



Annual Report

2022 | 23

Report of the Trustees and
Unaudited Financial Statements for the year ended 31 March 2023

The National Appropriate Adult Network Ltd

19 North Street

Ashford

Kent

TN24 8LF

Accounts independently examined by Calcutt Matthews- Chartered Accountants

Reference & Administrative Details

Company number	04680035 (England and Wales)
Charity number	1104765
Registered office	19 North Street, Ashford, Kent, TN24 8LF
President	The Lord Patel of Bradford OBE
Patron	Professor Gisli Gudjonsson CBE
Chair	Penelope Gibbs
Treasurer	Kevin Wheeler FCA

Other trustees	Andrew Ward (retired 30.06.22)
	Charles Rose
	Donna Buffong
	Laura Hornby (from 13.07.22)
	Lynn Frusher
	Matthew Haynes
	Michelle Dixon
	Sharrel Collman
	Stephen Gray (until 19.10.22)
	Suzanne Nash

Chief Executive	Christopher Bath
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& Company Secretary

Independent examiner	Rosanna Turner ACA DChA
	Calcutt Matthews Chartered Accountants
	19 North Street, Ashford, Kent, TN24 8LF

Bankers	Unity Trust Bank, 9 Brindleyplace, Birmingham, B1 2HB
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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the Year Ended 31 March 2023. The trustees have adopted the provisions of 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) (effective 1 January 2015).

Structure, Governance & Management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Trustee recruitment and appointment

The charity is governed by a Board consisting of up to thirteen trustees. Trustees are primarily elected at the AGM by, and from within, the full membership of the organisation. However, a maximum of six trustees can be co-opted by the Board to ensure a diverse mix of skills, experience and perspectives.

All trustee appointments are time-limited under the governing document. Individuals are appointed for a period of three years, after which they must retire but can stand for a further three-year period.

The Board conducted open recruitment for a new trustee with policing experience. Laura Hornby was appointed on 13th July 2022.

Organisational structure

NAAN is a registered charity governed by a trustee board. Major decisions on strategy, policy and expenditure are made by the board. Day to day decision-making is delegated to the chief executive.

Remuneration policy

Remuneration policy is guided by the need to attract and retain high performing people, ensure financial sustainability, and fairness in the context of the market. The chief executive's salary is reviewed by the board's finance committee and changes must be approved by the board. Staff salaries are determined by the chief executive in line with annual budgets approved by the board.

Risk management

The Board maintains a detailed risk register, which was reviewed during the year. The major risks to which the charity is exposed have been

considered, with particular focus on events that would seriously impede its operations. Steps to mitigate risks are summarised below.

NAAN's treasurer is a qualified chartered accountant. Financial records are maintained on a secured cloud-based system. Monthly, accounts are reconciled, and cash flow and budget are monitored. Management accounts are reviewed by the Board quarterly. Payroll is calculated by an external company. NAAN has dual authorisation for all bank payments. NAAN is annually subjected to an Independent Examination by external accountants.

To preserve NAAN's reputation, the charity exercises great care to ensure that communications are factually accurate and in line with organisational policy.

Roles and responsibilities are clearly defined by the Board in writing and reviewed annually. Rules for the appointment and retirement of Board members are clearly defined in the governance document. New trustees sign a formal agreement covering conflicts of interest.

NAAN complies with data protection law and is registered with the ICO. Data is held within the secure cloud-based systems which are compliant with data protection legislation. Where required, physical copies of information are stored in secure storage units.

Appropriate insurance policies are in place and are reviewed annually.

The primary risks are: loss of income through AA scheme consolidation reducing membership numbers; a reliance on a key Home Office grant agreed annually; and the loss of staff members.

These risks are mitigated via our reserves policy, annual reviews of membership fees, seeking a multi-year agreement with the Home Office, and a strategic focus on income diversification (grant funding from other sources and opportunities for earned income where they are in line with our charitable objectives).

Objectives and activities

The charity has referred to the Charity Commission's guidance on public benefit when reviewing aims and objectives in planning future activities. In particular, the board considers how planned activities contribute to the aims and objectives they have set.

Charitable Objects

The charity aims to benefit the public by achieving the objectives as set out in its constitution. These are:

a) To promote the care of children and young people under 18 years and the care of people of any age who are mentally vulnerable as a result of mental ill health, learning disability, neurodevelopmental disorder or any other reason and who are detained or otherwise questioned under the Police and Criminal Evidence Act 1984 by the provision of support and guidance for, and the promotion of best practice amongst appropriate adult services.

b) To promote or assist in the promotion of, the sound administration of the criminal justice system by the provision of support and guidance for, and the promotion of best practice amongst appropriate adult services.

Vision

Every child and vulnerable person detained or questioned as a suspect is treated fairly with respect for their physical and mental welfare, can exercise their legal rights and entitlements, and can participate effectively.

Mission

To maximise the effectiveness of appropriate adults as a safeguard for children and vulnerable people by strengthening local provision, informing the public, and contributing to a fairer system.

Strategic Objectives

1. Strengthened local provision
2. Informed children, vulnerable people, and supporters
3. A fairer system
4. Increased impact

Activities

NAAN seeks to achieve its objectives through:

Professional Development

- Providing events for scheme co-ordinators, appropriate adults and others
- Sharing training resources with members to assist appropriate adults training
- Delivering training and qualifications

National Standards

- Publishing national standards to inform commissioners, managers, practitioners and accountability bodies
- Promoting and supporting the adoption of national standards

Information, Advice & Guidance

- Providing resources for commissioners, providers, appropriate adults and the public
- Providing regular updates on effective practice, evidence, legislation and policy
- Supporting engagement between appropriate adult schemes and commissioners that will improve the availability and quality of services
- Assisting potential appropriate adult volunteers find a local scheme

Informing Policy

- Listening to, and consulting with, appropriate adult schemes
- Working with central and local government departments, police forces and organisations, the Youth Justice Board, inspectorates, charities and other stakeholders towards improving policy,
- Contributing to public discourse via articles, events, networking, website and social media

Membership on 31st March 2023

England (excluding London)

