if the youths harassed him. However by this time A was so afraid of the consequences if he reported incidents, he would not report. We arranged for safety measures for the flat. We referred the case to ASBRAC and the police took action successfully, moving the youths away, as well as the street drinkers who had been congregating near the flats. The case was flagged as a disability hate crime. A did not want to support a prosecution. We made a referral for rehousing and within three months, A was offered a new flat with better accessibility, in a safe area. We made a referral to Adult Social Services for a care package which A started to use after he moved to the new flat, and have been helping him with his Personal Independence Payment application and assessment. He is much more positive about himself as a disabled person, and is now getting out and about more. He is now safe.

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Several clients have been targeted by gangs, including one woman caught in a complex situation where her home was being used by gang members to deal drugs. We have attended regular Silver Group meetings with statutory agencies (police, housing, adult social care, local authority gangs' workers, etc.) and acted as the voice of the client. This is one of several cases where the advocate has had to act in the client's best interest, as the client struggles to keep themselves safe.

The hate crime worker has worked jointly with the domestic violence advocates to support two clients who were referred from ASBRAC as victims of harassment but also then disclosed domestic abuse by partners or family members. Both these clients were referred as high risk to the domestic violence MARAC multi-agency panel.

We took the decision to take on a number of clients who had not been obvious victims of hate crime, but had experienced harassment or anti-social behaviour. We believe that the work we have done in partnership with other agencies such as the police and housing providers has helped to prevent these incidents escalating and the clients becoming victims of hate crime.

Information and outreach

We designed and produced a new leaflet for hate crime only which has proved a useful source of discussion at events with disabled people.

Over the summer of 2015, the new worker engaged directly with 9 organisations in Newham which work with disabled people, to inform them about our services and about hate crime issues. We sent our new leaflet and supporting information to a further 50 voluntary organisations and council departments. Though this has increased awareness to some extent, due to the dearth of local organisations run by disabled people and the lack of structures for dealing with hate crime in Newham, we had only three referrals from Newham. We will be renewing the work in Newham, including engaging with the borough police, once we have secure funding for a hate crime advocacy worker, as we cannot initiate further engagement if we cannot then support disabled people who are referred to us.

We recruited two volunteers to assist with hate crime clients; they have proved extremely helpful in supporting clients over benefits, accessing small grants and disability services such as Dial-a-Ride or Taxicard, and keeping in contact with clients between meetings with the advocate.

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b. Domestic and sexual violence advocacy

“ You give us time, space, support and you work with us step by step.”

Female client, survivor of domestic violence and work place bullying

Stay Safe East has developed a unique model of holistic advocacy for domestic and sexual violence clients, tailored to the needs of our clients. It addresses the trauma our clients have experienced. It 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 her/himself 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 s/he 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 her needs as a disabled person
- 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. We have helped 7 people to be re-housed to get away from hate crime, four of those to more accessible accommodation.
- 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

Over the year, thanks to the Victim Support/MOPAC contract, we were able to take on more domestic violence clients, and worked with a total of 77 domestic and sexual violence clients. Because of the long-term nature of the support we offer, our domestic violence caseload grew exponentially. By March 31st 2016, we were still working with 37 of the 50 clients we had taken on in the 9 months since the start of the MOPAC/Victim Support contract in July 2015. We were

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able to manage the caseload with the help of our volunteers and input from the Director, but during the year, from time to time we have had to put a temporary hold on referrals from other agencies so we could provide quality of support to clients and keep them safe. We never turn away clients who self-refer. In February our new trainee domestic violence advocate started in post, and by March she was providing back-up to the IDVA, assisting with form filling and applications for housing or social care packages, and keeping contact with some standard risk clients, as well as shadowing the IDVA.

“My advocate was easy to work with, and listens to me – because of this I find it easy to get along and I trust her.”

Domestic violence client, Newham

The number of referrals from Newham grew during the year, as Newham One Stop Shop became more established and the organisations which are part of it became more aware of Stay Safe East. We attend Newham events and the Domestic Violence Forum, have introduced our services to all the partners at an away day and have done presentations to a range of disability groups (most recently Vision East). The Newham Council Domestic and Sexual Violence Commissioning Officer has included Stay Safe East in the referral process guidance for all agencies, which will help increase referrals.

Clients still living with the perpetrator

During 2015/16, we supported 12 clients who are living with the perpetrator-partners or family members- and successfully kept up contact with them, either over the phone or by meeting with them when they have an appointment with another professional – psychiatrist, nurse or GP – so we can see them without the abuser. We are unusual amongst domestic violence agencies in doing this, and the fact that we can take time to gain someone’s trust will increase their safety.

Only three Stay Safe East clients have used refuges since July 2015. One was already in a refuge when she was referred to us and moved out, as she felt the refuge did not understand her impairment and health needs, the other had mental health needs that cannot be met in a mainstream refuge, the third is non-disabled.

We continued to support clients with severe mental health issues and physical impairments who have no recourse to public funds, and are now safe and have improved mental health but are still traumatized and in need of our support. We

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are also supporting them to apply for leave to remain, with the help of specialist solicitors.

We had two requests for support from disabled women outside of London. Both have connections to East London and want to move there, so we began to help them to find housing solutions that meet their needs whilst providing emotional support by phone until they can move, as well as increasing their safety.

