
WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report together with the audited financial statements for the year ending the 31st of March 2024.

The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the charity qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities

a. Policies and objectives

WAVE Trauma Centre (known as WAVE) was initially established in 1991 to support those bereaved and injured as a result of the Troubles. WAVE's objectives are:

1. The relief of poverty, sickness and distress suffered by those members of the public in Northern Ireland who have experienced bereavement and/or trauma through or as a result of the civil unrest in Northern Ireland.
2. The advancement of education of the community in the area of benefit in matters relating to the nature of such bereavement and/or trauma.

In January 2001 WAVE commenced support services with survivors of Historical Institutional Abuse (HIA). From September 2022 this work was extended further as WAVE commenced a new service supporting survivors of the Mother & Baby Institutions, Magdalene Laundries and Workhouse (MBMLW) as outlined below.

The vision that shapes our annual activities remains is to provide evidenced based support and therapeutic services to survivors of trauma underpinned by a trauma education strategy. The prime objectives for WAVE for 2023-2024 were to continue to provide a range of high-quality therapeutic support interventions on an individual and group basis from dedicated outreach centres and satellite projects across Northern Ireland, Ireland, Great Britain and in other areas of the world to meet the needs of victims and survivors of Northern Ireland's 'Troubles'/Conflict, survivors of Historical Institutional Abuse (HIA) and survivors of the Mother and Baby Institutions, Magdalene Laundries and Workhouses (MBMLW). Services include:

- The provision of Outreach casework throughout Northern Ireland, Ireland, Great Britain and elsewhere in response to need.
- The extension of counselling and psychotherapeutic services for adults, young people and children through centre delivery, and from 18 satellite projects in Northern Ireland in addition to the acquisition of therapeutic services from accredited practitioners in Ireland, Great Britain and elsewhere as required.
- The provision of family therapy.
- The extension of a complementary therapy service for adults and young people aged from 16 years and over.
- The provision of an extensive Health and Wellbeing programme focused on resilience, trauma and the body, post traumatic growth and ending social isolation.
- The provision of a specialist case management service for survivors of HIA.
- The provision of a specialist case management service for survivors of MBMLW.
- The continued development of advice and welfare assistance on both a centre and outreach basis.
- The provision of a new welfare service focused on supporting applicants for the Troubles Permanent

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Objectives and activities (continued)

Disablement Payment Scheme (TPDPS).

- The continuation and revision of peer group support initiatives.
- The continuation of specialist group support initiatives for those injured or whose loved ones disappeared during The Troubles/Conflict.
- The development of an advocacy service to assist clients' work through legacy issues or other issues.
- The delivery of seminars, conferences and publications in order to continue to meet both the individuals' and their families' needs.

These objectives were fully met.

In respect of Trauma Education, the objectives were fully met with the delivery of:

- Accredited Trauma Education programmes at community, voluntary and statutory level from introductory level to post graduate level.
- The further development of continued Professional Development of front-line health and social care staff, allied health professional groups and key statutory and community agencies.
- The development of an innovative online post graduate trauma pathway to Masters level.
- The further extension of WAVE's Citizenship Education Programme focused on promoting the need for trauma focused care for those bereaved, injured and traumatised as a result of The Troubles/Conflict.
- The provision of bespoke trauma education programmes to meet organizational needs.

Throughout 2023-2024 there was significant development and enhancement of accredited Trauma Education programmes delivered through a blended learning process. The post graduate pathway progressed to a Masters in Trauma Studies Programme with University College Cork. A number of bespoke trauma programmes were also developed and fully delivered to meet organizational needs, locally and internationally. Further details regarding the enhancement of trauma education are provided overleaf.

b. Activities for achieving objectives

During this period of reporting there were many challenges that were presented in meeting the demand for services. Across the organization the complexity of cases has been exacerbated by the pressure on mental health services within the NHS and the longer ramifications of the Covid pandemic which compounded mental health difficulties. In addition, the ongoing progression of the British Government's Legacy Bill, which was heightened with legal cases and ongoing publicity brought many individuals and families to WAVE for support. In tandem the ongoing work with increased referrals for the Troubles Permanent Disablement Payment Scheme placed pressure on the availability of staff and on resources. Despite all of these challenges the needs of those presenting for services were met, regardless of wherever they were living, innovative client facing online programmes were created and service provision was continually developed to meet ongoing and unmet need. Across all of WAVE's Centres and projects a key aim has been to ensure that all support and therapeutic services delivered by WAVE's staff and contractual team are consistently applied through a clear set of procedures and protocols with cases taken on a referral basis. In managing high levels of new referrals in addition to the presenting needs of those who have been in service provision a triage system has been in place to ensure that services are responsive to meet client need. All services that are delivered by WAVE are underpinned by clear protocols, professional standards, and ethical frameworks. All front-line service providers at WAVE are accredited with the Northern Ireland's Social Care Council (NISCC) or with a respective professional body. This ensures that service provision is enshrined within clear governance and standard frameworks which are subject to internal and external audit as required.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Objectives and activities (continued)

c. Main activities undertaken to further the charity's purposes for the public benefit

Across all of the contracts held by WAVE there have been increased referrals. In addition, new programmes and initiatives have been developed to meet the needs of the respective groups.