Anglia Care Trust
Bedford Borough Council
Bedfordshire and Luton EDT
Bedfordshire YOS
Berkshire Emergency Duty Service
Birmingham YOS
Blackpool AA Service
Bristol YOT
Cambridgeshire YOS
Cardiff YOS
Caring for Communities and People
Catch 22 (Merseyside)
Central Bedfordshire
CGL South Yorkshire AA Scheme
Child Action Northwest
Cloverleaf Advocacy
Cornwall Council
Coventry EDT
Coventry YOS
Diverse Social Care Provision
Doncaster Council - [new](#)
Dudley YOS
East Sussex YJS
Gateshead Council - [new](#)
Gateshead YOT
Grimsby YOS
Hampshire Constabulary
Hertfordshire YJS
Leicestershire Police
Leicestershire YOS
Luton Borough Council
Luton Youth Partnership Service
Medway Youth Services
Middlesbrough and Stockton Mind
Milton Keynes YOT
Nini Social Care
North Lincolnshire YOS
North Yorkshire County Council
North Yorkshire YJS
Northumbria Healthcare NHS Trust
Northumbria Local Appropriate Adult Scheme
OPPC for Merseyside
OPFC for Staffordshire
Onside Advocacy
Open Road Appropriate Adult Service
Oxfordshire YJS
PoHWER Advocacy
Potton Kare Services
Sandwell Children's Trust
Sefton YOT
Serenity Welfare
Shropshire Council - [new](#)
Solihull YOS
Somerset YJS
St. Helens YOS

Stockton YOS
Stoke-on-Trent YOS
Surrey Appropriate Adult Volunteer Scheme
Swan Advocacy Network - [new](#)
Swindon YOT
The Brandon Trust AA Service
Warwickshire YJS
West Berkshire Council, Mental Health Team
West Berkshire YOT
West London NHS Trust, Forensic Social Work
West Sussex YOS AA Service
Westminster AA Volunteer Service
Wiltshire IYS Volunteer AA Scheme
Wokingham Borough Council
YMCA Trinity Group
York YOT
Young Lives Foundation
YSS

London

London Borough of Hammersmith and Fulham
London Borough of Havering Social Care Academy
London Borough of Wandsworth YOT
Royal Borough of Windsor & Maidenhead YOT
Shah and Co Estates Ltd
Southwark Appropriate Adult Service

Wales

Adferiad Recovery
Blaenau Gwent & Caerphilly YOS
Carmarthenshire YSS
Ceredigion YJS
Digartref Cyf
Gwynedd & Mon YJS
Neath Port Talbot YOT
Newport YOS
Vale of Glamorgan YOS

Northern Ireland

MindWise

UK wide

Appropriate Adults UK
Headway, the brain injury association
MacIntyre - [new](#)
Natis, the National Investigation Service - [new](#)
The Appropriate Adult Service Ltd
The Children's Society

Other territories

Childline Gibraltar
Isle of Man Government

Local youth justice teams are referred to as Youth Offending Service (YOS), Youth Offending Team (YOT) and Youth Justice Service (YJS) or integrated into wider an Integrated Youth Service (IYS) or Youth Support Service (YSS)

Achievement and performance

Our strategic objectives

1. Strengthened local provision

We will strengthen local community organised schemes to deliver more effective, efficient, consistent and sustainable appropriate adult support for children and vulnerable people.

2. Informed children, vulnerable people and supporters

We will empower children, vulnerable people, parents, family, friends and professionals to make well informed choices and increase the effectiveness of familial and other non-scheme appropriate adults.

3. A fairer system

We will work with others to make the wider system of rights and safeguards work in a fairer way for children and vulnerable people.

4. Increased impact

We will make the charity more effective, efficient and sustainable.

Strategic objective 1: Strengthened local provision

We will strengthen local community organised schemes to deliver more effective, efficient, consistent and sustainable appropriate adult support for children and vulnerable people.

Membership network

During 2022-23, the Board was pleased to accept membership applications from 6 organisations.

On 31st March 2023, NAAN had 99 members.

"NAAN are amazing, I couldn't do my job without them."

2022-23 member survey respondent

Member support

During the year we...

- Answered 88 member advice queries.
- Held the first of the new quarterly network meetings, providing a regular peer support space for members.
- Published 28 e-updates for AA scheme coordinators, keeping them up to date with developments in law, policy, research, and practice.
- Created 163 new AA user accounts for our practitioner resource iKAAN (Internet Knowledgebase for the AA Network)
- Had 737 downloads of the national standards for the development and provision of appropriate adult schemes in England and Wales, a foundation stone for NAAN's work.

"Being a part of the network provides me comfort that there is a space or person/people to turn to reflect, ask questions, and upskill provisions."

2022-23 member survey respondent

Events

In June, we hosted our first face to face event since before the covid-19 pandemic. Over 40 people attended our Professional Development Day in Birmingham, to hear presentations about criminal justice reform, co-location of AAs in police custody, and the role of custody monitoring by volunteers.

"A really good networking day. [It was] nice to hear how other AA schemes operate."

"I really enjoyed the open space which allowed us the opportunity to share ideas and listen to other people's experiences, a great way to end the session."

We also hosted online events for our members.



Following our AGM we hosted a discussion with Dr Vicky Kemp about her research in relation to children's experiences of custody, what made a positive difference, where there are areas for improvement, and where appropriate adults do (and could) make a positive difference.

"I loved the format of interviewing the speaker, it kept my attention and I found it very engaging and interesting."

In December, we hosted an opportunity for NAAN members to meet with His Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS)¹ Inspection Lead, Norma Collicott and colleagues from both custody and child protections inspection teams.

This led to further collaboration between NAAN and HMICFRS:

- NAAN invited to participate in a custody inspection, and read HMICFRS reports pre-publication to avoid 'elephant traps'.
- HMICFRS & NAAN developed an AA Scheme information request proforma to be sent by HMICFRS during inspections.
- NAAN to provide scheme lead contacts for an inspection to HMICFRS
- HMICFRS to (a) reflect on the way reports are written and naming of services, (b) trial the resource implications of engaging with AA providers, (c) liaise with inspector in NI to find how they engage with providers.

E-learning

After much research, we appointed Nifty Fox Creative as our creative partner in the development of online learning for appropriate adults. This project formally kicks off in April 2023 with a curriculum sprint – bringing together a range of stakeholders including appropriate adult practitioners, local scheme leaders, and academics.

Our sincere thanks to the trustees of the Allen Lane Foundation, without whose support this work would not have been possible.



Training and development

This year we delivered AA training to 421 people, in 44 training days, across 30 organisations.

We also welcomed Chloe MacDonald to the team as NAAN's Associate Trainer.

100% of learners said their knowledge or skills had improved following the training, with 90% saying they had improved "a great deal" or "a lot".

"I have been doing AA for a few years, but this training was really good, focused, not at all boring, and I learned some things I had been completely unaware of from previous training (not by NAAN)!"

"The trainer was excellent and ran a great two days, imparting a huge amount of information in an inspiring, interactive and learning centred way."

