The National Association for People Abused in Childhood
Company Limited by Guarantee
Unaudited Financial Statements
For the period ended
31 March 2018

THE COMPANY BOOKS LIMITED
6 Snow Hill
London
EC1A 2AY
The National Association for People Abused in Childhood
Company Limited by Guarantee

Financial Statements
Period from 1 June 2017 to 31 March 2018

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The National Association for People Abused in Childhood
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
Period from 1 June 2017 to 31 March 2018

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the period ended 31 March 2018.

Reference and administrative details

<table>
<thead>
<tr>
<th>Registered charity name</th>
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<td>Charity registration number</td>
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<td>Company registration number</td>
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Principal office and registered office

7-14 Great Dover Street
Borough
London
SE1 4YR
England
The National Association for People Abused in Childhood
Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) (continued)

Period from 1 June 2017 to 31 March 2018

The trustees

Mr J Bakker
Mr S Spencer
Dr T Lambert
Mr D Brookes
Dr G Cory
Ms P Gale
Mr J Griffiths
Ms A Milner
Ms D Neville
Ms M Newman

Mr T Croft
Ms M Jenkins

(Appointed 6 December 2017)
(Resigned 7 February 2018)

Senior Management Team

Miss G Shaw
Mr P Saunders
Mr T Barclay

Chief Executive
Founder
Chief Operating Officer

Accountants
The Company Books Limited
6 Snow Hill
London
EC1A 2AY

Bankers
Metrobank
72-76 High St
Bromley
BR1 1EG

Company secretary
Mr T Barclay

Independent examiner
S K Gandesha FCCA
For and on behalf of
The Company Books Limited
6 Snow Hill
London
EC1A 2AY
The National Association for People Abused in Childhood

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) (continued)

Period from 1 June 2017 to 31 March 2018

GOVERNANCE AND MISSION - 1 June 2017 to 31 March 2018

Governing document

NAPAC is a charitable company limited by guarantee, incorporated on 12 May 1998 and registered as a charity on 29 May 1998. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Mission

NAPAC's vision is of a society in which every adult survivor of childhood abuse in the UK can access the support they need, when they need it, to make a journey of recovery and heal their emotional and psychological wounds.

As the only national organisation in the UK focussed on the needs of both female and male adult survivors of all kinds of childhood abuse, NAPAC has a central and unique role to play in the delivery of this vision.

Values

We have firm beliefs about the damaging impact of childhood abuse on people's lives, and how this damage can and should be repaired. They are the values which underpin everything we do:

- We believe that any abuse of children - whether physical, sexual, narcissistic, emotional or ritual, or the result of neglect - is damaging and wrong
- We know that abuse in childhood can cause continuing harm and suffering to millions of people well into adulthood
- We believe that every individual has the right to leave the impact of childhood abuse behind, grow as a person and enjoy a happier and more fulfilled life, not defined by childhood trauma
- We know that survivors of childhood abuse can be empowered to do just that: we have proved that we and others can support them

Purpose

NAPAC aims to make a difference in the lives of adult survivors of childhood abuse by:

- providing a range of services which offer direct support to survivors
- ensuring that survivors know where they can go for help
- spreading best practice in the support of survivors among those who they may approach for help
- working with others to increase the provision and effectiveness of support for survivors
- standing up for survivors and representing their interests among those who are in a position to help improve their lives

Public Benefit

The trustees have taken the Charity Commission's general guidance on public benefit contained within their publication Charities and Public Benefit, into account when preparing this Trustees' Report for the 10-month period to 31 March 2018.
The National Association for People Abused in Childhood

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) (continued)

Period from 1 June 2017 to 31 March 2018

Trustee Recruitment, Appointment and Induction

Trustees are appointed in accordance with the agreed NAPAC trustee recruitment policy and procedure, and are collectively known as the Board of Trustees. NAPAC recognises that a strong, effective and well-functioning Board of Trustees is imperative to ensure that the charity is successful in achieving its objectives. On joining the organisation, new trustees receive an induction which covers the values, history and purpose of the charity. In addition, they are invited to see NAPAC's activities in action, such as the telephone support line. The Board of Trustees currently meet six times per year. The trustee role is unremunerated but trustees are able to claim expenses where relevant.

Organisational structure and delegation

At its simplest, the role of the Board of Trustees is to receive assets from donors, safeguard them and apply them for the charitable purposes declared in the governing document. The Board of Trustees has delegated authority to the Chief Executive for the day to day management of the organisation. The Chief Executive is supported in this by other members of the Senior Management Team, namely the Chief Operating Officer and Founder. Designated staff may commit the charity to expenditure within defined limits.

Remuneration arrangements

During the financial year the Board of Trustees reviewed and agreed organisational pay in line with good practice in the charity sector.
ACHIEVEMENTS AND PERFORMANCE - 1 June 2017 to 31 March 2018

Activities

During the period to 31 March 2018, the principal activities of NAPAC included:

- Providing a free and confidential national telephone support line for survivors of childhood abuse
- Maintaining a website containing information relevant to survivors of childhood abuse - napac.org.uk
- Supplying training, information and resources for those providing assistance to survivors of abuse
- Organising and running intensive 12-session structured support groups for abuse survivors
- The raising of public awareness of the continuing impact of childhood abuse
- Participation and representation at seminars and conferences on subjects related to the alleviation of the impact of childhood abuse
- The publication of materials and information and resources for survivors which are free to download in electronic format

General overview

In 2013 NAPAC wrote its strategic five-year plan 'Support on the Journey'. This strategic plan outlined the activities NAPAC would undertake and the support we would aim to offer survivors.

