



# ANNUAL REVIEW 2020 - 2021

ALTERNATIVES TO  
VIOLENCE PROJECT  
BRITAIN





# ABOUT AVP BRITAIN

Quakers were instrumental in establishing AVP at its outset in New York in 1975 as well as in bringing AVP to Britain in 1989. A registered national charity, AVP Britain is committed to working towards a resilient and non-violent society. AVP workshops are held across England, Scotland, and Wales.

While AVPB is now an independent and non-aligned organisation, the early Quaker influence is still reflected in our values and in our workshops, as well as in our organisational practices. Our values encourage us to:

- Honour the right to choose;
- Accept that we make mistakes;
- Take responsibility for our actions;
- Value the contribution everyone can make;
- Be bold, honest, trusting and creative;
- Recognise the potential of conflict, when handled well, to deepen understanding, create opportunities for cooperation and challenge injustice.

Much more than anger management courses, AVP recognises that a holistic approach is needed to address violence in our societies. Our courses therefore aim to teach participants the necessary skills to handle conflict non-violently and to build better, healthier, and more resilient relationships. We do this through interactive workshops which combine experiential learning and self-awareness exercises with more practical skill development in conflict management.

## Our Courses

To maximize accessibility, our courses are now offered in four main formats:

- A 16-hour, in-person intensive course delivered over a two/three-day weekend;
- A 16-hour, in-person course delivered in the evening over the course of six weeks;
- A 6-week distance learning course which can be delivered by email or via postal mail.
- A self-paced distance learning course (Tackling Conflict) delivered online.

As a result of COVID-19, we have been developing more flexible delivery patterns including virtual workshops and shorter taster sessions. We have also developed a high accessibility version of our distance learning course which will increase participation potential among individuals who may experience difficulties reading or writing.

# ABOUT AVP BRITAIN

## Our Approach

Through a range of exercises, discussions, games, and role-playing, participants learn to create and maintain an environment where five core conditions for non-violence can exist:

- Improved self-awareness, leading to increased self-esteem;
- Enhanced communication skills, including listening skills and assertiveness;
- Greater cooperation, readiness and willingness to trust others;
- Stronger sense of one's own values;
- Enhanced conflict-diffusion and problem-solving skills to address tense situations peacefully when they arise.

Participants explore who they are as people and learn how to transform negative and harmful thought and action patterns into positive ones. By tapping into their inner strengths, we empower participants to play an active and decisive role in how they perceive life and other people, and in turn how others perceive them.

## Our Beneficiaries

Anyone can access, and benefit from, AVP workshops. We believe that the experience of violence or abuse undermines self-respect and self-esteem, which in turn puts people at a significant disadvantage in their dealings with others in society. Apart from interactions with one's immediate social circle (family, friends, and neighbours), this also includes interactions with potential employers and official agencies such as health, housing, benefits, and education, thus perpetuating feelings of frustration, isolation, and/or hopelessness.

AVP beneficiaries are therefore people of all ages and genders, of varied cultural and linguistic backgrounds, and from across the class spectrum. They include survivors of domestic violence, prisoners on short and long sentences, people experiencing homelessness who are seeking help to deal with the hardships they face in rebuilding their lives, and professionals in the care industry who might face conflict in their day-to-day jobs.

# THE NEED FOR AVP BRITAIN

The UK is currently facing a volatile and dangerous socio-economic crisis. Many community members are faced with uncertainty in multiple aspects of their lives, sometimes leading to feelings of distress, anxiety, and/or anger, with fewer healthy outlets for these emotions.

## Among other....

- **Domestic Abuse** is increasing. The Crime Survey for England and Wales showed that over 1.6 million women and 757,000 men had experienced domestic abuse between March 2019 and March 2020, even before the onset of the global pandemic. Between April and June 2020, an increase of 8.1% in abuse by current partners and 17.1% from family members was already being reported. In April 2020, the Home Affairs Committee further pointed to evidence that cases were showing higher levels of physical violence than previously (Havard, 2021).
- The pandemic has also had a detrimental impact on people's **mental health**. Elevated levels of stress and anxiety are reported, mainly in connection to forced quarantine and its effects on people's activities, routines, and livelihoods (WHO, 2021). Moreover, studies have shown that individual health and hygiene concerns create anxiety, which has in turn been associated with an **increase in anger**, aimed either towards transgressors of recommended guidelines or the government itself for imposing them in the first place (Abadi et al., 2021).
- **Homelessness** has increased gradually over the years, with the official 2018 total remaining 165% higher than in 2010. Meanwhile, homelessness is intrinsically linked to mental health issues, heightened anxiety, conflict, and violence – with many women experiencing homelessness reporting that they had been victims of domestic violence prior to their current state (ACMD, 2019).
- **Detentions** under the Mental Health Act have risen by 34% since 2005. Although we have recently seen a decrease in overall prison population, it is set to rise by 3,200 places by March 2023 (Prison Reform Trust, 2019). Furthermore, our penal system emphasizes **punishment** rather than rehabilitation, a flawed approach, we believe, given that 64% of adults who serve a 12-month sentence reoffend after leaving prison (Ibid.).
- According to the Prison Reform Trust, 34% of inmates assessed in 2017/2018 reported that they had a learning disability or difficulty. Four-fifths of prisoners with learning disabilities or difficulties report having problems reading prison information, expressing themselves clearly, and understanding certain words (Prison Reform Trust, 2019).