¹ HMICFRS conducts inspections of police custody and child protection which often feature appropriate adult schemes.

Qualifications

This year we onboarded four new training centres, and enrolled 31 learners on one of our accredited appropriate adult qualifications. One learner passed during the year, with many more portfolios on their way to being submitted.

We heard how the qualification is being used to support practice and increase volunteer retention at AA services.

Member case study:

“As students, our volunteers AAs are keen to learn and -to build their CVs. You can say you’ve volunteered somewhere but it doesn’t hold as much weight as having an accredited qualification to show for it.

NAAN’s Level 2 Award in Working as an Appropriate Adult with Vulnerable Adults and Juveniles is something we keep talking about throughout the year, and once volunteers have been with us for a few months we give them the opportunity to enrol.

Every two to three months we bring our volunteer AAs together to talk through what they’ve been experiencing and to give them a few hours of working on their portfolios together. This reflection time has been invaluable in keeping volunteers engaged and feeling supported. It allows them to share any challenging experiences, talk about it with others, and put them in perspective alongside everything that’s worked well.

Volunteers are usually with us for a few years and sometimes for longer. Working towards the AA qualification helps to improve their practice, keeps them engaged, and gives them something concrete on their CV to show for it.”

Sarah Connelly, Scheme Manager for the Northumbria Local Appropriate Adult Scheme

Development and commissioning support

Over the year we had 519 views of our webpage for AA scheme developers and commissioners. In addition, we provided free development and commissioning support to 5 organisations across London, Warwickshire, Leicestershire and Cleveland.

“I just wanted to reach out to offer a heartfelt THANK-YOU to yourself and NAAN for your consultation and support with our market opportunity. Your feedback was massively influential in enabling me to link in with my team to raise the contract offer which was available, and through your support with promoting the opportunity through your networks we had people coming to meet us in person at our market engagement event from as far afield as Cheshire.”

Chris Gutteridge, Office of the Police and Crime Commissioner for Cleveland

YPO

We continued our partnership with YPO, purchasing body owned by local authorities, with whom we developed a “Dynamic Purchasing System” (DPS) for AA services. The DPS is designed to make it as efficient as possible for authorities to commission high quality AA provision.

During the year 7 contracts were awarded via the DPS (up from 5 last year).

National volunteering portal

We provided online information for prospective volunteers and kept our online interactive national map updated, allowing potential volunteers to identify local schemes.

During the year, our:

- network map was viewed 6,319 times
- information on becoming an AA was viewed 13,041 times.

We also provided information to 47 potential volunteers who contacted us.

Objective 2: Informed children, vulnerable people and supporters

We will empower children, vulnerable people, parents, family, friends and professionals to make well informed choices and increase the effectiveness of familial and other non-scheme appropriate adults.

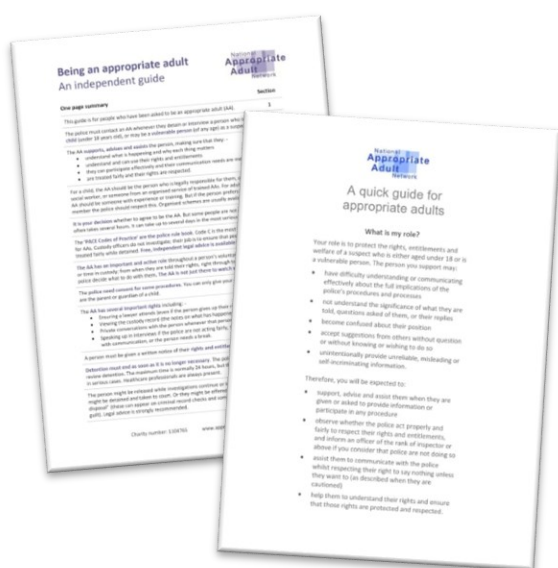
Information: children & vulnerable people

Recorded web page views were as follows:

- 943 views of 'Information for people who need an AA'
- 19,098 views of 'About appropriate adults'

Information: families & supporters

- There were 1,272 views of our 'For family & other supporters' web page
- We answered 25 phone or email queries from supporters and vulnerable suspects.
- There were 1,367 downloads of key documents from our website, consisting of:
 - A quick guide for appropriate adults
 - Being an appropriate adult: an independent guide



We continued to promote our information video for familial appropriate adults, which has been formally adopted for regular use by four police forces:

- South Yorkshire
- Kent
- Essex
- Northamptonshire.

The video was viewed 2,021 times.

Objective 3: A Fairer System

We will work with others to make the wider system of rights and safeguards work in a fairer way for children and vulnerable people.

Strip searches

In response to the [Child Q case](#) we researched and published [Police searches of people: A review of PACE powers](#). The report highlights the complex powers, limited safeguards, ethnic disparities, and traumatic impact of police searches. It also highlighted the potential for positive change, suggesting a range of strategic and technical changes, including a new focus on safeguarding. We shared this with the Home Office, policing bodies, the Children's Commissioner and the Independent Office Police Conduct (IOPC). Policing Insight [published our article](#). We were invited to participate in an [Association for Youth Justice panel](#) on strip search harms. We provided guidance to the lead IOPC official investigating strip searches conducted by the Metropolitan Police Service. We met with the Safeguarding and Child Protection Association, held a focus group with school Designated Safeguarding Leads, and began to develop [information for educational establishments](#) on strip searches, broader children's rights and the AA role. By the year end, the report had been downloaded 567 times.



"The police can search children in several different ways, for a number of reasons, with different rules applying to each of these types of searches, which have been comprehensively summarised by the House of Commons Library and the National Appropriate Adult Network"

Strip search of children in England and Wales – analysis by the Children's Commissioner for England, March 2023

"Rather helpfully, excellent and detailed research has already been conducted by NAAN. The report compellingly illustrates that the UK PACE guidance leaves too much room for discretion ..."

Dr Rhian Croke, Children's Legal Centre Wales - YJLC event Strip searching children – is it ever permissible?, March 2023

"The report is excellent. A major contribution to debate on this difficult topic"

Professor Michael Zander KC, Emeritus Professor, LSE Law School

"This is a timely and needed review. Given the focus on stop and search and in particular strip searching of children, and the case of Child Q, it's important that we review the powers in the different codes. The whole breaking down and the examination of the PACE codes is illuminating and helpful."

Saqib Deshmukh, Interim Chief Executive, Alliance for Youth Justice

"An excellent report, fair and balanced to the difficult position officers are placed when trying to interpret the codes in an operational setting."