Reflecting on our stated aim to improve and increase the range and provision of the support we can offer to survivors, NAPAC has largely achieved this. Our website is now a far more accessible and streamlined first point of support; our telephone support line has faced unprecedented surges in demand and we have increased the numbers of calls answered year-on-year; support groups have been rolled out across different parts of the UK and our advocacy and media work have kept the issue of childhood abuse and support for adult survivors firmly in the public eye.

To achieve this, NAPAC's significant staffing restructure has paid dividends with the ability to flex and meet the organisation's business requirements. NAPAC also comprehensively enhanced its governance depth, and the range of skills and expertise now represented on the NAPAC Board of Trustees means stronger and more diverse strategic oversight.

Significant challenges remain, however. Demand for NAPAC's services, particularly our telephone support line and support groups, far outstrips our current ability to meet it. We know that more generally, adult survivors across the UK face barriers to accessing the support they need, when they need it, and that too often the response they receive is inadequate.

NAPAC is in the process now of updating and renewing its strategic plan for the next five years and will incorporate our learning gained over the past reporting period to better meet these challenges.
Training

NAPAC has been training professionals who are or might be working with adult survivors on an ad-hoc basis for many years. After receiving subsidies for training from the Home Office, it started to develop a more structured training programme based on its Supporting Adult Survivors of Childhood Abuse (SASCA) one-day course.

The course content was originally developed to train NAPAC's telephone support line volunteers before it was adapted to make it applicable to other professionals working with adult survivors in a range of settings, such as police, prison staff, probation officers, healthcare workers, social workers or voluntary sector staff.

Between June 2017 and March 2018, NAPAC's training programme content and structure continued to be updated and expanded. We offer one-day, half-day or bespoke training sessions. All courses are based on NAPAC's knowledge and experience gained from years of listening to survivors and draw on the latest research about abuse, trauma and other adverse childhood experiences.

The training content covers the impacts of child abuse on physical, mental and emotional health in adulthood, explains common stress reactions and survival strategies, offers guidance on how to support disclosures of abuse, and explores the impact of vicarious trauma on professionals working with survivors. It includes videos, exercises, role play and practical tools to assist professionals in developing greater expertise and confidence when working with abuse survivors in any professional setting.

Alongside taking block-bookings from organisation we also launched training sessions for individual professionals working with adult abuse survivors.

Between June 2017 and March 2018, we delivered five one-day SASCA workshops and three half-day workshops in England and Wales, training a total of 127 professionals. Three of the full-day workshops involved individual professionals; all others were delivered to organisations.

During the reporting period, we also developed the content for an e-learning course aimed at counsellors and other health and social care professionals, entitled Working with Adult Survivors of Childhood Abuse in a Trauma-Informed Way. The National Counselling Society provided technical support for this project and the course will be hosted on their website.

Telephone Support Line and Email Support

NAPAC's free national telephone support line for adult survivors of childhood abuse - 0808 801 0331 - offers survivors the chance to talk through their experiences with highly-trained volunteers and staff.

Up until August 2017 NAPAC operated its telephone support line between two centres - that is, within its London office and premises in Stockport. The support line was open for 52 hours every week (10am-9pm Mondays - Thursdays and 10am-6pm on Fridays). There were five staff (mixture of part-time and full-time) and 19 regular and active volunteers (doing an average of one four-hour shift per week) across the two centres on the telephone support line during this period.

From 28 August 2017 to the end of this accounting period, NAPAC's telephone support line service was moved so it was run entirely from our Stockport office. This gave greater efficiency as well as improved safety and transparency for callers as well as staff and volunteers. From 28 August 2017 to 31 March 2018 there were 11 volunteers and four members of staff in Stockport on the telephone support line. The opening hours of the telephone support line remained the same as described above.
Between 1 June 2017 and 31 March 2018, we took 5,185 calls (from a total of 84,359 call attempts) and answered a total of 1,745 emails requesting support. Calls lasted an average of 18 minutes each. Over two-thirds of callers to our support line are female and the highest numbers of callers are in the 45-54 age group.

- Many callers describe anxiety (75%) and/or distress (57%) because of the abuse they suffered
- 25% of callers said they felt shame about the experience they suffered
- Over 70% of callers' report being abused or neglected by mother or father
- 66% of callers reported sexual abuse
- In 12% of cases, the abusers were siblings
- 8% of calls to our support line are made by someone on behalf of a survivor
- In 17% of calls, the caller had never spoken to anyone before about the childhood abuse they suffered
Support Groups

NAPAC ran two survivor support groups for adult survivors of child abuse in London during this reporting period.

A total of 17 participants benefited from participating in these therapeutic psycho-educational groups and provided excellent feedback.

The groups were funded by the City Bridge Trust.