# THE NEED FOR AVP BRITAIN

These trends highlight that our current support systems in the UK are just not working well enough. People suffering from a lifetime of abuse and conflict are falling through the proverbial cracks, and scarce access to mental health support makes it nearly impossible for people to seek alternatives to their current lifestyles. Using punishment as a treatment for symptoms of chronic societal problems, instead of treating the underlying conditions supporting them, is evidently not effective, efficient, or sustainable. In fact, the evidence is clear: [early intervention in conflict saves money, time, and promotes better wellbeing](#) (Saundry & Urwin, 2021).

## The Cost of Inaction

Conflict is all around us. According to an independent study published in 2021, the cost of workplace conflict to UK organisations alone amounted to a staggering £28.5 billion (Saundry & Urwin, 2021). The research further reports that nearly 10 million people experienced conflict at work, with over 50% of them citing stress, anxiety, and depression as a result of conflict. These emotions were not felt passively: close to 900,000 individuals took time off work to recover, a further 500,000 resigned, and over 300,000 were dismissed (Ibid.).

These costs are only part of the picture. In 2018/2019, violent incidents had cost the capital city over £3 billion in response costs and loss of economic output (Mayor of London, 2020). In Wales, another report outlines that violence costs the Welsh healthcare system over £46.6 million per year (Parry, 2020). In fact, a panoply of reports detail the myriad of costs associated to crime including anticipatory, defensive and insurance costs; costs as a consequence of crime (health and victim services, loss of output, stolen and damaged property); and response costs (police and judiciary) (see Heeks et al., 2018 as an example).



**I truly believe that the course was the first step on my road to a life without using violence.**

Feedback from prisoner, HMP Isle of Wight

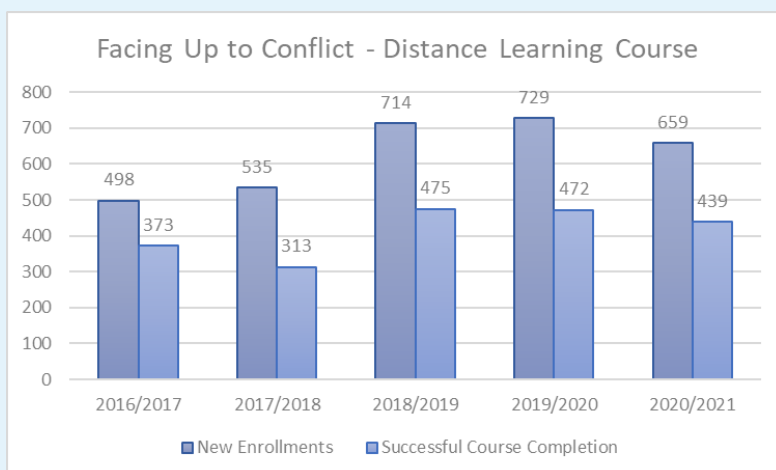


# OUR WORKSHOPS & COURSES IN 2020-2021

## Our Impact

From April 2020 to the end of March 2021 (during COVID-19):

- We ran seven (7) Level 1 'Facing Up to Conflict' workshops online, with approximately 60 participants from a range of backgrounds successfully completing the course. [This represents a sharp decrease compared to our pre-Covid, face to face work; in 2019-2020 we ran 33 workshops across England, Scotland and Wales, with over 375 participants.]
- 26 out of the 60 participants who took part in the online workshops progressed on to the Level 2 workshop online, which we ran twice during the year.
- Three of the online workshops were offered in partnerships with Women Connect First, a charity supporting BAME women in Cardiff. It was run flexibly to a schedule that enabled young mothers to attend.
- We also ran 'Tackling Conflict', a self-paced online programme, supported by learner forums and weekly virtual seminars. We ran this course at Level 1 and at Level 2 during the year reaching a 70% completion rate (out of 43 participants who began the course).
- Our 'Facing Up to Conflict' Distance Learning Programme received applications from prisoners in around 70 prisons across England and Wales. 659 people enrolled on the course and 439 completed it successfully within the year.
- More than 95% of those who completed the course reported an improvement in their problem-solving skills, and stated that they would recommend the course to others.
- The 'Facing Up to Conflict' Distance Learning Programme was made available to the general public for the first time. Approximately 50 participants in the community completed the course.



It has been so interesting to dig into the reasons behind conflicts and anger. I have finally got the help that I have needed for so long.

Workshop Participant



# AVP CO-CHAIR'S REPORT

## Programming

Change has been the order of the day for this past year, from April 2020 to March 2021.

To begin with the programme; from the onset of the first national lockdown due to Covid-19 in March we were able to run neither the face to face workshops nor the Distance Learning programme. By May the 'Facing Up to Conflict' Distance Learning (DL) course was back up and running, although enrolments and completions remained much lower than usual for a while longer. From April the London/SE region began piloting stand alone online sessions to bring AVP facilitators together and to be a forum for skill-sharing in the, soon to be familiar, environment of 'Zoom'. At the same time, work began on moving our 'Facing Up to Conflict' workshops online. This proved to be quite a challenge and thanks are due to all the volunteers and staff who contributed to this key task.

In August and September the first pilot runs of the level 1 online workshop took place, one in Wales for a partner organisation and one run from London for a mixed intake of participants. The feedback from those courses was very positive. While there were some aspects of our traditional workshops that did not transfer well to a remote delivery, for example 'light and livelies', both facilitators and participants felt there were compensations and advantages to being online. The workshop evaluation reports are included as Appendix 1. Between October 2020 and March 2021 we ran a further five Level 1 Facing Up to Conflict workshops online, and two at Level 2.