Support for disabled mothers

“The support I got from my advocate was fantastic.”
22 year old Domestic violence client, Waltham Forest

Work with domestic violence survivors whose children are subject to child protection or care proceeding is the most complex and difficult part of our work. We worked with 3 women whose children were subject to a Child in Need (CIN) plan - the CIN plan for one client’s child was closed. We provided intensive support to 4 mothers whose children were under a Child Protection Plan and to 3 mothers whose children were subject to Care Proceedings, following domestic violence and due to the mother’s impairment.

‘You fought my battles for me when I couldn’t fight for myself’
Domestic violence client, mother of one child, Waltham Forest

Some of our clients feel as though they can’t win, one way or the other. If she is a disabled mother, there is a common assumption that she will not be competent as a parent, particularly if she has learning disabilities or mental health issues, is called into question by Children’s Services. Our clients have often managed their children well when they were living in an abusive situation, even in the face of language and access barriers, but once the abuser is no longer around, Children’s Services will question the mother’s parenting skills. Whilst in some cases there are clear child protection issues, and we always put the child’s safety first, we believe that some disabled mothers are facing discriminatory attitudes which stem from a lack of understanding of the different coping strategies which they have developed. There is also a failure to recognise the impact of domestic violence on the mother and a lack of time to give her the opportunity to move forward. Pressure to complete child protection processes or care proceedings within fixed timescales is adding to the difficulty for our clients. Whilst the borough provide some excellent parenting courses, our clients have told us that none of these address their needs as disabled parents.

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Added to this, we have found a strong pressure from social services for men who have abused their partners to have contact with their children, irrespective of whether this would put the mother at further risk, in two cases, children's services wanted to promote the relationship with the father (one of whom had not seen the child in 4 years) in case the mother was not able to cope because of her disability.

Nevertheless we have had some significant successes, including one mother whose child was initially going to be adopted but was then placed in care and may be returned to her in the future; this mother also kept her newborn baby and is now rehoused, safe and parenting well. Another case involving a mother with significant mental health issues whose child was subject to Child Protection saw the case closed. Another mother saw her child placed with a family member rather than being adopted, which means she will be able to maintain contact.

I can't tell you how invaluable the advocate's services were throughout the case to both myself and my solicitors. The client has significant mental health issues and very often it was very difficult getting through to the client, explaining things and gaining her trust. [The advocate] was incredibly industrious in explaining things and sending emails and liaising so that the client fully understood what was going on. Without the advocate's, persistence the Local Authority's care plan would have been adoption. [The child was placed with a family member] So I can say that her contribution significantly altered the direction of the case. So I'm very grateful to your charity for providing advocates of such caliber. I only wish more people would understand what a difference that a good advocate can make for a vulnerable person in legal proceedings.

Family Law Barrister 2016

Whilst Stay Safe East may not always 'win' cases for the mother, and not all mothers can parent their children safely, our involvement means the mother is not alone through the process and knows she has someone there for her; she is supported to recognize the impact of domestic violence on her children, and for her needs as a disabled woman to be met. We help these clients keep track of their many appointments, remind them, explain documents and processes to them, help collect evidence for the solicitors, and all the time help our clients deal with the trauma they have experienced. We had positive feedback from

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solicitors and barristers who feel they have gained new insight from working with us, and have referred further clients to us.

Prosecutions and support to go to court

The number of non-molestation orders obtained by Stay Safe East for clients increased in 2015/16. Three new clients now have orders. For one of our clients, it took her seven months to disclose the name of the perpetrator; when she did so, we helped her get an injunction immediately. This case would have gone to criminal proceedings but the police were unable to find the perpetrator who is of no fixed abode. Four clients did not need an order as there were bail conditions or a restraining order in place. Abusers breaking bail continues to be an issue; we have had to push for the police to make an arrest.

We supported three clients to go to court as witnesses in criminal proceedings against the perpetrator. All have faced considerable barriers in the criminal justice process and have told us they would not have persevered had we not been there to support them.

Case study

N is the mother of two small children and was a victim of protracted domestic violence from her partner. He was charged with assault by beating. She is a Deaf BSL user, as is her former partner. The case was scheduled to be heard at Stratford Magistrates court in March. We attended with our client. On the Friday before the trial was due, we rang the Witness Care Unit to check that all measures were in place for our client and were told that they were not sure, as the CPS had not got back to them. When we arrived at court with our client on the Monday morning, we were told there were no interpreters. The Court were aware that our client could lip-read, and said the trial should go ahead without interpreters. We intervened and explained to the Witness Service and the Crown Prosecution Service that our client should not be expected to lip-read in court, and had to have BSL interpreters so she could communicate in her first language. The Court then said that she should share interpreters with the defendant (but our client would have no interpreter to discuss her case with the CPS barrister). The interpreters were willing to do this. We argued that this was a conflict of interest and rang CACDP, the national body who regulate interpreters, and the agency who supplied them, both of whom agreed with us. The CPS barrister then successfully argued with the Court that this arrangement was not appropriate and that the case should be deferred. This was eventually agreed and the case was due to be heard in May.

In May there were further interpreter issues, with the client being asked to manage with only one (male) interpreter; after we intervened, the case was adjourned again.