Advocacy

NAPAC works with MPs, policy makers and other key stakeholders to ensure the support needs of survivors are better met. We contribute our expertise and participate in discussions particularly in relation to healthcare, the criminal justice system and the need for a trauma-informed approach to service delivery.

NAPAC also contributes to policy debates about how to make children safer now, such as the proposal for mandatory reporting or the need for healthy relationships education in schools.

NAPAC is engaged with national organisations, including those in the health and social care sectors, to discuss their training needs and provide expert input where there are gaps in provision and understanding in how best to support adult survivors.

We receive a huge number of enquiries from national, regional and international media outlets to contribute to news stories or documentaries or requests to advise on drama scripts which relate to non-recent child abuse. We provide comment and information which offers insight and greater understanding of the impacts of abuse and the needs of adult survivors.

Large increases in call attempts to NAPAC’s support line and visits to our website correlate closely with media coverage which features NAPAC or survivor issues, such as storylines in TV soaps and dramas, survivors talking about what they suffered, court cases or police investigations.

NAPAC is proud to have developed and disseminated its media guidelines, following input from IPSO, OFCOM and BBC Editorial guidelines, to assist anyone writing or broadcasting on the subject of non-recent child abuse, so that the needs and impacts on adult survivors are better understood and reported.
Website

We continue to reach many thousands of new people through our re-designed, mobile optimised website which went live in June 2016.

Here are some of the trends for the period from 1 June 2017 - 31 March 2018.

- We had over 86,000 visitors to the website for this ten-month period
- 61,983 (72%) were new visitors to the website
- 24,113 (28%) were returning visitors
- 89% of visitors to our site were in the UK (76,614). The remaining 11% were mainly from the US, Australia, Canada and Ireland
- Visitors spend on average over 2:42 minutes on the site
- We had over a quarter of a million-page views (241,300) overall
- Well over half of visitors (57%) use a mobile or tablet to view our website
- Around 70% of website visitors are female and 30% male, a figure which has remained fairly stable over time
- The gender of visitors to our site is consistently around three quarters female and a quarter male and this period was no exception (74% female and 26% male). This correlates with the gender split of callers to our support line
- We continue to reach people across all age groups. Visitors aged 25-34 to our website made up the highest group at 25%, 35-44-year olds comprised 24% of visitors and 45-54 year olds at 21%. This is a lower age profile than for callers to our support line
- If people are seeking help earlier in their lives, their road to recovery starts sooner and they are less likely to suffer some of the impacts of abuse
- Our booklets continue to be popular - over 15,000 people viewed our resources page and over 8,000 viewed our booklet ‘Was it Abuse?’
- 7,434 looked up information about our support groups
- 4,541 people visited our page with advice for friends and family ‘Know a Survivor’

Social Media

NAPAC has a strong and consistent public profile. We get high levels of engagement on our social media channels, focusing particularly on Twitter and Facebook.

We do not offer support to survivors on social media channels, as it is an open platform and therefore not a safe environment for disclosure. Anyone requiring support is directed to our email support service or telephone support line.
The National Association for People Abused in Childhood  
Company Limited by Guarantee  
Trustees' Annual Report (Incorporating the Directors' Report) (continued)  
Period from 1 June 2017 to 31 March 2018

FINANCIAL REVIEW

We are reporting on the 10-month period from 1 June 2017 to 31 March 2018.

During this ten-month period, gross income of £395,820 was achieved (compared to £715,459 of gross income achieved for the 12-month period to 31 May 2017).

We were grateful to have had continued support from the Home Office which has again been the principal funding source of the Charity, with £267,370 being received for the period (compared to £356,973 of Home Office grant funding received for the 12-month period to 31 May 2017).

The grant was given from funds made available by the Home Office to non-statutory organisations in England and Wales providing support to victims of sexual abuse to help meet the ever-increasing demand on those services.

This principal source of funding was supplemented by income from grant-making trusts and bodies and ad-hoc personal donations. All these generous donations are acknowledged with much gratitude by the Trustees who are committed to ensuring that NAPAC continues to use the funding it receives effectively. This includes further enhancement and expansion of our core activities to support survivors and ongoing development of our training programme, which we also see as providing an important source of income for the Charity.

Resources expended in the period were £448,102 (compared to £568,569 of resources expended for the 12-month period to 31 May 2017).

The key elements of expenditure relate to:

- The staffing costs for organisational leadership, advocacy, volunteer coordination and support, developing and delivering training, and coordinating and delivering support to survivors
- Establishment and maintenance of the support line technology with the associated website
- Office accommodation for the administrative and support line centres

Overall, 2017-2018 was once again a challenging period for NAPAC as our services are ever more in demand thanks to the high profile the organisation enjoys, and the prominence afforded to issues raised in the media which prompt calls to our support line.

We experienced a deficit for the period of £52,282 (compared to a surplus of £146,980 for the 12-month period to 31 May 2017), reflecting the fluctuating nature of one-off donations. The Charity has sought to reduce its cost base during this period with the benefits expected to be experienced during the coming year.

Reserves Policy

NAPAC’s reserves policy is to maintain sufficient unrestricted resources to fund operations for up to six months at a time, at which point those reserves are replenished by the receipt in arrears of the principal grant receivable.