In January 2021 work began on converting the Training for Facilitators workshop to an online format and this was delivered during March, successfully training 6 new potential facilitators, mostly recruited through the online workshops. These facilitators will undertake their apprenticeship in the online workshops and will undertake extra training if they would like to proceed to deliver face-to-face workshops in due course.

Between July and September the Distance Learning (DL) course began to grow again. Enrolments were far in excess of what we would normally expect, and completions were also high. Although word-of-mouth promotion was probably much reduced, staff were very helpful in some prisons with enrolling people and collecting packs. There was also some uptake of DL in the community, i.e outside of prisons, something we have been working towards for some time. Around 50 community participants took up the distance learning course between July and September, with very little extra marketing. Many thanks to our Distance Learning Coordinator and the team of assessors and other volunteers who supported the DL programme throughout this challenging time.



# AVP CO-CHAIR'S REPORT

In September 2020 AVP Ireland (AVPI) approached us about the possibility of delivering the Facing up to Conflict DL course in Irish prisons during the pandemic. We helped them to pilot the programme for 20 participants, including providing full assessor training for the AVPI coordinator. Following the successful completion of the pilot, AVP Ireland decided to roll out the programme in prisons across the country, supported by their own coursework assessors. Beginning in January 2021, AVPB provided training to eight trainee assessors, plus reviews of practice assessments. Since then AVPB has continued to provide guidance on an informal basis, whilst AVPI has provided useful feedback on the training process. AVPB and AVPI have also collaborated on an evaluation of the programme in two women's prisons in Ireland, to identify if the need exists for a specific version of the course for female offenders.

Other developments to the DL course included the introduction of the assessor reviewer's role, to ensure consistency of assessments to participants. Levels 1 and 2 of the course are now available in electronic form, if preferred by community participants. One-to-one support (online) is available for participants who have difficulty reading, and for those whose first language is not English. An accessible version of Level 1 has been completed, and will be launched as soon as funding is available.

So by April 2021, the strands of the AVP Britain programme that were operative were:

- 'Facing Up to Conflict' distance learning six-week course: Level 1 and Level 2
- 'Facing Up to Conflict' workshops - delivered online: Level 1 and Level 2
- 'Tackling Conflict' self-paced online course: Level 1 and Level 2
- Training for Facilitators (T4F) online course.

Please note: 'Facing Up to Conflict' is now the name for both AVPB basic workshops at Level 1 and 2 and also our Distance Learning course. 'Tackling Conflict', is a new course developed by AVP volunteers and now available through AVPB. It is for learners who want to work at their own pace online, supported by an online learner forum and online facilitated seminars. Thanks are due to the small volunteer team that worked to make this possible and successfully ran Tackling Conflict at Level 1 and 2 during the year.

## A Big Thank You.....

...to all our volunteers for their generosity and dedication to AVP, without whom we couldn't operate. From committing to our work despite a challenging external environment, to embracing new technologies to ensure the continued delivery of our work - our volunteers have shown the same courage, resilience, and enthusiasm which we aim to inspire in our workshop participants.

We also thank all our donors, big and small, for trusting us with the resources needed to do our life-changing work.

# AVP CO-CHAIR'S REPORT

## Staffing

There were changes, too, in the area of staffing. We said goodbye to Ed Hurren, our Finance Officer of many years, and we welcomed Elaine Bright into the role in June. Keely Moulard, who was recruited in January 2020 as Fundraiser and Project Manager, became our National Coordinator in April on a new contract. We also brought onto the payroll as an employee, Robert Ordman, our Distance Learning coordinator, who had been engaged as a consultant previously. Robert's hours have been increased over a period of time so that he now works four days a week on the programme.

Then after fifteen months of sterling work, particularly around fundraising, and enabling the new online workshops, we lost Keely at the end of March 2021 as she left to work more directly with beneficiaries of another charity. We thank Keely for all her energy and hard work, as well as her enthusiasm under such difficult circumstances, and wish her well in her new role.

The London/SE region remained the only region with dedicated staff support throughout the period and, as London regional coordinator, Karen Virtue was a key part of running the online workshops which served the majority of referrals and applications for the whole of the country. We are taking onboard the lesson that the 'Tackling Conflict' course and face-to-face workshops, when we are ready to resume them, will also need dedicated staff support, as well as the volunteer input, if they are to achieve a sustainable profile capable of building.

## Strengths and Challenges - Our Volunteers

We are a volunteer-led organisation and we want to say something here about the strengths and challenges of that in this last period. First, it is important to note that, as from the very beginning of AVPB, our volunteers are the mainstay of the organisation and we could not function without them. The facilitators for the workshops and the assessors for the Distance Learning programme are the backbone of the volunteering team. This has continued to be the case as we adapted to the pandemic situation. Around them are other vital volunteering roles, from regional committee members and treasurers to administrative and technical support; not forgetting our trustees of course, who are volunteers too.

It was a very intense year, in so many ways, and we became aware that a number of our volunteers were suffering or threatened with illness, stress and/or burnout. Keely recognised this and helped us to put in place some online resources to support volunteers. In addition, London/SE region responded with a regular monthly get-together of facilitators as a 'nurture group', online. The aims are to connect, support and inspire, to share ideas and news from around the AVP world, as well as to enjoy and celebrate community.