The work of the organisation is set out in the 2023-2024 Operational Plan. A list of achievements for 2023-2024 have been published in articles and across social media platforms throughout the year. However, in addition the work undertaken across the organisation can be found in:

- WAVE's annual reporting structures.
- In an organisational newsletter.
- In funding reports.
- In media briefings and,
- In WAVE's continued social media present through the various platforms utilized by the organization.

Throughout the year volunteering and engagement in internships has been extensive. WAVE has a dedicated volunteer group who deliver over 7,000 voluntary hours across a diverse range of areas. The Eirene Student Intern Project, which is based in Germany which has been in place for 12 years, enabled us to have a new intern Freddie Wacker. Freddie made an immense contribution to the work of WAVE Belfast. Christopher Hunter was also a dedicated volunteer working with his father Neal to maintain the remembrance garden. In addition, other students came and spent time in the organisation completing shorter pieces of work or contributing to projects and initiatives.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance

a. Key Financial Performance Indicators

WAVE has been funded during the period of reporting by the Victims and Survivors Service (VSS) - through the Victim Support Programme (VSP) and through additional funding provided to support the completion of applications to the Troubles Permanent Disablement Payment Scheme (TPDPS). In addition, VSS covered the costs associated with the Health & Wellbeing, Advocacy and Trauma Education projects which had been previously funded through the EU Peace IV Programme. VSS have administered these programmes on behalf of The Executive Office. During the period of reporting this interim arrangement remained in place until the new EU Peace Plus Programme for these services in addition to trauma education recommences in June 2024.

In relation to WAVE's HIA project, VSS on behalf of the Executive Office have funded therapeutic and support services for survivors of HIA from January 2021. This will continue until March 2026.

In September 2022, WAVE was appointed to provide services for survivors of the Mother & Baby Institutions, Magdalene Laundries and Workhouses (MBMLW). This pilot funding remained in place throughout the period of reporting. An application for a five-year funding programme was opened in January 2024. WAVE's application to work in partnership with Adopt NI was successful with a commencement date of April 2024.

During the year WAVE also received funding from local authorities and agencies such as the Public Health Authority (PHA) in addition to donations from private individuals and companies to support specific restricted areas of work. The organization remains grateful to all those who have supported the work of the organisation.

WAVE has a reserves policy which was reviewed in 2023-2024 and is in the main in line with both WAVE's and the Charity Commission's guidelines. The reserves are part of prudent management and take into account Charity Commission guidance. The movement in reserves and transfers between reserves for the year are shown in the Statement of Financial Activities on page 27. The balance of unrestricted reserves was £518,724 and the balance of restricted reserves was £919,832 on the 31st of March 2024.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

b. Review of Activities

For over three decades the team at WAVE has been at the forefront of delivering therapeutic and support services across the community to victims and survivors of the Troubles and more recently to survivors of Historical Institutional Abuse and with survivors of the Mother and Baby's institutions, Magdalene Laundries and workhouses. It remains the only regional cross community group serving individuals regardless of their religious, political or cultural beliefs, or the circumstances of the incident without distinction.

Each strand of WAVE's work has faced challenges. In relation to the Troubles, the turmoil created by the British Government's Legacy legislation has had a detrimental impact on the lives of many; the increased pressure regarding the TPDPS scheme for those injured has brought many individuals to WAVE, however there has been an adverse impact noted in relation to the exclusion of many of those bereaved who do not meet the qualifying criteria. Despite the many ongoing challenges which have been presented compounded by the ongoing economic uncertainty; and the legacy of Covid on mental health; WAVE has continued to deliver a high standard of care, support and advocacy services to meet individuals' needs. However, the most persistent issue that has remained across the organisation as evident in 2022-2023 has been the continued pressures as given the complexity of needs and the demand which has outstripped resources. The demand is not solely regarding clients in Northern Ireland, referrals have increased from individuals and families across Ireland, Great Britain and from other areas across the world such as Canada, New Zealand, Australia and the United States. This reflects the movement of people out of northern and southern Ireland who were bereaved or injured as a result of the Troubles. A greater number of these individuals are returning to access online and telephone support and group and trauma education programmes.

In relation to WAVE's delivery of support and therapeutic services challenges have existed for survivors of historic institutional abuse given the outworking of the Redress Panel and the need for the existence and further existence of a psychosocial model of care. In tandem WAVE's work with survivors of the Mother & Baby Institutions, Magdalene Laundries and Workhouses (MBMLW) has been under increased pressure given the needs being presented. A new partnership approach with Adopt NI gives individuals and families a holistic service to meet the needs of this growing number of people.