During 2017-2018 we have been able to meet the requirements of this policy at all times. As at 31
March 2018 we had unrestricted funds of £260,988 (2017: £335,230), an amount sufficient to fund all operations for approximately the next seven months.

Since funding is often short-term or one-off in nature, the Trustees are cognisant of the need to continue to seek funding for our work and to maintain adequate reserves which we see as critical for the effective support of survivors across the United Kingdom.

STATEMENT OF MAJOR RISKS

The NAPAC Board of Trustees have considered the major strategic business and operational risks to which the charity is exposed.

Financial risk:

As reported in previous years, the main financial risk NAPAC faces in 2017-18 is the lack of continued and long-term funding to allow NAPAC to prosper and develop its own income-generating activities. NAPAC has been grateful to the government for significant grants which make up the majority of its income. However, there is no promise or guarantee that Home Office funding will be continued.

NAPAC is cognisant of the proper and appropriate use of restricted funds, which form a majority of the charity’s funding arrangements, equating to 77% (2017: 61%) of all income received during the period. As at 31 March 2018, the amount held in our restricted funds stood at £42,148 (2017: £20,188), equivalent to 14% (2017: 6%) of our total reserves.
Service delivery:

NAPAC has focused on strengthening and developing its service delivery, particularly the telephone support line, training programme and support groups. The demand for NAPAC's support services is particularly high and we are unable to meet this in full. Funding is the key factor in this else we face the risk of being unable to fulfil our main charitable objectives.

We are planning to put in place arrangements to expand our service delivery, as we set out in our strategic five-year plan 'Support on the Journey'. This is dependent upon more certain funding streams and increasing our own revenue-generating activities such as our training programme and successfully recruiting and training sufficient volunteers.

Staffing:

NAPAC is a small organisation and we face a significant demand for our services. We work in a highly emotional and complex trauma-care setting and the issues that we deal with on a daily basis can be somewhat toxic. These factors combine to present risk to our staff, including the potential loss of key staff and the inability to recruit and retain suitable staff. Trustees are mindful of the effect of stress on staff from working in this field and we have put in place systems (such as strong management and external supervision) to mitigate this.

Governance:

NAPAC is developing a policy to ensure that Trustees with the skills and experience appropriate to the sound oversight of all aspects of the Charity's activities are appointed and that together they are able to provide the necessary level of support to NAPAC's senior management.

While the Trustees are satisfied with the current composition of the Board, this remains a risk area for NAPAC who rely on appropriate people making themselves available to fulfil the required roles.

Reporting:

NAPAC continues to look at ways in which it can strengthen the quality and timeliness of the management information it receives, both regarding financial and non-financial information, as the ability to provide relevant information to donors and potential donors is important to income generation process.
PLANS FOR FUTURE PERIODS

Society is always changing, as are the needs of adult survivors of childhood abuse. NAPAC is therefore continuously rising to the challenge of filling the gaps in service provision in the UK.

NAPAC will do this in a number of ways, including:

- Continued learning from what we hear from adult survivors of abuse on our telephone support line and through the support emails, so that this experience can be reflected in our resources, training and advocacy
- Expand and grow our training offer to become a national leader and example of best practice
- Work with other organisations to develop tailored training packages to meet the needs of survivors
- Work with the health sector to develop national standards, NICE on best treatment and increasing professionalism of the survivor support sector
- Continued advocacy so that policy makers reform the systemic barriers to survivors accessing healthcare, support and justice through the legal system
- Continued improvement to NAPAC's own internal governance, for example through revising and updating the Articles of Association, as well as developing appropriate safeguarding policy
The National Association for People Abused in Childhood
Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) (continued)
Period from 1 June 2017 to 31 March 2018

Responsibilities of the Board of Trustees

Company law requires the Board of Trustees to prepare accounts for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its income and expenditure for the financial year then ended. In preparing those accounts, the Board of Trustees should follow best practice and:

• Select suitable accounting policies and then apply them consistently;
• Make judgements and estimates that are reasonable and prudent; and
• Prepare the accounts on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Board of Trustees is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the accounts comply with the Companies Act 2006. The Board of Trustees is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the Board of Trustees

Members of the Board of Trustees, who are directors for the purposes of company law and trustees for the purposes of charity law, who served during the period and up to the date of this report are set out on page 2.

Basis of Preparation of Accounts

This report has been prepared in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (Charities SORP (FRS 102)) and in accordance with the provisions applicable to companies subject to the small companies’ regime.

The trustees' annual report (incorporating the directors' report) was approved on 10th October 2018 and signed on behalf of the board of trustees by:

Mr J Griffiths
Director
The National Association for People Abused in Childhood

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of The National Association for People Abused in Childhood

Period from 1 June 2017 to 31 March 2018

I report to the trustees on my examination of the financial statements of The National Association for People Abused in Childhood (‘the charity’) for the period ended 31 March 2018.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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

Since the charity’s gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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
4. the financial statements 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).
The National Association for People Abused in Childhood

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of The National Association for People Abused in Childhood (continued)

Period from 1 June 2017 to 31 March 2018

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.