# AVP CO-CHAIR'S REPORT

Wales region was successful in supporting and keeping together its team of volunteers, based around delivering three online workshops for a partner organisation. But across the organisation there was an uneven response from volunteers about the opportunity to work online. In most regions we therefore lost cohesion and struggled to hold teams together, leaving us weak on the ground, even though individual facilitators from many regions were involved in the London/SE online workshops. The distance learning programme continued to support the DL assessors and other volunteers with training meetings online and support by phone.

## Strengths and Challenges - Our Trustees

Finally, we also strengthened the Trustee team during this year – and experienced some of the same challenges with burnout and loss. Following a skills audit to identify needs, in April 2020 we co-opted four new trustees; Harry Albright, John Ling and Stephen Charman from within AVP and Jennifer Hawkswood, from outside. Three of these appointments, Harry's, Stephen's and Jennifer's, were ratified by the following AGM in November 2020, but John decided not to go forward. At that AGM three of the existing Trustees stood down. They were Jane Harries and Joan Neary, both having served their maximum term, and Matthew Knight. A big vote of thanks to all trustees, those retiring and those staying, for their commitment in helping to steer the organisation through a very challenging year.

## Looking Ahead - Five Challenges

- In all areas of the programme we need to improve our ongoing reflective evaluation. Feedback is being gathered consistently from participants and from facilitation teams. We need to make sure that this feedback is used to inform change in the programme.
- AVPB is run by and relies heavily on volunteers but too often we give insufficient support, encouragement or appreciation to them. We need to improve the induction, training and support for volunteers.
- There is also no central, reliable list of AVP volunteers, making it hard for any of us to communicate effectively with the relevant groups within AVPB or with 'everyone' when needed. We must refresh and reorganise the information we hold about volunteers into one simple system.
- We must find ways to re-instate face to face workshops in the face of regional weaknesses. When face to face work is possible again we will begin by re-creating a network of AVP local groups whose main function is to run AVP workshops in a particular locality or community.
- We need to employ national staff who can support the local groups with financing and publicising workshops, as well as with recruiting, training and supporting new AVP volunteers.

# GOVERNANCE

## 2020-2021 Board

Co-Chair: Marie Walsh

Co-Chair: Stephen Charman

Company Secretary: Harry Albright

Treasurer: Colin Mallinson

Trustee: Alexandra (Sasha) Dzhuras

Trustee: Jennifer Hawkswood

*Trustee: John Ling (stepped down November 2020)*

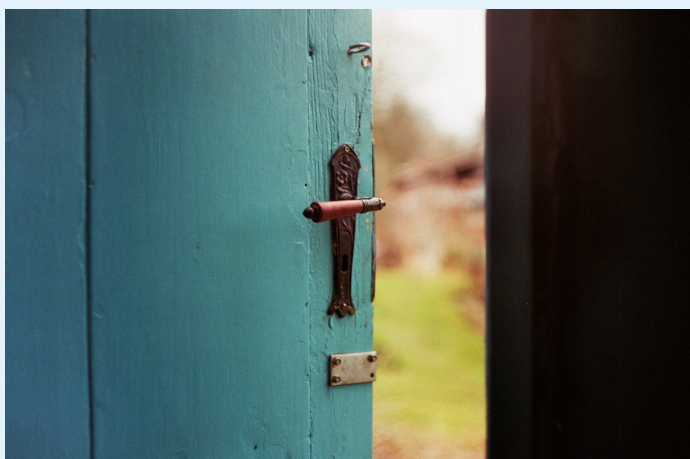
*Trustee: Jane Harries (stepped down November 2020)*

*Trustee: Joan Neary (stepped down November 2020)*

*Trustee: Matthew Knight (stepped down November 2020)*

The Alternatives to Violence Project, Britain is a registered charity and a company limited by guarantee and is also registered in Scotland as charity. Company Members meet in an Annual General Meeting and elect between six and ten Trustees who hold responsibility for all governance matters. Trustees serve for a three year term, and each year up to a third of trustees stand down or may stand for re-election, subject to a maximum term of six years.

We are a volunteer-led organisation, with our distance learning programme being delivered from London and the programme of face-to-face workshops being organised locally. AVPB regions are semi-autonomous, they fundraise and organise their workshop programmes, whilst adhering to AVP's national policies and strategies. Two of the regions (Wales and London & the South East of England) now have a paid coordinator/development worker and this is our ambition for every region.



## OUR PATRONS

- **Baroness Vivien Stern**, Crossbench Peer, House of Lords
- **Tim Newell**, Former Governor of Grendon and Spring Hill prisons, restorative justice practitioner, consultant and author



# FINANCIAL REPORT 2020-2021

As in almost every sphere of contemporary life, the COVID pandemic has had a dramatic and widespread impact on our operations and resources. Regrettably, but perhaps inevitably, the year has seen a significant drop off in much of our regional activity as a consequence of lock-downs and the recurrent prohibitions on face-to-face contact. In an exception to earlier years, this is reflected in a significant increase in our income and a substantial decrease in our expenditure.

The 88% increase in income from grants and the 66% increase in the value of donations received year-on-year is testimony to the generosity of our funders and donors – as well as to the efforts of our hard-working fundraisers. However, a 75% decrease in our receipts from workshops and events demonstrates the impact on service delivery imposed by the pandemic. Specifically, (with last year's figures in brackets), it cost us £90,933 (£103,307) to run the organisation and deliver the programme, and we had an income of almost £109,000 (£85,000). Overall, 72% (50%) of our income came from grants, around 13% (10%) from donations, and just over 7% (34%) from workshop fees.