Despite all of the challenges being presented within such an uncertain economic and political climate compounded as the Northern Ireland Assembly were not sitting during this period of time, work was ongoing with an emphasis on-

- The return and availability of greater face to face engagement supplemented with online service delivery,
- An extended range of creative and group-based health and wellbeing services with increased provision into the south of Ireland and GB.
- Online availability has also increased substantially with a focus on health and wellbeing, trauma education and personal development aimed at improving social connection.
- The creation of a range of new client based trauma education resources through face to face and increased online delivery.
- Enhanced monitoring and evaluation frameworks to enable the organisation to work more effectively by fully utilizing the online casework management system.
- Increased dissemination of testimonies and story through television documentaries and publications.

There were a number of key areas of achievement in 2023- 2024 that should be highlighted-

Embracing the outdoors has been a central thrust of programmes for this year. From walking groups, to cold water swimming, Tai Chi in the garden to an extension of horticultural projects the impact of all of this work has been really positive. Clients repeatedly report an improved sense of wellbeing, improved fitness, better sleep and a sense of connection to nature. Over the next year we intend to develop and enhance new processes to measure these benefits. This is an exciting area that offers a new way of working.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

While group programmes are immensely beneficial a central pressure exists on one to one services. The issue of addressing the legacy of the past has continued to be very challenging during this period of reporting. The devastating impact has been evident in new referrals to WAVE, the levels of which have not abated with an increased number of families bereaved who have been bereaved reengaging in service provision. The British Government continued to progress its Legacy Act despite widespread opposition. The British Government proceeded in taking the bill through the Committee stages ultimately leading to Royal Assent in Sept 2023. All investigative processes, civil actions and inquests were required to cease by May 2024. The bill has brought immense hurt, compounding the injustice and bringing trauma to the fore as reflected in the rising number of referrals of those bereaved to WAVE. In November 2023 the Legacy Bill was legally challenged. WAVE with the assistance of David Heraghty KC and Matt Higgins from Higgins, Holywood and Deazley (HHD) submitted an Legacy Intervener Submission into the court proceedings highlighting the issues that present for those bereaved.

Increasingly the needs of the bereaved are clearly evident given the legacy legislation and the issues which have emerged in relation to the Troubles Permanent Disablement Payment Scheme. To qualify for the latter scheme individuals, need to be able to demonstrate proximity to the incident in which their loved one lost their life. This has been exclusionary and has compounded the hurt and trauma faced by those bereaved. WAVE has helped a comprehensive paper which has been shared across Government. The team have also contributed to work being undertaken by the Victims Commissioner in this regard. It remains an area of priority for the year ahead.

If anything more starkly reflects the hurt and pain for those bereaved, it is Silent Testimony. In August 2023 the paintings were on display in the Irish Arts Centre in New York. It was wonderful to see new audiences engaged with this powerful work. As the year ended a gallery in the prestigious National Portrait Gallery in London was preparing for a formal opening in April 2024. WAVE continues to engage proactively wherever Silent Testimony is on display. It remains a poignant and effective voice to the ongoing impact of bereavement today.

For 14 years WAVE campaigned for a pension for those injured (known as the Troubles Permanent Disablement Payment Scheme - TPDPS) which came into fruition after a lengthy battle in August 2021. To meet the demands of this programme there has been a further increase in workload for the Welfare Team in 2023-2024, in relation to TPDPS. While there have been many frustrations, it has been positive to see awards being made to clients. At the close of business on 31st March 2024, 931 TPDPS applications have been submitted, with a further 540 on our waiting list. Whilst applications have increased, awards have still to be realized at the level anticipated. It has been a complex process, with the outcomes at times appearing slow. In all, 45 successful awards were made during the reporting period. While progress on pension delivery has not been as expeditious as we would like due to the complexity of many applications, the WAVE team are satisfied that the process is working and the outcomings are positive for those with permanent injuries. The application and assessment process has been a lot less straight forward than anticipated, resulting in a large volume of post-submission work with clients and an increasing number of appeals. For many clients, we are seeing waits of up to three to four years for a determination, with support and guidance being required throughout this journey.

The strategy of engaging with mainstream and social media on core issues when there was something substantive to say and to be able to respond quickly and authoritatively to issues as they arose continues to work effectively throughout 2023-2024. We continued to engage with mainstream media on issues such as legacy, the needs of the bereaved, the injured, the impact of trauma or disappearance. Throughout 2022-2023 we had engaged proactively with Keo Productions and Walk on Air for a major series for BBC NI and BBC national called 'Once Upon a Time in Northern Ireland' which was shown across the BBC networks in April 2023. The trauma education team continued to engage with the programme exploring how it could be rolled out across schools and other institutions to ensure maximum delivery.