S K Gandesha FCCA

For and on behalf of
The Company Books Limited
Independent Examiner

6 Snow Hill
London
EC1A 2AY
The National Association for People Abused in Childhood

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Period from 1 June 2017 to 31 March 2018

<table>
<thead>
<tr>
<th>Note</th>
<th>Period from 1 Jun 17 to 31 Mar 18 Unrestricted funds</th>
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<td>258</td>
<td>572</td>
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<td><strong>Total income</strong></td>
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<td>(367,023)</td>
<td>(448,102)</td>
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<td><strong>Total expenditure</strong></td>
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<td></td>
<td>(81,079)</td>
<td>(367,023)</td>
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<td><strong>Net (expenditure)/income</strong></td>
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<td>146,890</td>
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<td>(84,236)</td>
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<td><strong>Net movement in funds</strong></td>
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<td><strong>(52,282)</strong></td>
<td>146,890</td>
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<td>(74,242)</td>
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<td><strong>Reconciliation of funds</strong></td>
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<td>Total funds brought forward</td>
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<td><strong>Total funds carried forward</strong></td>
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The statement of financial activities includes all gains and losses recognised in the period. All income and expenditure derive from continuing activities.

The notes on pages 20 to 28 form part of these financial statements.
The National Association for People Abused in Childhood
Company Limited by Guarantee

Statement of Financial Position

31 March 2018

<table>
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<th>Note</th>
<th>31 Mar 18</th>
<th>31 May 17</th>
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<tr>
<td><strong>Current assets</strong></td>
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<td>Debtors</td>
<td>14</td>
<td>172,551</td>
<td>55,057</td>
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<tr>
<td>Cash at bank and in hand</td>
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<td>152,946</td>
<td>330,908</td>
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<td></td>
<td></td>
<td>325,497</td>
<td>385,965</td>
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<tr>
<td><strong>Creditors: amounts falling due within one year</strong></td>
<td>15</td>
<td>22,361</td>
<td>30,547</td>
</tr>
<tr>
<td><strong>Net current assets</strong></td>
<td></td>
<td>303,136</td>
<td>355,418</td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td></td>
<td>303,136</td>
<td>355,418</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td></td>
<td>303,136</td>
<td>355,418</td>
</tr>
</tbody>
</table>

**Funds of the charity**

|                         |      | £         | £         |
| Restricted funds        |      | 42,148    | 20,188    |
| Unrestricted funds      |      | 260,988   | 335,230   |
| **Total charity funds** | 17   | 303,136   | 355,418   |

For the period ending 31 March 2018 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors’ responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the period in question in accordance with section 476;

- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 15 May 2018, and are signed on behalf of the board by:

Mr J Griffiths
Director

Company Registration Number 03565696

The notes on pages 20 to 28 form part of these financial statements.
The National Association for People Abused in Childhood  
Company Limited by Guarantee  
Statement of Cash Flows  
Period from 1 June 2017 to 31 March 2018

<table>
<thead>
<tr>
<th>Description</th>
<th>31 Mar 18 £</th>
<th>31 May 17 £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash flows from operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net (expenditure)/income</td>
<td>(52,282)</td>
<td>146,890</td>
</tr>
<tr>
<td><strong>Adjustments for:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other interest receivable and similar income</td>
<td>(258)</td>
<td>(572)</td>
</tr>
<tr>
<td>Accrued income</td>
<td>(6,277)</td>
<td>(20,289)</td>
</tr>
<tr>
<td><strong>Changes in:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other debtors</td>
<td>(117,494)</td>
<td>(37,957)</td>
</tr>
<tr>
<td>Trade and other creditors</td>
<td>(1,909)</td>
<td>4,560</td>
</tr>
<tr>
<td>Cash generated from operations</td>
<td>(178,220)</td>
<td>92,632</td>
</tr>
<tr>
<td>Interest received</td>
<td>258</td>
<td>572</td>
</tr>
<tr>
<td><strong>Net cash (used in)/from operating activities</strong></td>
<td>(177,962)</td>
<td>93,204</td>
</tr>
</tbody>
</table>

| **Net (decrease)/increase in cash and cash equivalents**                  | (177,962)    | 93,204      |
| **Cash and cash equivalents at beginning of period**                      | 330,908      | 237,704     |
| **Cash and cash equivalents at end of period**                            | 152,946      | 330,908     |

The notes on pages 20 to 28 form part of these financial statements.
1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 7-14 Great Dover Street, Borough, London, SE1 4YR, England.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Length of reporting period

The financial year has been shortened to 31 March from 31 May and therefore the reporting period represents 10 months from 1 June 2017 to 31 March 2018. The year was shortened with a view to aligning the financial year with major funders.

As a result of the above change, the comparative amounts presented in the accounts (including the related notes) are not entirely comparable.

A charitable company is able to change its accounting period under Companies Act 2006.

Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with the applicable Financial Reporting Standard; the Companies Act 2006 and follow the recommendations in Accounting and Reporting by Charities – Statement of Recommended Practice (Charities SORP (FRS 102)).