Challenges remain for the year ahead. For example, we are likely to face continuing disruption from the pandemic, and a significant proportion (over 50%) of our funds are restricted in terms of their application. And while we have funding available for two national members of staff (part-time) for the coming year, we need to continue to fundraise to consolidate both these posts in order to properly support the volunteer team. A great deal of work is currently under way by the AVPB Board on addressing these challenges.

We owe a huge debt of thanks to our key funders, this year the **Flapjack Trust**, the **Sacred Heart Foundation**, the **Moondance Foundation**, the **Allen Lane Foundation**, the **Weavers Company Benevolent Fund** and also to the regions who have supported the funding of the National Coordinator post during this year. As ever, we also gratefully acknowledge the many, many generous donations by individuals, Meetings of Friends and other groups, who continue to support our work, some of them on a regular monthly basis. **Thank you!**

We would like to thank our finance officer Elaine Bright who took over the books during 2020. Thanks are also due to Peter Davies for his work in examining the AVPB annual accounts.

## Reserves

It is our policy to hold at least six months' operating costs in reserves to mitigate fluctuations in income. Trustees review this annually when they set the budget to ensure that the level of reserves held is appropriate and adequate.

## Our key funders (over £5k) in 2020-2021 included:

- Flapjack Trust: £12,280
- Sacred Heart: £10,000
- Moondance: £7,000
- The Allen Lane Foundation: £6,786
- The Weavers' Company Benevolent Fund: £5,801

***...Thank you!***

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**AMENDED ACCOUNTS**

**ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN**

**Charities Commission Registered No 1085709**

**Scotland: SCO39287**

**Company limited by guarantee no 4127409**

**Registered Office: The Grayston Centre, 28 Charles Square, London N1 6HT**

**Trustees:**

**Stephen Charman Chair**  
**Colin Mallinson Treasurer**  
**Alexandra Dzhuras-Dotta**  
**Marie Walsh Co Chair**  
**Harry Albright**  
**Jennifer Hawkswood**

**Patrons: Baroness Vivien Stern**  
**Sir Tim Newell**

**REPORT AND ACCOUNTS**

**FOR THE YEAR ENDED**

**31 MARCH 2021**

**ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN**

**BALANCE SHEET AS AT 31 MARCH 2021**

	Note	31/03/2021 £	31/03/2020 £
Restricted Funds	7	43,997	25,157
Unrestricted Funds		52,518	52,473
		<u>96,515</u>	<u>77,630</u>
<b>CURRENT ASSETS</b>			
Bank Balances	6	98,335	77,616
Cash		-	14
Creditors	5	(1,819)	-
Net Current Assets		<u>96,516</u>	<u>77,630</u>
Current Liabilities	5		
		<u>96,516</u>	<u>77,630</u>

For the year ending 31/03/2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year 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 accounts.

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

Chair

Stephen Charman



Date

Independent Examiner

I report on the accounts of the company for the year ended 31 March 2021

**Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 477 of the Companies Act 2006, and that an independent examination is needed. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

examine the accounts under section 477 of the 2006 Act;

to follow the procedures laid down in the general Directions given by the Charity Commission and

to state whether particular matters have come to my attention.

**Basis of independent examiner's report**

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

**Independent examiner's statement**

I have completed my examination. In connection with my examination, the only matter which I would draw to your attention is the following: During the year, the Scotland region of Alternatives to Violence Project ceased to operate and the final balance in its bank account was transferred to Central funds. A review of its bank statements shows that the closing balance at 31st March 2020 was £444 less than their fund balance shown in the consolidated accounts at that date. This amount has been written off in the accounts for the year ended 31st March 2021.

I confirm that no further material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

to keep accounting records in accordance with section 386 of the Companies Act 2006; and

to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met, or

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

Signed:

Name: Peter Davies

Relevant professional qualification or body: FCA

Address: Can Y Mor, 92 Main Road, Ogmere By Sea, Vale of Glamorgan. CF32 0PW

Date: 2nd November 2021

## ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

### STATEMENT OF FINANCIAL ACTIVITIES

For the period 1/4/2020 to 31/3/2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	2020 £
<b>Incoming Resources</b>					
Grants		19,800	59,301	79,101	42,090
Donations		8,268	5,873	14,141	8,504
Workshop/Event Receipts		7,766	-	7,766	29,465
Other Income		8,810	-	8,810	5,141
<b>Total Incoming Resources</b>		<u>44,644</u>	<u>65,174</u>	<u>109,818</u>	<u>85,200</u>
<b>Resources Expended</b>					
Direct Charitable Expenditure	2	35,964	42,618	78,582	95,222
Fundraising & Publicity	3	3,442	3,716	7,158	4,491
Governance	4	5,193	-	5,193	3,594
				0	
<b>Total Resources Expended</b>		<u>44,599</u>	<u>46,334</u>	<u>90,933</u>	<u>103,307</u>
<b>Net Resources before Fund Transfers</b>					
Transfers between Regions		45	18,840	18,885	(18,107)
<b>Net Movement in Funds</b>		45	18,840	18,885	(18,107)
Balances brought forward at 1 April 2020		52,473	25,157	77,630	95,737
<b>Balances carried forward at 31 March 2021</b>		<u>52,518</u>	<u>43,997</u>	<u>96,515</u>	<u>77,630</u>

# ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN LIMITED

(A company limited by guarantee)

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDING 31 MARCH 2021

### 1. ACCOUNTING POLICIES

#### 1.1 General Information and basis of accounting

Alternative to Violence Project Britain Limited is a registered charity (no. 1085709) and a private company (no. 04127409) limited by guarantee, registered in England and Wales. Each member is liable to contribute an amount not exceeding £10 in the event of the charitable company being wound up. The registered office is given in the reference and administrative details on Page 1.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102) issued 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, The Companies Act 2006 and UK Generally Accepted Accounting Practice.