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The case was eventually heard in August 2016, and the perpetrator was found guilty and subject to a 5 year restraining order. Without our intervention, our client would have been left very vulnerable in court, unable to fully understand what was being asked, and there would have been a risk of a miscarriage of justice. Our client has moved and is safe.

This case shows the lack of understanding and expertise within the court system of how to meet the needs of Deaf and disabled people and to ensure they get equal access to justice. This is one of the main reasons why so few cases involving disabled victims come to court and when they do, the defendant may be found not guilty because the victim/witness was hampered in giving evidence.

LGBT clients

In 2015/16, we worked with 6 lesbian, gay, bisexual, transgender or non-binary clients. As an LGBT aware organization, we have been able to offer them support which affirms their identity as LGBT disabled people. Our experience of the barriers to accessing services, and of the sometimes intense discrimination faced by LGBT disabled people, enables us to support clients who are often marginalized and invisible and may have a negative self-image due to their experiences. We have supported two clients who have faced homophobia and extremely negative attitudes in the health and social care services they were seeking to use. Both are survivors of domestic violence from same-sex partners but need ongoing support to regain self-confidence. Another has learning disabilities and finds it difficult to meet a partner; we have supported her to think about what she wants from a relationship and how to keep herself safe. All but one of our LGBT clients have problematic relationships with their families, who do not accept their sexuality.

Our links with Rainbow Hamlets, Stonewall Housing, Metro Centre and GALOP, have grown and we were invited to speak at two events, one for disabled LGBTQ people, and the other about domestic violence and the LGBT community.

c. Other support offered to all clients

Stay Safe East advocates offer all our clients a comprehensive range of support, beyond the specific support relating to hate crime or domestic or sexual violence. These include the issues outlined below.

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Benefits and debts

When Stay Safe East first makes contact with a client, they may be struggling and not receiving the benefits they are entitled to. Along with this, the pace of change from the Department of Work and Pensions increased in 2015/16. Nearly every week, a client has rung us because they had a letter from the DWP saying their Disability Living Allowance is stopping and they had to complete an application for Personal Independence Payment, or their benefits or Tax Credits had been stopped because the abuser had left, or because the client had forgotten to attend an appointment, didn't know how to get there, didn't understand the letter, or couldn't cope with opening the letter. If one benefit stops, all the others do. Because we know our clients well and have a full medical and abuse history, we are the best people to help them, especially as there is such limited access to other advice and advocacy in either Newham or Waltham Forest. Most our clients can't cope with working with more than one agency. We do home visits, don't have long waiting lists, offer an accessible service and will accompany people to the assessment or to tribunal. With the help of our volunteers, we had a number of successes, including getting ESA re-instated for a client who was in the middle of care proceedings, and about to be evicted because housing benefit had been stopped. The sheer complexity and arbitrariness of the system is also making life very difficult for our clients, and we regularly have to intervene when benefits are reviewed or stopped.

Case study

A was awarded the enhanced rate of mobility and daily living components of Personal Independence Payment (PIP) two years ago— she has a spinal injury linked to domestic violence and long term mental health issues. Even though her award is not due to run out until 2017, she was asked to resubmit the form at three weeks' notice. After getting legal advice, we wrote to the DWP asking what guidelines they were using to ask her to re-apply so soon, our advocate was told over the phone that they ask people back a year before the entitlement comes to an end. We submitted the application, she was reassessed by a representative of ATOS, one of the contracted firms to the DWP. The assessor did not know she had had a previous award. As a survivor of domestic violence, and a Muslim woman, our client was not offered the choice of a female assessor. The DWP decided to cut her benefits – she was awarded standard rate of both components of Personal Independence Payment. We gathered additional evidence and submitted an appeal which was successful. Our client uses the money to pay a taxi to help her get her son to school. This had allowed her to be independent and prove to Children's Social Services (who were doubting her parenting skills as a disabled woman) that she could parent well without assistance from others or her family taking over responsibility for her child.

STAY SAFE EAST
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Debt and fuel poverty remain prevalent amongst many of our clients, either because they have been left with debts by their former partner or family members, or because they struggle to manage on limited resources. Only three of our clients in 2015/16 were in paid work, two of them on low wages – the inequality in income has a particularly significant impact on disabled women. We assist them to negotiate payment plans, help them do budgeting, and where necessary, apply for help from the Energy Trust or from CAP (Christians against Poverty – which assists people of all faiths).

Case study

B is the mother of three severely disabled children with physical and learning disabilities. All three children receive higher rate disability living allowance and mobility component, as they are unable to wash or dress themselves, speak, mobilise or be independent in any way. In previous times her children would have been awarded DLA for life. Since 2014 she has been asked to complete the forms every two years. This seems absurd as the children's conditions will not change and indeed the youngest has a limited life expectancy. The mother also has to deal with multiple paperwork from child tax credit, child maintenance agency, Employment Support Allowance, and her solicitor (who works with us to explain matters to B). B is illiterate because her abusive husband prevented her from learning to read or write in English or in Punjabi. She therefore cannot complete paperwork herself and brings it to the office for us to complete. She cannot cope with going to the local Citizens Advice Bureau who are the only agency providing generic benefits assistance, as she frequently misses appointments due to the children having serious health problems. Stay Safe East is able to be more flexible. The client rings when she needs to see us. If her benefits are stopped, her child tax credits then stop. Client B was in considerable debt and is now being supported by Christians against Poverty, a national organisation who support families in debt. She is now managing her finances well, with our continuing support.