Going concern

The trustees have prepared the financial statements on the basis that the charity is a going concern. In making this assessment they have considered the working capital requirements and projected funding and cash flows for a period extending at least twelve months beyond the approval of the accounts.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The areas of judgement and estimates applied by the trustees are not considered sufficiently significant to require disclosure in these financial statements.
3. Accounting policies (continued)

Fixed assets

All fixed assets are initially recorded at cost.

Tangible fixed assets for use by the charity: Items of equipment are capitalised where the purchase price exceeds £250 and can be used for more than one year. They are valued at cost or, if gifted, at the value to the charity on receipt.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity’s purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- legacy income is recognised when receipt is probable and entitlement is established.

- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

- Investment income is included in the accounts when receivable.
The National Association for People Abused in Childhood
Company Limited by Guarantee

Notes to the Financial Statements (continued)

Period from 1 June 2017 to 31 March 2018

3. Accounting policies (continued)

Resources expended

Where incoming resources have related expenditure or a legal or constructive obligation arises, the incoming resources and related expenditure are reported gross in the Statement of Financial Activities.

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates.

Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Governance costs

Include the costs of preparation and examination of statutory accounts, the costs of the Annual General Meeting and trustees' meetings and costs of any legal advice to trustees on governance or constitutional matters.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Financial instruments

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

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

The company is a private company limited by a guarantee and consequently does not have the share capital. The members of the company are Trustees named on page 2.
The National Association for People Abused in Childhood
Company Limited by Guarantee

Notes to the Financial Statements (continued)
Period from 1 June 2017 to 31 March 2018

5. Donations and legacies

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds £</th>
<th>Restricted Funds £</th>
<th>Total Funds £ 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Donations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Home Office</td>
<td>–</td>
<td>267,370</td>
<td>267,370</td>
</tr>
<tr>
<td>Trusts</td>
<td>–</td>
<td>10,500</td>
<td>10,500</td>
</tr>
<tr>
<td>Partnerships</td>
<td>16,500</td>
<td>–</td>
<td>16,500</td>
</tr>
<tr>
<td>IICSA Project</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Consultancy</td>
<td>1,440</td>
<td>–</td>
<td>1,440</td>
</tr>
<tr>
<td>Adhoc</td>
<td>27,284</td>
<td>–</td>
<td>27,284</td>
</tr>
<tr>
<td>Double O</td>
<td>12,000</td>
<td>–</td>
<td>12,000</td>
</tr>
<tr>
<td>Justgiving</td>
<td>9,899</td>
<td>–</td>
<td>9,899</td>
</tr>
<tr>
<td>Paypal</td>
<td>4,454</td>
<td>–</td>
<td>4,454</td>
</tr>
<tr>
<td>Robert Johnson</td>
<td>–</td>
<td>26,877</td>
<td>26,877</td>
</tr>
<tr>
<td><strong>Grants</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Big Lottery Fund</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
</tbody>
</table>

Total: 71,577 304,747 376,324

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds £</th>
<th>Restricted Funds £</th>
<th>Total Funds £ 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Donations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Home Office</td>
<td>–</td>
<td>356,973</td>
<td>356,973</td>
</tr>
<tr>
<td>Trusts</td>
<td>–</td>
<td>10,500</td>
<td>10,500</td>
</tr>
<tr>
<td>Partnerships</td>
<td>18,385</td>
<td>–</td>
<td>18,385</td>
</tr>
<tr>
<td>IICSA Project</td>
<td>–</td>
<td>26,729</td>
<td>26,729</td>
</tr>
<tr>
<td>Consultancy</td>
<td>1,000</td>
<td>–</td>
<td>1,000</td>
</tr>
<tr>
<td>Adhoc</td>
<td>107,524</td>
<td>–</td>
<td>107,524</td>
</tr>
<tr>
<td>Double O</td>
<td>66,250</td>
<td>–</td>
<td>66,250</td>
</tr>
<tr>
<td>Justgiving</td>
<td>19,677</td>
<td>–</td>
<td>19,677</td>
</tr>
<tr>
<td>Paypal</td>
<td>7,399</td>
<td>–</td>
<td>7,399</td>
</tr>
<tr>
<td>Robert Johnson</td>
<td>24,475</td>
<td>–</td>
<td>24,475</td>
</tr>
<tr>
<td><strong>Grants</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Big Lottery Fund</td>
<td>–</td>
<td>41,250</td>
<td>41,250</td>
</tr>
</tbody>
</table>

Total: 244,710 435,452 680,162

6. Charitable activities

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds £</th>
<th>Total Funds £ 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Training Courses</strong></td>
<td>19,238</td>
<td>19,238</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds £</th>
<th>Total Funds £ 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Training Courses</strong></td>
<td>34,725</td>
<td>34,725</td>
</tr>
</tbody>
</table>
The National Association for People Abused in Childhood
Company Limited by Guarantee

Notes to the Financial Statements (continued)
Period from 1 June 2017 to 31 March 2018

7. Investment income

<table>
<thead>
<tr>
<th>Unrestricted Funds</th>
<th>Total Funds 2018</th>
<th>Unrestricted Funds 2017</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Bank interest receivable</td>
<td>258</td>
<td>258</td>
<td>572</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>572</td>
</tr>
</tbody>
</table>