#### 1.2 Income recognition

Items of income are recognised in the financial statements when all of the following criteria are met:

The Charity has entitlement to the funds;  
any performance conditions have been met or are fully within the control of the charity;  
there is sufficient certainty that receipt of the income is considered probable; and  
*the amount can be measured reliably.*

#### 1.3 Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support those activities. Support costs are apportioned to each activity on the basis of staff time.

#### 1.4 Fund accounting

Unrestricted general funds are freely available for use in furtherance of the objects of the charity and which have not been designated for particular purposes.

Designated funds are unrestricted funds set aside by the trustees for particular purposes.

Restricted funds are those funds which can only be used in accordance with the wishes of the donor or which have been raised for a specific purpose.

#### 1.5 Pensions

The charity operates a defined contribution pension scheme. Contributions payable under the scheme are charged to the Statement of Financial Activities in the year to which they relate.

#### 1.6 Taxation

As Alternatives to Violence Project Britain is a registered charity, the results of its normal activities are not liable to income tax or corporation tax

### 2. DIRECT CHARITABLE EXPENDITURE

	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2021</u> £
Staff Costs/FUTC Admin	8,756	42,618	51,374
Workshop Costs	553		553
Annual Gathering			0

Office Rent & Services	18,405		18,405
Telephone, Postage & IT	3,944		3,944
Consultancy/OSCR Accreditation	120		120
Facilitator Training	718		718
Marketing			0
Travel			0
Printing & Stationery	2,813		2,813
Trustees	655		655
	<u>35,964</u>	<u>42,618</u>	<u>78,582</u>

### 3. FUNDRAISING

Fundraising	3,442	3,716	7,158
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### 4. GOVERNANCE

Bookkeeping	4,593	0	4,593
Insurance	600	0	600
Other			0
	<u>5,193</u>	<u>0</u>	<u>5,193</u>

<b>TOTALS</b>	<u><b>44,599</b></u>	<u><b>46,334</b></u>	<u><b>90,933</b></u>
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### 5 Debtors/Prepayments Creditors/Accruals

Social Security Costs and Taxation	0	1,819
	<u>0</u>	<u>1,819</u>

### 6. BANK BALANCES

Central	65,756	0
North East/East Midlands (NEEM)	0	
London & South East	5,330	
Scotland		
North West	7,115	
Midlands/Wales	16,907	
South West	3,226	
	<u>98,335</u>	<u>0</u>

### 7. GRANTS RECEIVED (over £5K)

Flapjack Trust	12,280
Allen Lane Foundation	6,786
Weavers	5,801
Moondance	7,000
Sacred Heart	10,000
	<u>41,867</u>

### 8. TRUSTEES

Trustees receive no remuneration for their services.  
They are reimbursed (upon claim) for expenses of travel to meetings and workshops.

**ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN**

Regional Results 2020 - 2021

**ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN**

Regional Results 2020 - 2021

	NEEM Unrestricted	London/SE		Scotland		NW		Mid/Wales		SW		Regions TOTAL		TOTAL		TOTAL		
		Unrestricted		Unrestricted		Unrestricted		Unrestricted		Unrestricted		Unrestricted		Unrestricted		Unrestricted		
		Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	
<b>Incoming Resources</b>																		
Grants	11,000		7,000		18,000	10,000		28,000	1,800	49,301	19,800	59,301						
Donations	1,822	468	2,943	0	2,943	0	5,326	8,268	5,873	5,873	8,268	5,873						
Workshop/Event Receipts	2,235	800	3,878	0	3,878	0	3,888	7,766	0	7,766	7,766	0						
Other Income	32	4	879	0	879	0	7,931	8,810	0	8,810	8,810	0						
<b>Total Incoming Resources</b>	<b>32</b>	<b>15,057</b>	<b>1,496</b>	<b>8,272</b>	<b>25,700</b>	<b>10,000</b>	<b>18,944</b>	<b>35,700</b>	<b>55,174</b>	<b>44,644</b>	<b>65,174</b>	<b>109,818</b>						
<b>Resources Expended</b>																		
Direct Charitable Expenditure	9,968	1,447	1,966	257	13,638	0	22,326	35,963	42,618	35,963	42,618	42,618						
Fundraising & Publicity		435	96	96	96	0	3,346	3,442	3,716	3,442	3,716	3,716						
Governance					435	0	4758	5,193	0	5,193	0	0						
<b>Total Resources Expended</b>	<b>0</b>	<b>10,403</b>	<b>1,447</b>	<b>353</b>	<b>14,169</b>	<b>0</b>	<b>30,430</b>	<b>44,598</b>	<b>46,334</b>	<b>44,598</b>	<b>46,334</b>	<b>90,932</b>						
<b>Net Resources before Transfer</b>																		
Contributions to other regions	(11,505)	(3,583)	(2,880)	(3,000)	(26,478)	(10,000)	(11,485)	(36,478)	10,000	10,000	(0)	18,840						
<b>Net Movement in Funds</b>	<b>0</b>	<b>(11,473)</b>	<b>(2,832)</b>	<b>(6,133)</b>	<b>(14,949)</b>	<b>0</b>	<b>(14,949)</b>	<b>(14,949)</b>	<b>18,840</b>	<b>18,840</b>	<b>44</b>	<b>18,840</b>						
<b>Transfers between Funds</b>																		
Balances brought forward at 1 April 2020	11,473	4,260	2,832	13,248	47,352	175	5,121	47,527	24,982	24,982	52,473	25,157						
<b>Balances carried forward at 31 March 2021</b>	<b>0</b>	<b>5,330</b>	<b>0</b>	<b>7,115</b>	<b>32,579</b>	<b>175</b>	<b>20,114</b>	<b>52,518</b>	<b>43,822</b>	<b>52,518</b>	<b>43,822</b>	<b>96,515</b>						