Sergeant Chris Bentley, General Secretary of the West Yorkshire Police Federation & Chair of the National Custody Forum

Improving the identification of vulnerability

Evidencing the challenge and change

We continued to build on our successful *There to Help* research series, evidencing the under-identification of vulnerable people in police custody since 2012/13. We use Freedom of Information Act requests to obtain data from police forces on the percentage of adult detentions police record as needing an appropriate adult.

There were over 1,500 downloads of our *There to Help* reports, summaries and infographics, including 600 downloads of our main reports.

We analysed new data covering April 2019 to December 2021, securing data from 95% of police forces. We found that recorded need for AAs had continued to slowly increase, rising from 6.5% in 2020 to 7.3% in 2021. However, this remains low, with research indicating that around 4 in 10 police detentions of adults involve a person with a diagnosable mental disorder.

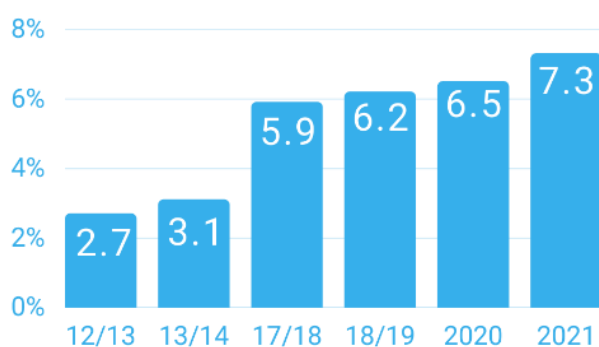


Chart: Adult detentions recorded as needing an appropriate adult in England and Wales 2012-2021 (Sources: *There to Help* 1, 2 and 3; Freedom of Information Act requests)

We also secured the mainstreaming of this type of data, with the Home Office including (a) whether a detained adult was declared vulnerable and (b) whether an appropriate adult was called (where applicable) in its Annual Data Request from forces and publishing it as [experimental statistics](#).

Communicating the challenge

We made a strategic decision to switch from publishing static reports to a more dynamic approach to communicating the data. Rather than publishing what would have been *There to Help 4*, we created a dedicated webpage. We began populating it with charts and infographics, alongside narrative descriptions. The webpage was viewed over 3,000 times.

We secured pro-bono support from digital transformation company UBDS to help us build data visualisations. This will make the data more engaging for local communities, more flexible for police forces and accountability bodies, and therefore more effective in supporting scrutiny and delivering improvements. In 2023/24, we plan to create these visualisations, secure and analyse a further year of data, and raise the profile of the visualisation resource.

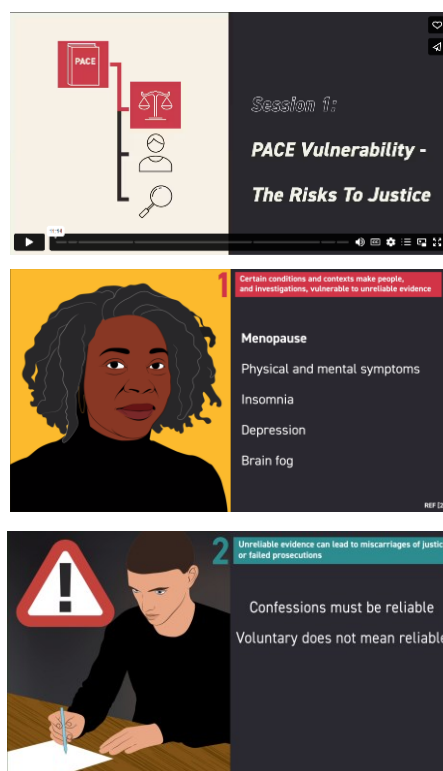
We presented the results at a range of events, reaching key audiences including: the Home Office, Independent Custody Visiting Association (ICVA), College of Policing, Law Society, Association of Police and Crime Commissioners (APCC), National Police Chiefs' Council (NPCC) custody lead, and heads of custody from almost all police forces in England and Wales.

We were invited to join the Crown Prosecution Service (CPS) Mental Health Stakeholder Forum, and we presented to CPS prosecutors on PACE vulnerability and AAs.

Creating and sharing practical resources

Last year, we successfully piloted our PACE vulnerability training seminar with several small groups of police custody officers, custody healthcare professionals, and NHS Liaison and Diversion staff. NHS England asked us to deliver the refined version to all L&D service leads at a national event (circa 90 attended). We all delivered further sessions for 5 staff from Phoenix Futures (L&D) and 7 staff from Bedfordshire police, Bedfordshire social care, and East London NHS Foundation Trust. L&D is a service operating in every police custody suite in England, and which identifies vulnerable people and provides advice to police. Feedback on the impact of the training continued to be extremely high, and we were keen to find a way to disseminate the information as effectively as possible with our limited resources. We added a page to our website aimed at L&D teams, pulling together our existing resources, including the slide deck from the training, and which attracted over 300 views during the year.

We then partnered with Dr Roxanna Dehaghani (Cardiff University) on an exciting new project to convert our PACE vulnerability training into videos which could be embedded into existing police and healthcare training. We wrote scripts, consulting with people with experience of police custody, the College of Policing, NPCC, and NHS England. We recorded audio and worked with John Brown and Scott Spencer (as on our previous information video for family AAs) to develop illustrated and animated visuals. We produced just over 30 mins of content across three videos, covering the risks to justice, the legal definition, and identifying vulnerability. The videos were designed to be applicable to both police custody and voluntary interviews. A launch was planned for April 2023.



We also wrote an entire section on AAs for the [revised CPS legal guidance](#) on suspect mental health and neurodiversity (published in May 2023), which previously did not mention appropriate adults.

Addressing the lack of statutory responsibility for adults

We re-energised our efforts to address the inequality between AA provision for children (for which local authorities have an explicit statutory duty) and vulnerable adults (for which there is no such duty). We invested time in developing our skills for achieving change. We began meeting with key organisations such as Mind, and individuals Emily Spurrell, Police and Crime Commissioner for Merseyside and national custody lead for the APCC, to discuss how progress can be made. We delivered presentations raising the need for change, reaching a range of organisations, including the Home Office, College of Policing, Law Society, APCC, NPCC and heads of custody.

Increased confidence in AAs, founded on rigorous evidence.

Supporting and coordinating academic efforts to improve the evidence base

Appropriate adult PhD

We were delighted that Chloe MacDonald was selected by Cardiff University as the candidate for our co-supervised PhD (funded by the ESRC Doctoral Training Programme). Chloe recently stood down as the AA scheme co-ordinator for NAAN member Young Lives Foundation (Kent and Medway), and has acted as an AA in many cases. She will complete a Masters in Research before proceeding to the PhD – both of which will develop the evidence base on appropriate adults.