8. Expenditure on charitable activities by fund type

<table>
<thead>
<tr>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total Funds 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Personnel costs</td>
<td>9,751</td>
<td>288,531</td>
</tr>
<tr>
<td>Office costs</td>
<td>44,801</td>
<td>50,625</td>
</tr>
<tr>
<td>Consultancy</td>
<td>5,890</td>
<td>16,414</td>
</tr>
<tr>
<td>Sundries</td>
<td>4,313</td>
<td>1,990</td>
</tr>
<tr>
<td>Fundraising consultancy and manager costs</td>
<td>7,068</td>
<td>100</td>
</tr>
<tr>
<td>Governance costs</td>
<td>9,613</td>
<td>–</td>
</tr>
<tr>
<td>Support services and publicity</td>
<td>(367)</td>
<td>9,363</td>
</tr>
<tr>
<td></td>
<td>81,079</td>
<td>367,023</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total Funds 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Personnel costs</td>
<td>59,585</td>
<td>300,569</td>
</tr>
<tr>
<td>Office costs</td>
<td>67,584</td>
<td>49,938</td>
</tr>
<tr>
<td>Consultancy</td>
<td>676</td>
<td>17,820</td>
</tr>
<tr>
<td>Sundries</td>
<td>4,901</td>
<td>5,488</td>
</tr>
<tr>
<td>Fundraising consultancy and manager costs</td>
<td>11,430</td>
<td>–</td>
</tr>
<tr>
<td>Governance costs</td>
<td>8,414</td>
<td>429</td>
</tr>
<tr>
<td>Support services and publicity</td>
<td>–</td>
<td>51,735</td>
</tr>
<tr>
<td></td>
<td>142,590</td>
<td>425,979</td>
</tr>
</tbody>
</table>

9. Expenditure on charitable activities by activity type

<table>
<thead>
<tr>
<th>Activities undertaken directly</th>
<th>Total funds 2018</th>
<th>Total funds 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel costs</td>
<td>298,282</td>
<td>360,154</td>
</tr>
<tr>
<td>Office costs</td>
<td>95,426</td>
<td>107,522</td>
</tr>
<tr>
<td>Consultancy</td>
<td>22,304</td>
<td>18,496</td>
</tr>
<tr>
<td>Sundries</td>
<td>6,303</td>
<td>10,389</td>
</tr>
<tr>
<td>Fundraising consultancy and manager costs</td>
<td>7,168</td>
<td>7,168</td>
</tr>
<tr>
<td>Governance costs</td>
<td>9,613</td>
<td>8,843</td>
</tr>
<tr>
<td>Support services and publicity</td>
<td>9,006</td>
<td>51,735</td>
</tr>
<tr>
<td></td>
<td>448,102</td>
<td>568,569</td>
</tr>
</tbody>
</table>
10. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

\[
\begin{array}{c|c|c}
& 31\text{ Mar} 18 & 31\text{ May} 17 \\ 
\hline
\text{Operating lease rentals} & 1,113 & 4,016 \\
\end{array}
\]

11. Independent examination fees

\[
\begin{array}{c|c|c|c|c|c|}
& \text{Period from} & \text{Year to} \\
& 1\text{ Jun} 17 \text{ to} & 31\text{ Mar} 18 & 31\text{ May} 17 \\
\hline
\text{Fees payable to the independent examiner for:} & \text{£} & \text{£} \\
\text{Independent examination of the financial statements} & 3,500 & 3,000 \\
\text{Other financial services} & 6,600 & 5,415 \\
\hline
\text{Total} & 10,100 & 8,415 \\
\end{array}
\]

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

\[
\begin{array}{c|c|c|c|c|c|}
& \text{Period from} & \text{Year to} \\
& 1\text{ Jun} 17 \text{ to} & 31\text{ Mar} 18 & 31\text{ May} 17 \\
\hline
\text{Wages and salaries} & \text{£} & \text{£} \\
255,670 & 315,079 \\
24,332 & 23,979 \\
18,280 & 21,095 \\
\hline
298,282 & 360,154 \\
\end{array}
\]

The average head count of employees during the period was 10 (2017: 10). The average number of full-time equivalent employees during the period is analysed as follows:

\[
\begin{array}{c|c|c|c|c|c|}
& \text{31 Mar} 18 & \text{31 May} 17 \\
\hline
\text{Number of staff - Management} & 3 & 4 \\
\text{Number of staff - Administration} & 7 & 6 \\
\hline
\text{Total} & 10 & 10 \\
\end{array}
\]

No employee received employee benefits of more than £60,000 during the period (2017: Nil).
13. **Trustee remuneration and expenses**

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

One or more trustees has claimed expenses or had their expenses met by the charity.

The total amount of expenses reimbursed to trustees or paid directly to third parties were as follows:
- Reimbursed to trustees: £444. This was in connection to three trustees.
- Paid directly to third parties: £1,747. This was in connection to all trustees.

These expenses were in relation to trustees meetings and conferences, travel and accommodation costs and subscriptions.