This is time-consuming work which is taking up a considerable proportion of our time, but it is essential so that our clients have a basic income – and reduces the risk of their returning to a violent relationship because they have no money.

Housing

We had some successes in 2015/16, particularly in Waltham Forest, with several clients rehoused to a safe location, including three clients moved to brand new flats, two of these with full wheelchair access, and two who have been moved to Extra Care Housing.

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We continue to face difficulties getting clients rehoused who have no children living with them, and have impairments (mental health, learning disabilities) which are not judged to make them 'vulnerable' enough to be a priority for rehousing. They are given information about housing options, usually private rented, often outside the borough. Even those who are Accepted Cases on the grounds of disability will often find themselves in poor standard accommodation where they feel unsafe. As a result several have expressed the wish to go back to the abuser – we find ourselves having to provide intensive support to them to prevent this happening. Clients who are in rent arrears will also not be rehoused. Yet they may be in arrears through no fault of their own, because of the domestic violence or because they struggle to manage their budget after being left in debt by the abuser.

Finding refuge spaces for disabled women remains very difficult. There is only one refuge in London for women with enduring mental health issues, and a limited number of wheelchair accessible beds, which usually require the victim to move across London, and are rarely available when needed. Our clients at immediate risk are more likely to go into temporary accommodation than a refuge.

Support to access services and disability related support

In 2015/16, we offered support around a wide range of disability and other issues to all our clients. This helps the client to take back control of their life, become more independent, feel more positive and re-engage with their community. Whether our clients have experienced domestic abuse, hate crime, sexual or other forms of abuse, they find it difficult to trust people, so having all-round support from Stay Safe East is much easier, rather than dealing with several agencies.

We discuss with the client their support needs, including whether they would want a referral to mental health, for a care package or an OT assessment. Often this means explaining to disabled people that they have the right to support and how they could use this- people with experience of abuse are often wary of engaging with statutory agencies, and reluctant to for example "have strangers come into their home" so we explain about Direct Payments and user control. Often this is the first time anyone had explained to them how the social care system works as well as helping them deal with their worries about accepting help and the loss of privacy. The fact that our staff and volunteers are all disabled people and understand people's cultural background means we do this from a position of equality and understanding. Because some of our staff use personal

STAY SAFE EAST
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

assistants themselves, we have been able to explain how the PA/disabled person relationship works.

The help our volunteers have provided with applications for Dial-a-Ride, Taxicard, Freedom Pass (and in one case an assessment for an electric wheelchair) has enabled clients to get out of their home independently, in some cases for the first time. Clients may not have been aware of these services, or been prevented by a domestic violence abuser from applying. Door-to-door transport enables disabled clients to access community activities.

Thanks to a successful partnership, 6 of our clients have now become users of the Disability Resource Centre, a community centre run by disabled people for disabled people, which is adjacent to our offices. The DRC provides education classes (computers, quilting, sewing etc.), Zumba and other exercise, a gardening group, and most of all social interaction, which is invaluable for Stay Safe East clients who have been very isolated because of abuse.

We have applied to the Social Fund and other sources for small grants for clients e.g. furniture, carpets, the cost of a move, a laptop computer and other items. We are especially grateful to the Walthamstow and Chingford Almshouses for their help for our clients in E17 and E4.

Counselling

We referred 14 clients for counselling, including domestic violence and LGBT counselling services. However, we have continued to find it difficult to match our clients with the appropriate service: most domestic and sexual violence counselling services only offer up to 12 sessions, which is not enough for most of our clients, who need time to process; only one provides counselling for Deaf women, and the one service for people with learning disabilities who need a different approach is costly and only open through a referral from learning disability services, who have limited budgets – and many of our learning disabled clients do not meet the threshold for such funding. Other local services such as IAPT in Waltham Forest had a long waiting list and are not accessible to all our clients. We have found that, though we are not trained counsellors, some of our clients prefer to talk through their feelings with our advocates, who can listen, help clients them makes sense of what has happened, and develop better self-confidence as disabled people. We will continue to develop partnerships with appropriate counselling services, and in the long-term, are aiming to develop a counselling service for disabled survivors of abuse.

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d. Other advocacy

In 2015/16, we also supported 8 people (3 men and 5 women) with learning disabilities or cognitive issues who are at risk of exploitation or abuse, or of losing their tenancy because they cannot manage their finances or relationships with other tenants. We helped them to make safe decisions; we discussed healthy relationships in a way that is accessible and appropriate to them. As with other clients, we help people to set up arrangements to manage debts and benefits. Three of the women in this group attend Women's Group, where they get support from the other women.

We have also supported 2 clients who face other disability related harassment and discrimination at work. One of these was a long-standing case which unfortunately ended in the client being made redundant, but we were able to support her throughout a very traumatising process. This case showed the extent of discrimination and failure to make reasonable adjustments by a large public sector employer, and how difficult it is for disabled people to get support from their trade union and other agencies to fight their case.