Supporting research

We were an active participant in a range of academic work, including as a steering group member for both the Nuffield Foundation funded study into children in custody led by Dr Vicky Kemp and the British Society of Criminology Vulnerability Research Network (VRN).

Increasing accountability

AA provision in youth justice service inspection

We met with HMI Probation's Head of Youth Inspection Programme and Head of Standards and Policy regarding HMIP's post-2024 inspection programme. We secured an agreement that AAs are important, should be included if possible, and would be discussed at stakeholder events.

Complaints

We met with the Met IOPC Director of Strategy and Impact and attended IOPC External Stakeholder Reference Group. Following our advocacy, the group ran a session focused on how children and vulnerable people should and might be supported in the police complaints process, including via independent advocacy.

Working with other professions

There were 3,159 views of our 'information for related professions' web pages, of which 360 were of our new information page for teachers and educational establishments.

We answered 56 requests for information and advice from a range of professional, including police officers and legal representatives.

We partnered with the Intermediary Cooperative, to [present](#) to intermediaries (speech, language and communication professionals) on the role of the AA and how intermediaries and AAs might work together in police investigations.

Maintaining and strengthening rights

Children's rights

All Party Parliamentary Group

We supported the development of the new [APPG for Children in Police Custody](#), which met for the first time in December 2022. The group was spearheaded by current Chair Janet Daby MP, with support from NAAN, Alliance for Youth Justice, Child Rights Alliance for England (CRAE), Transform Justice and Just for Kids Law. The APPG launched a Select Committee style inquiry into Achieving the Rights of Children in Police Custody. The secretariat is provided by Dr Miranda Bevan (Goldsmiths). Evidence sessions were planned from April 2023, with a specific session on appropriate adults in the Summer. A written report with recommendations for policy and practice is intended for 2024.

Youth Justice Board guidance

We worked with the YJB to assist with the re-drafting of the appropriate adult section of the revised case management guidance on bail and remands. We were able to ensure the accuracy of this critical guidance, including the inclusion of all delivery models, voluntary interviews, proportionate approaches to vetting, and family AA information video produced last year by NAAN and Dr Miranda Bevan.

Quality of advocacy

We took an active role in the YJB-led Quality of Advocacy Working Group, with a focus on understanding and supporting the piloting of opt out legal advice for children in the police station (as developed by the Metropolitan Police). We supported work by the University of London & ICPR, disseminating a survey to our members on how to improve the quality of solicitors advising children in police stations. We disseminated research by University of Exeter on incentivised admissions by children, based in part on interviews with AAs.

UN Convention on the Rights of the Child

We contributed to the CRAE civil society report to the UNCRC Committee. The final report included mention of appropriate adults in relation to strip searching and minimising detention times.

Remote legal advice

As the Covid pandemic restrictions moved even further into the past, we continued to drive the argument against the continuation of remote legal advice in police stations. Our national position statement set out how it was not in the interests of children and vulnerable suspects – or justice. And in January 2023, the signatories to the Covid-era Joint Interim Interview Protocol (JIIP) agreed version 5, which explicitly excluded the use of remote legal advice for these two groups, even where exceptions 'allowed' it for other suspects.

We continued to argue that the emergency measures should be stood down completely, highlighting that the ineffectiveness of the current system of identifying vulnerability, meant that many vulnerable people would still be included.

Intelligence interviews

The issue of 'intelligence interviews' emerged from our work with school Designated Safeguarding Leads following the Child Q case. This is questioning, including of children and vulnerable adults, that seemingly occurs outside of the PACE safeguards such as legal advice and appropriate adults. We researched the issue and presented a paper to the PACE Strategy Board with 12 questions. Members of the board agreed that the questions raised were important, that there was insufficient clarity about the legal basis and associated safeguards, and that further consideration was warranted.

Voluntary interviews

While voluntary interviews offer the potential to reduce the detention of children and vulnerable adults, we continued to raise concerns about the lack of services and safeguards involved.

Identifying vulnerability is a particular issue. In the absence of a custody officer, responsibility lies solely with the investigating officer. We continued to support NHS England Liaison & Diversion (L&D) as it considers how its services can be more widely applied to voluntary interviews. This included presenting at a national voluntary interview conference organised by NHS England.

We were also invited to join an NPCC working group to develop voluntary interview guidance for police forces in England and Wales. This allowed us to raise a range of issues, including identification of vulnerability, access to AAs, and poor examples of communication when inviting people to attend.

Boards and groups

NAAN continued to provide national representation for appropriate adult via a range of operational and policy coordination groups, including:

- National operational partners meeting (chaired by the Home Office bi-weekly)
- National Strategic Custody Meetings
- PACE Strategy Board (Police and Criminal Evidence Act 1984)
- National Police Chiefs Council: National Custody Calls
- Independent Office for Police Conduct: External Stakeholder Reference Group
- Association for Youth Justice (AYJ).



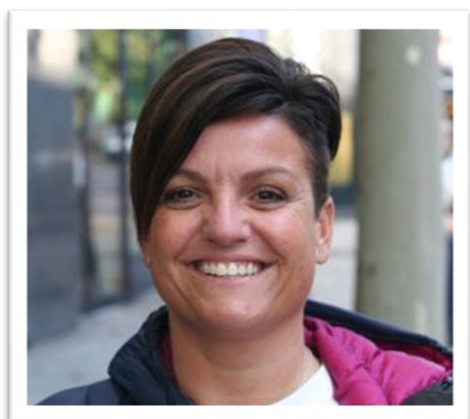
Objective 4: Increased Impact

We will make the charity more effective, efficient and sustainable.

Trustee recruitment

The Board conducted open recruitment for a new trustee with policing experience.

We received seven strong expressions of interest, and all applicants were interviewed by a panel of trustees.



We were delighted to appoint Laura Hornby to the board on 13th July 2022. Laura is a serving police sergeant with Lancashire Constabulary with 20 years of service. She has experience in many frontline roles including as a custody sergeant but is now working to support custody management focusing on children, young people and vulnerable detainees.