**AMENDED ACCOUNTS**

**ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN**

**Charities Commission Registered No 1085709**

**Scotland: SCO39287**

**Company limited by guarantee no 4127409**

**Registered Office: The Grayston Centre, 28 Charles Square, London N1 6HT**

**Trustees:**

**Stephen Charman Chair**  
**Colin Mallinson Treasurer**  
**Alexandra Dzhuras-Dotta**  
**Marie Walsh Co Chair**  
**Harry Albright**  
**Jennifer Hawkswood**

**Patrons: Baroness Vivien Stern**  
**Sir Tim Newell**

**REPORT AND ACCOUNTS**

**FOR THE YEAR ENDED**

**31 MARCH 2021**

**ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN**

**BALANCE SHEET AS AT 31 MARCH 2021**

	Note	31/03/2021 £	31/03/2020 £
Restricted Funds	7	43,997	25,157
Unrestricted Funds		52,518	52,473
		<u>96,515</u>	<u>77,630</u>
<b>CURRENT ASSETS</b>			
Bank Balances	6	98,335	77,616
Cash		-	14
Creditors	5	(1,819)	-
Net Current Assets		<u>96,516</u>	<u>77,630</u>
Current Liabilities	5		
		<u>96,516</u>	<u>77,630</u>

For the year ending 31/03/2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year 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 accounts.

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

Chair

Stephen Charman



Date

Independent Examiner

I report on the accounts of the company for the year ended 31 March 2021

**Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 477 of the Companies Act 2006, and that an independent examination is needed. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

examine the accounts under section 477 of the 2006 Act;

to follow the procedures laid down in the general Directions given by the Charity Commission and

to state whether particular matters have come to my attention.

**Basis of independent examiner's report**

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

**Independent examiner's statement**

I have completed my examination. In connection with my examination, the only matter which I would draw to your attention is the following: During the year, the Scotland region of Alternatives to Violence Project ceased to operate and the final balance in its bank account was transferred to Central funds. A review of its bank statements shows that the closing balance at 31st March 2020 was £444 less than their fund balance shown in the consolidated accounts at that date. This amount has been written off in the accounts for the year ended 31st March 2021.

I confirm that no further material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

to keep accounting records in accordance with section 386 of the Companies Act 2006; and

to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met, or

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

Signed:

Name: Peter Davies

Relevant professional qualification or body: FCA

Address: Can Y Mor, 92 Main Road, Ogmere By Sea, Vale of Glamorgan. CF32 0PW

Date: 2nd November 2021

## ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

### STATEMENT OF FINANCIAL ACTIVITIES

For the period 1/4/2020 to 31/3/2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	2020 £
<b>Incoming Resources</b>					
Grants		19,800	59,301	79,101	42,090
Donations		8,268	5,873	14,141	8,504
Workshop/Event Receipts		7,766	-	7,766	29,465
Other Income		8,810	-	8,810	5,141
<b>Total Incoming Resources</b>		<u>44,644</u>	<u>65,174</u>	<u>109,818</u>	<u>85,200</u>
<b>Resources Expended</b>					
Direct Charitable Expenditure	2	35,964	42,618	78,582	95,222
Fundraising & Publicity	3	3,442	3,716	7,158	4,491
Governance	4	5,193	-	5,193	3,594
				0	
<b>Total Resources Expended</b>		<u>44,599</u>	<u>46,334</u>	<u>90,933</u>	<u>103,307</u>
<b>Net Resources before Fund Transfers</b>					
Transfers between Regions		45	18,840	18,885	(18,107)
<b>Net Movement in Funds</b>		45	18,840	18,885	(18,107)
Balances brought forward at 1 April 2020		52,473	25,157	77,630	95,737
<b>Balances carried forward at 31 March 2021</b>		<u>52,518</u>	<u>43,997</u>	<u>96,515</u>	<u>77,630</u>

**ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN LIMITED**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**

FOR THE YEAR ENDING 31 MARCH 2021

**1. ACCOUNTING POLICIES**

**1.1 General Information and basis of accounting**

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The Charity has entitlement to the funds;  
any performance conditions have been met or are fully within the control of the charity;  
there is sufficient certainty that receipt of the income is considered probable; and  
*the amount can be measured reliably.*

**1.3 Expenditure recognition**

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support those activities. Support costs are apportioned to each activity on the basis of staff time.