3.2 Stay Safe East Women's Group

The Stay Safe Women's Group has gone from strength to strength, with an average of 12 to 16 women attending each meeting and a total of 28 members. Female clients are encouraged to join the group. The group meets monthly. Meetings are mainly informal, with women talking about what has been happening for them in the past few weeks, and raise issues they want to talk about. There is no pressure to talk about the abuse; women share their stories only if they want to. Listening to others who have moved on helps participants to see that surviving domestic violence is possible, and they can rebuild their lives. Because all the group are disabled women, they can share information, support each other and 'get' other's experiences more effectively than in a group where they might be the only disabled woman. The group has helped clients develop a positive self-image as *disabled* women and self-confidence, for example to use public transport or to take up classes. It has been especially helpful for women whose children have been removed, as the group is a safe space to grieve. More established group members mentor new arrivals. Two members of the group will be volunteering with us in 2016/17.

We had two successful trips during the year: a wonderful sunny August day out in Clacton, with 17 women and 9 children – several of whom had never been to the beach; a trip in December to the Hackney Empire Pantomime, which was

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

very much enjoyed by all; we also held a barbecue at which one of our volunteers entertained us with fire juggling!

“ Can we come again tomorrow? I like the blue sea and like ice-cream.”
4 year old daughter of a client, Clacton beach, August 2015

Stay Safe East pays for transport to the meetings, as well as Punjabi and other interpreters so that everyone can participate. The group’s activities were partly funded through a grant we received from Santander Foundation in 2014, which lasted until October 2015, with the balance of costs funded through our consultancy work. We are aiming to bring in more resources for the group, and eventually to develop a disabled mother’s group to provide peer support around parenting and the issues facing disabled mothers.

3.3 Partnerships and policy work

a. Waltham Forest

We have developed our role with Waltham Forest ASBRAC (anti-social behaviour risk assessment conference) – the hate crime advocate attends the monthly meeting, acting as a ‘critical friend’. Consistently, around 1/3 of cases involve disabled victims. We referred cases and took referrals (see casework above). We also offer advice on cases which we do not take on – for example on cases involving disabled people living in supported housing, and being targeted by drug dealers or gangs. We currently do not have the resources to take them on as a ‘group client’. The hate crime advocate is now a respected member of the ASBRAC and we remain the only voluntary sector organisation represented there.

We met with the new Borough Commander to discuss progress on hate crime, and introduced our organization. This was followed up later in 2016. We are especially keen for a Disability Liaison Group to be set up to enable the police to work in partnership with disabled people and their organisations, but changes to local policing meant this has been delayed. The MPS appointed hate crime lead in each borough, and we will be working with the Waltham Forest Hate rep in 2016.

The work we did in 2014/15 on scrutiny of hate crime and other cases involving disabled victims was halted when the police disability lead was promoted and moved out of the borough but will resume in 2016/17. Learnings from the scrutiny were relayed to the Hate Crime Diamond Group and fed into the London-wide Disability Hate Crime Matters initiative.

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Having run a series of briefings in 2013 for the local police on disability hate crime, we were asked to run a second series of 10 briefings (8 delivered, two cancelled by the police), jointly with the LGBT Liaison officer for Westminster, on LGBT and disability hate crime. These took place in January/February 2016 and reached officers in Safer Neighbourhood Teams (100+ officers), Community Safety Unit and CID (50+officers), and some first response teams (around 40 officers). This was welcomed by officers and has increased our profile, as well as ensuring that all officers have a basic knowledge of hate crime.

As part of national hate crime week in October 2015, Stay Safe East worked with officers from Safer Neighbourhood Teams and Safer Schools officers to do outreach at different locations (Walthamstow Bus Station, Leyton Mills shopping centre and two others). This was repeated in March 2016. This has helped raise our profile and led to one referral. We are looking at more imaginative ways to reach disabled people.

Since 2015, Stay Safe East has hosted the LGBT police/community liaison group and actively participated in IDAHO (International Day against Homophobia) events. This has ensured that disabled LGBT residents are aware of our services.

We continued to participate in the Waltham Forest Victims' Board, commenting on policy and performance, pushing for hate crime to take more priority, and ensuring that disability related abuse is addressed. We are also active participants in the MARAC Steering Group. Through our intervention Waltham Forest now has the highest percentage of disabled people referred to MARAC in London and arguably in England and Wales – 24% against a national average of 4%. This has been achieved through a mix of partnership work, awareness raising – all the agencies around the table now recognise domestic violence against disabled people – and the fact that agencies know they can refer clients to Stay Safe East. Referrals directly to MARAC from adult social care remain very low, but social workers now regularly refer disabled clients to Stay Safe East or the other IDVA services in the borough. We do not take on every disabled person referred to MARAC, but offer advice and support to other agencies.

Through Stay Safe East's intervention and participation in local safety boards, Waltham Forest now has the highest percentage of disabled people referred to MARAC in London and arguably in England and Wales – 24% against a national average of 4%.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

b. Newham

Our involvement in Newham has grown during the year. We have been active participants in the Newham Domestic Violence Forum, raising issues relating to violence against disabled women and girls, and developing closer working relationships with key agencies involved in the One Stop Shop (NIA, Anchaal), who are aware of our work. A clear referral pathway was developed in 2015 by Newham's Domestic and Sexual Violence Commissioning Officer: if a client is identified as being disabled, the One Stop Shop will contact Stay Safe East, either for us to take on the client, or if we do not have the capacity or the case can easily be handled by NIA or Anchaal, we offer advice. There is still some way to go for this to be fully implemented, but the One Stop Shop are gradually referring more clients to Stay Safe East. We aim to develop this further in 2016/17, as well as beginning to attend the Newham MARAC.