Equity, diversity and inclusion

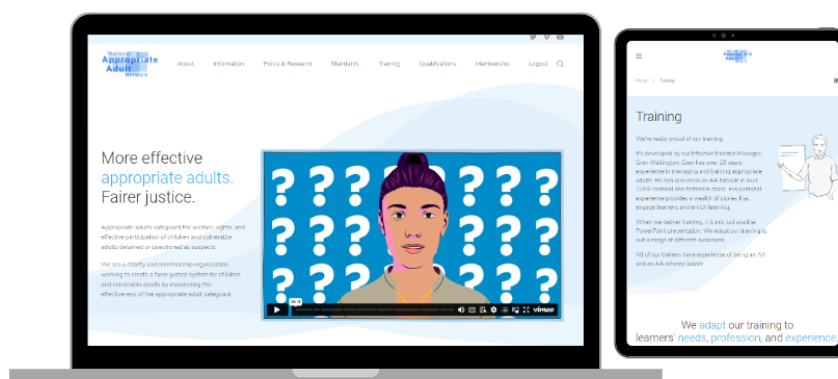
On 13th October, we conducted an externally facilitated staff and board away day to explore issues around equity, diversity, and inclusion.

Notes about what EDI means to us (individually and as NAAN) on a societal, community, and organisational level have fed into initial drafts of rewritten statement and policy.

We plan to complete and publish this policy during the following year.

New website

With the support of 3R's IT Limited and [Storm](#), we were able to redevelop our existing website, with a modern design. The new 'responsive' template means the content is much more accessible for mobile user. Redevelopment allowed us to achieve our objectives at much lower cost (in time and money) and less user disruption than building a new website. During the year we were able to test and launch the website. The new site has received positive feedback from users, and led to an increase in our views and downloads.



Financial Review

Financial performance

The Statement of Financial Activities is shown on page 21.

The surplus for the year was £20,190 (2022: £50,418). The net assets amounted to £215,320 (2022: £195,131).

Reserves policy

NAAN's policy is to maintain sufficient level of designated reserves to enable normal operating activities to continue over a period of 6 to 9 months. This policy is a medium-term measure to mitigate the risks of the charity's historical current reliance on a single grant funder that makes decisions on an annual basis, as well as risks associated with past difficulties in obtaining physical receipt of grant funding in a timely fashion.

Thus, for the sake of transparency guidelines from the 'CC19: Charity Reserves –Building Resilience' have been adopted and a reserve of £110,000 designated. This equates to 6.9 months of expenditure at 2022-23 levels.

This reserve would allow NAAN the opportunity to secure alternative funding or, if necessary, to wind down its programme of support. The charity has a plan in place to diversify funding and increase staffing and will continue to review appropriate reserves levels annually to ensure funds are used effectively to support the charitable objectives.

General funds

The general fund enables the charity to respond quickly to opportunities and to support its long-term development. The board has decided to reduce the size of this fund. A rolling 3-year budget is in place, setting out how the general fund will be reduced responsibly and effectively, with a focus on the development of a national e-learning platform (see below).

Designated funds

The board re-designated £45,000 from the general fund to develop a national e-learning course to support local appropriate adult scheme leaders with the initial training of AAs. While expenditure was initially planned for 2022-23, this was delayed due to challenges identifying an appropriate development partner. The investment will now be made in 2023-24 and will enable the charity to work with an agency to ensure the creation of high-quality, interactive content for learners.

A major grant of £35,000 was received from Esmée Fairbairn Foundation in January 2022, part of a three-year grant totalling £105,000. This grant directly enabled us to create the new role of Operations Manager, and free up the Chief Executive to focus on our Fairer System objective. While the first year was unrestricted (as part of the Foundation's Covid-19 response) these funds were spent during the year, and incoming funds of £35,000 during 2022-23 were placed in a restricted fund.

Funding sources

Our deep and sincere thanks to the following for their support this year:

- Home Office (Police Powers Unit)
- Esmée Fairbairn Foundation
- Allen Lane Foundation
- Our member organisations

In pursuit of our strategy, we continue to work to increase and diversify the charity's funding. This includes:

- developing relationships with charitable trusts and foundations with shared objectives.
- increasing earned income through the delivery of services to other organisations where this is in line with the charity's charitable objectives

This approach will increase the charity's sustainability and independence by reducing reliance on the Home Office.

Processes have been put in place to clearly delineate between the work undertaken under the Home Office grant and other projects and activities. For example, any work undertaken to engage with Parliamentarians is conducted outside of that grant, in line with its terms.

The breakdown of funding in 2023 was:

- Home Office: 52%
(2022: 54%, 2021: 61%, 2020: 72%)
- Other grants: 23%
(2022: 20%, 2021: 13%, 2020: 2%)
- Earned (including membership): 26%
(2022: 26%, 2021: 26%, 2020: 25%).

Fundraising

The Charity did not engage external support for fundraising during the year. No complaints have been received in respect of the Charity's fundraising activities during the financial year.

Investment policy and performance

The Board has decided that at present, funds should continue to be retained in Banks and Building Societies. Any change in such banking arrangements should be agreed by the Board. As far as possible, funds will be retained in interest bearing accounts. Income from interest amounted to 0.6% of income.

Approved by order of the board of trustees on 19th October 2023 and signed on its behalf by:



.....
Kevin Wheeler
Treasurer

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE NATIONAL APPROPRIATE ADULT NETWORK LTD

Independent examiner's report to the trustees of The National Appropriate Adult Network Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the period 1 April 2022 to 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

1. I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:
2. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
3. the accounts do not accord with those records; or
4. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
5. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Rosanna Turner ACA DChA
Calcutt Matthews WBZ Ltd
19 North Street
Ashford
Kent
TN24 8LF

Date:

STATEMENT OF FINANCIAL ACTIVITIES for the Year Ended 31 March 2023

	Notes	Unrestricted £	Restricted £	31.3.23 Total £	31.3.22 Total £
INCOME FROM					
Donations & legacies	2	3,041	155,000	158,041	151,051
Charitable activities	3	53,132	-	53,132	50,692
Investments	4	1,176	-	1,176	439
Total income		<u>57,349</u>	<u>155,000</u>	<u>212,349</u>	<u>202,181</u>
EXPENDITURE ON					
Charitable activities	5,6,7				
Member Support		19,217	43,234	62,451	50,474
Policy & Standards		21,962	55,587	77,549	63,384
Professional Development		27,453	24,705	52,158	37,906
Total expenditure		<u>68,633</u>	<u>123,526</u>	<u>192,159</u>	<u>151,764</u>
NET INCOME/(EXPENDITURE)		<u>-11,284</u>	<u>31,474</u>	<u>20,190</u>	<u>50,418</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>193,131</u>	<u>2,000</u>	<u>195,131</u>	<u>144,713</u>
TOTAL FUNDS CARRIED FORWARD		<u>181,847</u>	<u>33,474</u>	<u>215,320</u>	<u>195,131</u>