**1.4 Fund accounting**

Unrestricted general funds are freely available for use in furtherance of the objects of the charity and which have not been designated for particular purposes.

Designated funds are unrestricted funds set aside by the trustees for particular purposes.

Restricted funds are those funds which can only be used in accordance with the wishes of the donor or which have been raised for a specific purpose.

**1.5 Pensions**

The charity operates a defined contribution pension scheme. Contributions payable under the scheme are charged to the Statement of Financial Activities in the year to which they relate.

**1.6 Taxation**

As Alternatives to Violence Project Britain is a registered charity, the results of its normal activities are not liable to income tax or corporation tax

**2. DIRECT CHARITABLE EXPENDITURE**

	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2021</u> £
Staff Costs/FUTC Admin	8,756	42,618	51,374
Workshop Costs	553		553
Annual Gathering			0

Office Rent & Services	18,405		18,405
Telephone, Postage & IT	3,944		3,944
Consultancy/OSCR Accreditation	120		120
Facilitator Training	718		718
Marketing			0
Travel			0
Printing & Stationery	2,813		2,813
Trustees	655		655
	<u>35,964</u>	<u>42,618</u>	<u>78,582</u>

### 3. FUNDRAISING

Fundraising	3,442	3,716	7,158
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### 4. GOVERNANCE

Bookkeeping	4,593	0	4,593
Insurance	600	0	600
Other			0
	<u>5,193</u>	<u>0</u>	<u>5,193</u>

<b>TOTALS</b>	<u><b>44,599</b></u>	<u><b>46,334</b></u>	<u><b>90,933</b></u>
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### 5 Debtors/Prepayments Creditors/Accruals

Social Security Costs and Taxation	0	1,819
	<u>0</u>	<u>1,819</u>

### 6. BANK BALANCES

Central	65,756	0
North East/East Midlands (NEEM)	0	
London & South East	5,330	
Scotland		
North West	7,115	
Midlands/Wales	16,907	
South West	3,226	
	<u>98,335</u>	<u>0</u>

### 7. GRANTS RECEIVED (over £5K)

Flapjack Trust	12,280
Allen Lane Foundation	6,786
Weavers	5,801
Moondance	7,000
Sacred Heart	10,000
	<u>41,867</u>

### 8. TRUSTEES

Trustees receive no remuneration for their services.  
They are reimbursed (upon claim) for expenses of travel to meetings and workshops.

**ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN**

Regional Results 2020 - 2021

**ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN**

Regional Results 2020 - 2021

	NEEM Unrestricted	London/SE		Scotland		NW		Mid/Wales		SW		Regions TOTAL		TOTAL		TOTAL		
		Unrestricted		Unrestricted		Unrestricted		Unrestricted		Unrestricted		Unrestricted		Unrestricted		Unrestricted		
		Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	
<b>Incoming Resources</b>																		
Grants		11,000		7,000		18,000		10,000		28,000		1,800		49,301		19,800		59,301
Donations		1,822		468		2,943		0		2,943		5,326		5,873		8,268		5,873
Workshop/Event Receipts		2,235		800		3,878		0		3,878		3,888		0		7,766		0
Other Income	32			4		879		0		879		7,931		0		8,810		0
<b>Total Incoming Resources</b>	<b>32</b>	<b>15,057</b>	<b>1,496</b>	<b>8,272</b>	<b>0</b>	<b>25,700</b>	<b>0</b>	<b>10,000</b>	<b>0</b>	<b>35,700</b>	<b>18,944</b>	<b>55,174</b>	<b>44,644</b>	<b>65,174</b>	<b>109,818</b>			
<b>Resources Expended</b>																		
Direct Charitable Expenditure		9,968	1,447	257		13,638		0		13,638		22,326		42,618		35,963		42,618
Fundraising & Publicity				96		96		0		96		3,346		3,716		3,442		3,716
Governance		435				435		0		435		4,758		0		5,193		0
<b>Total Resources Expended</b>	<b>0</b>	<b>10,403</b>	<b>1,447</b>	<b>353</b>	<b>0</b>	<b>14,169</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14,169</b>	<b>30,430</b>	<b>46,334</b>	<b>44,598</b>	<b>46,334</b>	<b>90,932</b>			
<b>Net Resources before Transfer</b>																		
Contributions to other regions	(11,505)			(3,000)		(26,478)		(10,000)		(36,478)		26,478		10,000		(0)		0
<b>Net Movement in Funds</b>	<b>0</b>	<b>1,070</b>	<b>(2,832)</b>	<b>4,919</b>	<b>-</b>	<b>(14,949)</b>	<b>(500)</b>	<b>0</b>	<b>(14,949)</b>	<b>(14,949)</b>	<b>14,993</b>	<b>18,840</b>	<b>44</b>	<b>18,840</b>				
<b>Transfers between Funds</b>																		
Balances brought forward at 1 April 2020	11,473	4,260	2,832	13,248	175	47,352	3,726	175	47,527	47,527	5,121	24,982	52,473	25,157				
<b>Balances carried forward at 31 March 2021</b>	<b>0</b>	<b>5,330</b>	<b>0</b>	<b>7,115</b>	<b>175</b>	<b>32,404</b>	<b>3,226</b>	<b>175</b>	<b>32,579</b>	<b>32,579</b>	<b>20,114</b>	<b>43,822</b>	<b>52,518</b>	<b>43,997</b>	<b>96,515</b>			