The Stay Safe East Director chaired the Diversity Working Group of the Newham Domestic Violence Forum, focusing on abuse against disabled and LGBT people. An action plan was drawn up for LGBT issues, but the work is currently on hold. We very much hope this will be picked up at a later date.

It has proved difficult for Stay Safe East as a small organization to develop a focused role on hate crime in Newham, due to the lack of structures in place for dealing with ASB or hate crime. With hate crime advocacy funding uncertain, we reluctantly decided not to develop this partnership work further until we knew we would be able to match policy work with advocacy for individual clients.

3.4 Support to Deaf and Disabled People's Organisations

In 2015/16, Stay Safe East was able to develop its role in training, mentoring and supporting other Deaf and Disabled People's Organisations (DDPOs) who want to work on hate crime.

- We have provided support to five DDPOs to develop a hate crime project – advising on designing a project, the risks and challenges, sharing our job description and procedures, discussing advocacy models. We have advised DDPOs in Lambeth, Hackney, Enfield, Tower Hamlets and Merton.
- By March 2016, we were in the process of designing a training programme for DDPOs with Inclusion London on hate crime. The first was delivered in May 2016 and attended by 11 disabled people's organisations. This is an ongoing programme which will help increase the capacity of DDPOs to tackle hate crime.

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- In November 2015, Stay Safe East was commissioned by Merton Centre for Independent Living to carry out a research project into hate crime against disabled people in Merton. This project was completed in 2016/17, and has enabled us to reflect on our own work and to share experiences with another DDPO, as well as providing substantial evidence of hate crime.
- As a result of this work, MCIL approached us in late March 2016 to discuss the part-time secondment of our hate crime worker part-time to them for a MOPAC funded one year pilot– this means that MCIL did not have to recruit and train a new advocate, and will benefit longer term from our expertise and experience. This partnership will assist both organisations to work on hate crime, through sharing of learning and experience of casework and outreach.

c. Hate crime: working with the Metropolitan Police

Stay Safe East joined the Metropolitan Police Hate Crime Diamond Group in early 2015 and has become a key member alongside Inclusion London, working within the Disability Working Group. The group has benefited from our experience at grassroots level of supporting hate crime clients (who face many barriers to resolution) and of working with the local police to increase reporting. In 2015/16, the working group developed the Disability Hate Crime Matters initiative across the MPS. From January 2016, 3-hour briefings were delivered to over 700 MPS officers as well as civilian staff at Metcall (101 and 999 services), and information disseminated across the Metropolitan Police, to ensure that disability hate crimes recorded and dealt with appropriately. Stay Safe East supported this training and assisted in delivering three sessions. Input from disabled people's organisations has helped to put across a strong message to officers.

The high profile initiative had an immediate impact. By March 2016, numbers of reported disability hate crime had risen from 25 in February/March 2015 to 177 reports in February/March 2016. This has continued into 2016/17. Stay Safe East's particular focus has been to push for improvements in flagging and investigation for all hate crimes against disabled people, not just disability hate crime, as disabled victims of homophobic, transphobic, racist or faith based hate crime face many of the same barriers as victims of disability hate crime.

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3.5 Training, workshops and speaking engagements

In 2015/16, we continued to share our expertise and run training and do presentations and run workshops for a range of organisations, including:

Hate crime:

- May 2015: presentation on 'working together on hate crime' on third party reporting site, at One-to-One in Enfield conference
- December 2015: Presentation on hate crime against disabled people at the HEAR Equality Network, which helped paved the way for the London Hate Crime Network
- March 2016; workshop at joint MPS and Inclusion London launch of Disability Hate Crime Matters attended by over 100 participants from DDPOs across London

Domestic and sexual violence:

- November 2015: workshop at 'It's Complicated' conference on LGBT domestic abuse with an intersectional perspective
- November 2015: workshop on sexual violence against disabled women at Rape Crisis National Conference
- November 2015: speaker on violence against disabled women and the work of Stay Safe East at Safer London Foundation event on Providing support to underrepresented groups and communities in London affected by domestic violence

3.6 Participation in research projects and responses to policy consultations

In 2014, we were invited to take part in a European research project led by the University of Vienna looking at violence against disabled women and girls, and in particular how domestic and sexual violence services supporting victims should respond to disabled women and girls. We joined the UK Advisory group and are one of eight case studies in the four countries covered. As one of the very few user-led organisations of disabled people in Europe working on violence against women, our input was crucial and helped developed a model for good practice which focused on empowering disabled women and girls. The report was published in June 2015 and though it was not as widely publicised as we would have liked, it adds to the growing body of evidence on violence

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against disabled women and girls. It highlighted the importance of peer support or disabled women survivors of abuse and the urgent need for commissioners and mainstream support services to ensure that the needs of disabled victims/survivors were addressed, in the way that services are designed and delivered. A summary of the research can be found at:

http://www.gla.ac.uk/media/media_394354_en.pdf

We were interviewed for research into Disability, Domestic Violence and the Criminal Justice System by the University of Bristol, sharing our experiences of supporting clients through the many barriers in the court system.