BALANCE SHEET at 31 March 2023

		Unrestricted funds	Restricted funds	31.3.23 Total funds £	31.3.22 Total funds £
	Notes				
FIXED ASSETS					
Tangible assets	8	<u>2,442</u>	<u>-</u>	<u>2,442</u>	<u>3,622</u>
CURRENT ASSETS					
Debtors	9	35,734	-	35,734	38,992
Cash at bank		<u>162,551</u>	<u>33,474</u>	<u>196,025</u>	<u>182,546</u>
Total current assets		198,285	33,474	231,758	221,538
CREDITORS					
Amounts falling due within one year	10	<u>(18,880)</u>	<u>-</u>	<u>(18,880)</u>	<u>(30,029)</u>
NET CURRENT ASSETS		179,404	33,474	212,878	191,509
TOTAL ASSETS LESS CURRENT LIABILITIES		181,847	33,474	215,320	195,131
NET ASSETS		<u><u>181,847</u></u>	<u><u>33,474</u></u>	<u><u>215,320</u></u>	<u><u>195,131</u></u>
FUNDS					
	11				
Unrestricted funds					
General funds		71,846	-	71,846	56,880
Esmée Fairbairn Foundation		-	-	-	26,250
Reserves		<u>110,000</u>	<u>-</u>	<u>110,000</u>	<u>110,000</u>
Total unrestricted funds		181,846	-	181,846	193,131
Restricted funds					
Home Office		-	-	-	-
Esmée Fairbairn Foundation		-	32,474	32,474	-
Allen Lane Foundation		<u>-</u>	<u>1,000</u>	<u>1,000</u>	<u>2,000</u>
Total restricted funds		-	33,474	33,474	2,000
TOTAL FUNDS		<u><u>181,846</u></u>	<u><u>33,474</u></u>	<u><u>215,320</u></u>	<u><u>195,131</u></u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the Year Ended 31 March 2023. The members have not required the charitable company to obtain an audit of its financial statements for the Year Ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006. The trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 19th October 2023 and were signed on its behalf by:

A handwritten signature in blue ink, appearing to read 'Kevin Wheeler', with a long diagonal stroke extending from the bottom right.

.....
Kevin Wheeler
Treasurer

NOTES TO THE FINANCIAL STATEMENTS for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention.

Income

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Support costs are those incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirement.

Going concern

The trustees and management have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern for at least one year from the date of approval of the financial statements

They have concluded that, together with the reserves, there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, and therefore, the charity continues to adopt the going concern basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on reducing balance
Computer equipment	- 25% - 50% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Designated funds are only used for a specific reason at the discretion of the trustees and reviewed annually. Further explanation of each fund is included in the notes to the financial statements.

Debtors

Debtors are amounts owed to the charity. They are measured on the basis of their recoverable amount.

Creditors

Creditors are amounts owed by the charity. They are measured at the amount that the charity expects to have to pay to settle the debt.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme, with an employer contribution of 8% of gross salary. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions payable to the pension scheme are charged to the Statement of Financial Activities in the period to which they relate. A salary sacrifice scheme is in operation, allowing staff to reduce their salary in exchange for increased employer pension contributions, with a net zero effect on the charity. Contributions payable by the charity amounted to £18,413 (2021: £20,175).

NOTES TO THE FINANCIAL STATEMENTS for the Year Ended 31 March 2023 (continued)

2. DONATIONS AND LEGACIES

			31.3.23	31.3.22
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Home Office Police Powers Unit	-	110,000	110,000	110,000
Esmée Fairbairn Foundation	-	42,000	42,000	35,000
Allen Lane Foundation	-	3,000	3,000	6,000
Department for Education	3,000	-	3,000	-
Donations	41	-	41	51
	<u>3,041</u>	<u>155,000</u>	<u>158,041</u>	<u>151,051</u>

3. CHARITABLE ACTIVITIES

			31.3.23	31.3.22
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Income from				
Training and training material	26,302	-	26,302	25,633
Membership subscriptions	21,167	-	21,167	21,800
Commissioning support	4,087	-	4,087	1,539
Qualification	1,530	-	1,530	1,720
Other income	46	-	46	-
	<u>53,132</u>	<u>-</u>	<u>53,132</u>	<u>50,692</u>

4. INVESTMENT INCOME

			31.3.23	31.3.22
	Unrestricted	Restricted	Total	Total
			£	£
Deposit account interest	<u>1,176</u>	<u>0</u>	<u>1,176</u>	<u>439</u>

5. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.3.2023	31.3.2022
	£	£
Independent examiner's fee	919	1,760
Depreciation - owned assets	<u>1,590</u>	<u>1,004</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There was no trustee remuneration or other benefits provided for the year ended 31 March 2023 nor for the year ended 31 March 2022. No Trustee had any beneficial interest in any contract with the charity.

Trustees' expenses

	31.3.2023	31.3.2022
	£	£
Trustees' expenses	<u>255</u>	<u>480</u>

7. STAFF

The average number of full time equivalent employees during the year was as follows:

	31.3.2023	31.3.2022
	£	£
Staff	<u>3</u>	<u>2.25</u>

The cost of employing those staff were:

	31.3.2023	31.3.2022
	£	£
Salaries and wages	137,875	103,820
National insurance	11,089	7,581
Pensions	18,413	20,175
	<u>167,377</u>	<u>131,576</u>

No employees received emoluments (employee benefits excluding employer pension contributions) in excess of £60,000 (2022: None).

The total remuneration (including gross salary, pension and employer's national insurance before reductions due to employer's allowance) of key management personnel during the year was £75,925 (2022: £75,514) of which £11,943 was employer's pension contributions (2022: 16,113).