14. **Debtors**

<table>
<thead>
<tr>
<th></th>
<th>31 Mar 18</th>
<th>31 May 17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade debtors</td>
<td>£9,000</td>
<td>£1,000</td>
</tr>
<tr>
<td>Other debtors</td>
<td>163,551</td>
<td>54,057</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>172,551</strong></td>
<td><strong>55,057</strong></td>
</tr>
</tbody>
</table>

The increase in debtors results from the change of accounting period only and there has been no change to the timing of the payments receivable from the Home Office which are at two fixed points in any one calendar year.

15. **Creditors: amounts falling due within one year**

<table>
<thead>
<tr>
<th></th>
<th>31 Mar 18</th>
<th>31 May 17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade creditors</td>
<td>£4,547</td>
<td>£12,181</td>
</tr>
<tr>
<td>Accruals and deferred income</td>
<td>2,922</td>
<td>9,189</td>
</tr>
<tr>
<td>Social security and other taxes</td>
<td>8,158</td>
<td>7,141</td>
</tr>
<tr>
<td>Other creditors</td>
<td>6,734</td>
<td>2,026</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>22,361</strong></td>
<td><strong>30,547</strong></td>
</tr>
</tbody>
</table>

16. **Pensions and other post retirement benefits**

**Defined contribution plans**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £18,280 (2017: £21,096).
The National Association for People Abused in Childhood
Company Limited by Guarantee

Notes to the Financial Statements (continued)
Period from 1 June 2017 to 31 March 2018

17. Analysis of charitable funds

Unrestricted funds

<table>
<thead>
<tr>
<th></th>
<th>At 1 June 2017</th>
<th>Income</th>
<th>Expenditure</th>
<th>Transfers</th>
<th>At 31 March 201</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>General Funds</td>
<td>335,230</td>
<td>91,073</td>
<td>(81,079)</td>
<td>(84,236)</td>
<td>260,988</td>
</tr>
</tbody>
</table>

Restricted funds

<table>
<thead>
<tr>
<th></th>
<th>At 1 June 2017</th>
<th>Income</th>
<th>Expenditure</th>
<th>Transfers</th>
<th>At 31 March 201</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Home Office</td>
<td>–</td>
<td>287,370</td>
<td>(350,662)</td>
<td>–</td>
<td>83,292</td>
</tr>
<tr>
<td>City Bridge</td>
<td>1,998</td>
<td>10,500</td>
<td>(8,636)</td>
<td>–</td>
<td>3,862</td>
</tr>
<tr>
<td>Atlantic Trading</td>
<td>16,613</td>
<td>26,877</td>
<td>(5,204)</td>
<td>–</td>
<td>38,286</td>
</tr>
<tr>
<td>Surrey PCC</td>
<td>1,577</td>
<td>–</td>
<td>(2,521)</td>
<td>944</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>20,188</td>
<td>304,747</td>
<td>(367,023)</td>
<td>84,236</td>
<td>42,148</td>
</tr>
</tbody>
</table>

Transfers
Where expenditure was incurred in excess of restricted funds available, these costs have been met out of unrestricted funds.

Home Office
The Charity was once again successful in receiving a grant from the Home Office (in conjunction with the Ministry of Justice) from the fund they had made available in 2017-2018 for voluntary sector organisations supporting survivors and victims of child sexual abuse.

Of the total fund available, £600,000 was made available on a competitive basis for which organisations who provide services on a national scale, such as NAPAC, may apply. This grant ran throughout the 2017-2018 financial period and expenditure has been in accordance with the terms and conditions of that grant.

City Bridge Trust
The Charity was awarded a grant totalling £31,000 over three years for the costs of running six support groups in London for adult survivors of childhood abuse. The grant runs from 1 June 2015 to 1 June 2018. In this financial period of 2017-2018 the Charity received a third and final annual tranche of funding of £10,500 from the City Bridge Trust and carried out two support groups in London.

Atlantic Trading
The Charity carried forward the funding received from the Atlantic Trading Charitable Trust in the 2015-2016 financial period. This funding was used to pay for the costs of an external strategic consultant in this 2017-2018 financial period.
The National Association for People Abused in Childhood

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Period from 1 June 2017 to 31 March 2018

18. Analysis of net assets between funds

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds £</th>
<th>Restricted Funds £</th>
<th>Total Funds 2018 £</th>
<th>Total Funds 2017 £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current assets</td>
<td>265,972</td>
<td>59,525</td>
<td>325,497</td>
<td>385,965</td>
</tr>
<tr>
<td>Creditors less than 1 year</td>
<td>(4,984)</td>
<td>(17,377)</td>
<td>(22,361)</td>
<td>(30,547)</td>
</tr>
<tr>
<td>Net assets</td>
<td>260,988</td>
<td>42,148</td>
<td>303,136</td>
<td>355,418</td>
</tr>
</tbody>
</table>

19. Taxation

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

20. Related parties

The total amount of employee benefits received by key management personnel for their services to the charity was £111,183 (2017: £133,420 (12 months)) during this financial period.

Included in the above, Miss G Shaw, as the Charity's Chief Executive, received a base salary of £41,667 during this financial period (2017: £50,000 (12 months)) and in addition the charity contributes 5% of her salary into the charity’s stakeholder pension scheme.