In November 2015, Stay Safe East submitted evidence to Waltham Forest scrutiny committee on domestic violence on the challenges of working with disabled and Deaf victims and survivors of domestic violence.

Through our partnership with Sisters of Frida, a national cooperative of disabled women, and having previously submitted a joint response to the Serious Crime Bill, Stay Safe East contributed to the response from UK women's organisations on the UN Convention on the Elimination of Discrimination against Women. Both organisations emphasised the marginalised situation of disabled women in the agenda on violence against women and girls, and the impact of recent policy changes, including benefits cuts on disabled women and girls.

We were interviewed for the pan-London domestic violence services review commissioned by the Mayor's Office on Policing and Crime in Autumn 2015, and stressed the importance of small, user-led intersectional projects and their role in changing mainstream practice as well as supporting BME, disabled and LGBT victims and survivors. We very much hope that when MOPAC commissions a new pan-London domestic violence contract, it will recognise the key role placed by organisations such as Stay Safe East, and that 'one size does not fit all'.

STAY SAFE EAST
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

4. FINANCIAL REVIEW

Financial position

Net outgoing resources in the year were £ 525. At 31st March 2016 reserves were £3,552 and these were unrestricted funds. We were able to slightly increase our reserves, as well as our income from donations through on-line fundraising, with the help of one of our Board members. The situation in 2016/17 is positive, with an expected income of at least £110,000, including increased income from consultancy and training.

Reserves Policy

The Trustees intend to hold unrestricted funds which have not been designated for a specific use, at a level equivalent to 3 month's expenditure. As this is only the third year of the Charity's operations the current level is significantly below this target; however the Trustees aim to gradually build the reserves to ensure the stability of the Charity as it develops.

Principal Funding Sources

Grants were received from Trust for London, Lloyds Bank Foundation, Mayor's Office on Policing (MOPAC) and a sub-contract with Victim Support London for the MOPAC commissioned London-wide domestic violence contract. Consultancy income of £8,434 was generated through fees charged for the charity's services, in particular a commission from Merton Centre for Independent Living to carry out a survey of hate crime against disabled people in Merton.

5. FUTURE PLANS

Stay Safe East's priorities are:

- To gradually and sustainably increase our casework capacity so we have a casework manager, with a more effective and accessible casework management system, and additional casework capability for domestic violence
- To continue to develop our work further in Newham on hate crime and domestic violence

STAY SAFE EAST
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

- 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 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 developing a befriending scheme for clients
- To further develop volunteering opportunities for disabled people
- To pass on our skills and expertise to other Deaf and Disabled People's Organisations
- To plan for succession for the Director's post, so that she can retire in the next three years, and consolidate the future of the organisation.
- To develop our website and on-line presence

STAY SAFE EAST
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

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

I report on the accounts of the charity for the year ended 31 March 2016 which are set out on pages 34-42.

Respective Responsibilities of Trustees and Examiner

The trustees (who are also the directors of Stay Safe East for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

STAY SAFE EAST
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements: to keep accounting records in accordance with section 386 of the Companies Act 2006; and prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



LBS Accounts Plus Ltd

20-22 Wenlock Road, London, N1 7GU

October 12th 2016

STAY SAFE EAST
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

STAY SAFE EAST
STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
FOR THE YEAR ENDED 31ST MARCH 2016

	Note s	Unrestricted Funds £	Restricted Funds £	Total Funds 2016 £	Total Funds 2015 £
INCOMING RESOURCES					
Incoming resources from generated funds:	2	8,440		8,440	6,638
Incoming resources from charitable activities	3	<u>2,389</u>	<u>71,200</u>	<u>73,589</u>	<u>40,512</u>
TOTAL INCOMING RESOURCES		<u>10,829</u>	<u>71,200</u>	<u>82,029</u>	<u>47,150</u>
RESOURCES EXPENDED					
Charitable activities	4	9,804	71,200	81,004	53,596
Governance costs	5	<u>500</u>	-	<u>500</u>	<u>5</u>
TOTAL RESOURCES EXPENDED		<u>10,304</u>	<u>71,200</u>	<u>81,504</u>	<u>53,601</u>
NET INCOMING/(OUTGOING)					
RESOURCES FOR THE YEAR		525	-	525	(6,451)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>2,997</u>	-	<u>2,997</u>	<u>9,448</u>
TOTAL FUNDS CARRIED FORWARD		<u>3,522</u>	-	<u>3,522</u>	<u>2,997</u>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared. All of the above amounts relate to continuing activities.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

STAY SAFE EAST

BALANCE SHEET

AS AT 31 MARCH 2016

	Notes	2016	2015
		£	£
CURRENT ASSETS			
Debtors	7	24,100	2,029
Cash at bank and at hand		<u>3,688</u>	<u>2,931</u>
		27,788	4,960
CREDITORS: Amounts falling due within one year	8	<u>24,266</u>	<u>1,963</u>
NET CURRENT ASSETS		3,522	2,997
NET ASSETS		<u>3,522</u>	<u>2,997</u>
 FUNDS			
Restricted income funds		-	-
Unrestricted income funds		3,522	2,997
TOTAL FUNDS		<u>3,522</u>	<u>2,997</u>

For the year ended 31 March 2016 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

STAY SAFE EAST
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

Trustees' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime.