NOTES TO THE FINANCIAL STATEMENTS for the Year Ended 31 March 2023 (continued)

8. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Office equipment £	Totals £
COST			
At 1 April 2022	521	8,678	9,199
Additions	180	230	410
Disposals	-	-	-
At 31 March 2023	<u>701</u>	<u>8,908</u>	<u>9,609</u>
DEPRECIATION			
At 1 April 2022	521	5,056	5,577
Charge for year	<u>41</u>	<u>1,548</u>	<u>1,589</u>
At 31 March 2023	<u>562</u>	<u>6,604</u>	<u>7,167</u>
NET BOOK VALUE			
At 31 March 2023	<u>139</u>	<u>2,304</u>	<u>2,442</u>
At 31 March 2022	<u>-</u>	<u>3,622</u>	<u>3,622</u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.2023 £	31.3.2022 £
Trade debtors	34,882	38,234
Prepayments	<u>851</u>	<u>758</u>
	<u>35,734</u>	<u>38,992</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.2023 £	31.3.2022 £
Trade creditors	2,103	646
Other creditors	4,000	-
Deferred income	11,623	24,695
Credit card	154	114
Accrued expenses	<u>1,000</u>	<u>4,574</u>
	<u>18,880</u>	<u>30,029</u>

NOTES TO THE FINANCIAL STATEMENTS for the Year Ended 31 March 2023 (continued)

11. MOVEMENT IN FUNDS

	At 1.4.2022	Net movement in funds	At 31.3.2023
	£	£	£
Unrestricted funds			
General fund	56,880	(30,034)	26,846
E-learning fund	0	45,000	45,000
Esmée Fairbairn Foundation	26,250	(26,250)	-
Reserves	110,000	-	110,000
Restricted funds			
Home Office	-	-	-
Esmée Fairbairn Foundation	-	32,474	32,474
Allen Lane Foundation	2,000	(1,000)	1,000
TOTAL FUNDS	195,131	20,190	215,320

Net movement in funds, included in the above are as follows:

	Incoming Resources	Resources Expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	12,349	42,383	(30,034)
E-learning fund	45,000	0	45,000
Esmée Fairbairn Foundation	-	26,250	(26,250)
Reserves	-	-	-
Restricted funds			
Home Office	110,000	110,000	-
Esmée Fairbairn Foundation	42,000	9,526	32,474
Allen Lane Foundation	3,000	4,000	(1,000)
TOTAL FUNDS	212,349	192,159	20,190

11. MOVEMENT IN FUNDS (CONTINUED)

The purposes of the funds are as follows:

Restricted**Home Office**

To support and represent organisations providing appropriate adult services to children and vulnerable adults in police custody and voluntary interviews.

Allen Lane

For development and delivery of our appropriate adult training offer, with a focus on developing an e-learning platform. The fund supports staff time and technical costs.

Esmée Fairbairn

To build a just and inclusive criminal justice system that prevents miscarriages of justice, by transforming safeguards for vulnerable people detained or questioned by police (those most at risk of having their rights denied). While year one of a three-year grant agreement was unrestricted as part of the Foundation's Covid-19 response, this year was restricted.

Designated

General fund: To enable the charity to respond quickly to opportunities and to support its long-term development. The board has decided to reduce the size of this fund (see below).

E-learning fund: To develop a national e-learning course to support local appropriate adult scheme leaders with the initial training of AAs.

Reserves

NAAN's policy is to maintain sufficient level of designated reserves to enable normal operating activities to continue over a period of between 6 and 9 months. This policy is a medium-term measure to mitigate the risks of the charity's historical current reliance on a single grant funder that makes decisions on an annual basis, as well as risks associated with past difficulties in obtaining physical receipt of grant funding in a timely fashion. Thus, for the sake of transparency guidelines from the 'CC19: Charity Reserves –Building Resilience' have been adopted and a reserve of £110,000 designated. This equates to 6.9 months of expenditure at 2022-23 levels (2022: 8.7 months). This would allow NAAN the opportunity to secure alternative funding or, if necessary, to wind down its programme of support. The charity has a plan in place to diversify funding and increase staffing and will continue to review appropriate reserves levels annually to ensure funds are used effectively to support the charitable objectives.

NOTES TO THE FINANCIAL STATEMENTS for the Year Ended 31 March 2023 (continued)

11. MOVEMENT IN FUNDS (CONTINUED)

Comparatives for movement in funds

	At 1.4.2021	Net movement in funds	At 31.3.2022
	£	£	£
Unrestricted funds			
General fund	40,546	16,334	56,880
Esmée Fairbairn Foundation	-	26,250	26,250
Garfield Weston Foundation	9,167	(9,167)	-
Reserves	95,000	15,000	110,000
Restricted funds			
Home Office	-	-	-
Allen Lane Foundation	-	2,000	2,000
TOTAL FUNDS	144,713	50,418	195,131

Comparative net movement in funds, included in the above are as follows:

	Incoming Resources	Resources Expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	36,181	(19,847)	16,334
Esmée Fairbairn Foundation	35,000	(8,750)	26,250
Garfield Weston Foundation	-	(9,167)	(9,167)
Reserves	15,000	-	15,000
Restricted funds			
Home Office	110,000	(110,000)	-
Allen Lane Foundation	6,000	(4,000)	2,000
TOTAL FUNDS	202,181	(151,764)	50,418

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the Year Ended 31 March 2023.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES for the Year Ended 31 March 2023**INCOME AND ENDOWMENTS**

	31.3.2023	31.3.2022
	£	£
Donations and legacies		
Donations	41	51
Grants	158,000	151,000
	<u>158,041.33</u>	<u>151,051</u>
 Charitable activities		
Membership subscriptions	21,167	21,800
Training and training material	26,302	25,633
Commissioning support	4,087	1,539
Qualification	1,530	1,720
Other income	46	-
	<u>53,132</u>	<u>50,692</u>
 Investment income		
Deposit account interest	1,176	439
Total incoming resources	<u>212,349</u>	<u>202,181</u>

This page does not form part of the statutory financial statements.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES for the Year Ended 31 March 2023 (continued)

EXPENDITURE

	31.3.2023	31.3.2022
	£	£
Charitable activities		
Wages	137,875	103,820
Social security	11,089	7,581
Pensions	18,413	20,175
Travel and subsistence	1,135	145
Training, Events and Groups	8,955	1,775
Staff training	534	1,020
	<u>178,002</u>	<u>134,516</u>
Support costs		
Management		
Administration	526	7,795
Fixtures and fittings	41	-
Computer equipment	1,548	1,004
Fundraising	-	-
Independent review of user involvement	-	-
Premises	3,373	2,219
Printing and stationery	83	128
Professional Fees	360	537
Recruitment	-	486
Travel and subsistence	-	-
Sundries	741	586
	<u>6,673</u>	<u>12,755</u>
Finance		
Bank charges	161	154
Information technology		
Communications and IT	5,983	2,098
Governance costs		
Trustees' expenses	422	480
Professional fees	-	-
Independent examiners' remuneration	919	1,760
Accountancy and legal fees	-	-
	<u>1,341</u>	<u>2,240</u>
Total resources expended	<u>192,159</u>	<u>151,764</u>
Net income/(expenditure)	<u>20,190</u>	<u>50,418</u>

This page does not form part of the statutory financial statements.