These financial statements were approved by the members of the committee and authorised for issue on November 22nd 2016 and signed on their behalf by:

Savitri Hensman

Chair, Stay Safe East

STAY SAFE EAST
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2016

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

1) Accounting Policies

Basis of preparation

The financial statements have been prepared under historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities (SORP 2005)', issued in March 2005, the Financial Reporting Standard for Smaller Entities (effective April 2008).

Fund accounting policy

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 identified to the fund.

Incoming resources

Income from charitable activities such as donations, grants and includes income recognised as earned under contract.

Resource expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to expenditure. All expenditure is accounted on 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.

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Governance costs

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

2) INVESTMENT AND OTHER INCOME

	Unrestricted	Restricted	2016	2015
	£	£	£	£
Bank interest	6		6	
Training & consultancy	<u>8,434</u>		<u>8,434</u>	<u>6,638</u>
Total	<u>8,440</u>		<u>8,440</u>	<u>6,638</u>

3) INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Restricted	2016	2015
	£	£	£	£
Donations	2,389		2,389	1,645
Trust For London		24,000	24,000	31,000
MOPAC (London Community Foundation)		19,919	19,919	-
Lloyds Bank Foundation		2,844	2,844	-
Victim Support		24,437	24,437	-
Santander				4,200
Access to work	-	-	-	<u>3,667</u>
Total	<u>2,389</u>	<u>71,200</u>	<u>73,589</u>	<u>40,512</u>

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Grants receivable:

Trust For London: The charity received grant from Trust For London to support policy work on hate crime against disabled people in London. During the period of the total amount received and receivable of £24,000, all was expended for the purpose the grant was awarded.

MOPAC Hate Crime: This project is funded by the Mayor’s Office on Police through the London Community Foundation to provide outreach and advocacy support to Deaf and disabled victims of hate crime in Waltham Forest and Newham. During the period £20,000 restricted fund was received of which £19,918 has been expended for the purpose the grant was awarded. £82 underspend has been carried forward as deferred income for the next financial year.

Lloyds Bank Foundation a total of £17, 066 restricted funding was received during the period to support disabled people and parents of disabled children affected by domestic abuse. The project commenced in February 2016 and two months of income pro-rata of £2,844 was recognised as an income for the period and the balance £14,222 has been carried forward as deferred income to the following year.

4) RESOURCES EXPENDED

	Unrestricted	Restricted	2016	2015
	£	£	£	£
Charitable Activities				
Direct project Costs	7,227	52,747	59,974	46,258
Support costs	<u>2,577</u>	<u>18,453</u>	<u>21,030</u>	<u>7,338</u>
Total	<u>9,804</u>	<u>71,200</u>	<u>81,004</u>	<u>53,596</u>

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	Trust For London	MOPAC Victims Fund	Lloyds Found- ation	Victim Support	Total Restricted	Unrestricted
Direct Costs	£	£	£	£	£	£
Employment costs	16,311	13,509	2,464	18,908	51,192	74
Activity costs		790		765	1,555	3,638
Consultancy fee						3,515
Total	<u>16,311</u>	<u>14,299</u>	<u>2,464</u>	<u>19,673</u>	<u>52,747</u>	<u>7,227</u>
Support Costs						
Insurance	263	263		263	789	
Rent	3,140	1,396	333	681	5,550	1,850
Accountancy	377	260	47	170	854	85
Payroll fee		90		90	180	
Governance						500
Post, Print & Stationery	736	437		597	1,770	35
IT costs	731	584		746	2,061	197
Telephone	1,662	1,779		1,410	4,851	
Equipment R&R	269	755		450	1,474	189
Staff welfare	3	5		15	23	76
Staff travel	433	51		267	751	145
Staff training	75			75	150	
Total	<u>7,689</u>	<u>5,620</u>	<u>380</u>	<u>4,764</u>	<u>18,453</u>	<u>2,577</u>

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5) GOVERNANCE COSTS

	2016	2015
	£	£
Independent examiner fees	£500	-
Costs of trustees' meetings	-	5

6) STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2016	2015
	£	£
Wages and salaries	49,372	30,690
Social security costs	1,589	-
Recruitment costs	<u>305</u>	<u>-</u>
Total	<u>51,266</u>	<u>30,690</u>

Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time.

	2016	2015
	No	No
Charitable activities	4	1.2
Volunteers	5	5

No employee received remuneration in excess of £60,000 (2015 none)

The Trustees receive no remuneration for their services and have not charged expenses to the company.

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7) DEBTORS

	2016	2015
	£	£
Trade debtors	550	1,894
Accrued income	23,058	-
Others	<u>492</u>	<u>135</u>
Total	<u>24,100</u>	<u>2,029</u>

8) CREDITORS

	2016	2015
	£	£
Trade creditors	240	150
Taxation and social security	2,972	-
Net wages	5,720	1,813
Accruals	1,031	-
Deferred income	<u>14,303</u>	<u>-</u>
Total	<u>24,266</u>	<u>1,963</u>

9) CONTROLLING PARTY

The Charity is controlled by the Trustees and is a Charitable Incorporated Organisation.