The ongoing challenges of the legacy legislation continued to be prominent throughout 2023-2024. We responded proactively regarding the issues being presented undertaking extensive press releases and briefings. We remain indebted to the work undertaken by Dennis Godfrey a Board Member, who led much of this work throughout the year. We are indebted to Dennis for his continued guidance and help.

WAVE continued to have a presence on social media. On X (previously Twitter) there were approximately 1.2 million impressions, a significant decrease on the preceding year. Facebook engagement also decreased (-

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

6.3%) with an average of 107,000 people reached through posts, with 17,922 new individuals reached. In all 457 posts were undertaken. Instagram reach increased by 3% to 730 reaches. The website has also generated greater following with further work and enhancement needed over the forthcoming financial year. 31,000 individuals have visited the website during 2023 to 2024. A new website is forthcoming in the next year.

In the autumn of 2023 a search to locate the body of Columba McVeigh who was 19 years of age and was abducted on Halloween night in 1975 ended in Bragan bog County Monaghan. This was immensely painful for the family involved. Our resolve to continue to highlight the issue of the disappeared continued with two new publications being developed to ensure the needs of the families were highlighted at each turn. We continued throughout the year to hold the annual events of the Disappeared Mass in St Patrick's Cathedral, Armagh; International Disappeared Day on the 30th of August 2023 with the lighting of beacons of light; and All Souls Day on the 2nd of November 2023 at Stormont buildings, Belfast. All of these events were well supported. During this period WAVE has continued to engage with the Independent Commission for the Location of Victims' Remains (ICLVR). There was sadness when we lost two very active group members Tucker (Thomas) McConville and Patricia Gearon (the sister of Peter Wilson). Events to mark the 25th recovery of Tucker's mum Jean had been held in August 2023, and a week earlier we marked the 50th anniversary of the disappearance of Patricia's brother Peter in August 1973. It was all the more poignant that Tucker and Patricia were present at these events.

WAVE have also continued to engage with senior politicians from the local Assembly, Westminster and the Dail. Our CEO Sandra Peake met President Biden during his visit to Belfast in April 2023. We also welcomed delegations from the Parliamentary Parties of Fianna Fail and Fianna Gael. We met with Simon Harris, the Minister for Justice for the Irish Government in May 2023. He later visited in July 2023 the search site for Columba McVeigh. We met with the Taoiseach Leo Varadkar in May 2023 regarding the issue of legacy and the search for the disappeared respectfully. Influencing also continued in written form. WAVE's team responded to relevant consultations and garnered the views of individuals affected by the focus of the area under review in each of our responses.

The extensive work undertaken across WAVE, some of which is detailed above, is only possible because of such a dedicated management board, staff, contractual and volunteer team. We are indebted to everyone who engages with us and supports us in our work. Despite all of the challenges presented during 2023-2024 and the ramifications and out workings of such a heavy workload, the achievements above demonstrate that it has been a very positive year. We received immense support from our Patrons in relation to Legacy and in specific projects. While applications for the injured pension are now underway, we need the continued assistance of our Patrons now more than ever as we face the challenges associated with the outworking's of the British Governments Legacy Bill, the creation of the Independent Commission for Reconciliation and Information Recover (ICRIR) and the need for a special bereavement support payment that recognizes the bereaved.

All of this presents a significant challenge for 2024-2025

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

c.

Client Support

Client support was extensive throughout 2023-2024. The organization received 1,529 new referrals received with 1,157 accepted directly into services, with 372 on the waiting list, while 332 did not meet the criteria for services or did not respond post referral. This represented a significant increase of 36.64 % against 2022-2023 levels indicating a stable performance from year to year. That said the complexity of referrals remained high, leading the organisation to reassess the process for case management and the necessity for the prioritization of services. Self-referrals substantially increased while referrals from statutory providers were reduced given the outworking's of restrictions to key statutory services such as GP's. The largest concentration of new referrals continues to be presented in the Belfast, Armagh and the Ballymoney centres.

An analysis of referrals has shown that self-referrals continue to increase (25% increase from 2022-2023) year on year. The top three referral sources for the 2023-2024 year were, Self-Referral (70%), family member who is a WAVE client (10%) and Community Mental Health Teams (6%). This is a slight change to previous years where GPs were one of the top referrers. There are several potential reasons for this trend including the current accessibility issues people are facing when trying to access their GP services. The significant pressure post pandemic may have led to longer waiting times and reduced capacity for handling referrals. A substantially more positive reason for this is likely an increased awareness of WAVE and the services that are available, leading to more people accessing the services directly.

Referral demographics in relation to client locations were also reviewed for the 2023-2024 period, with referral volumes from the south of Ireland, Scotland and elsewhere in the world remaining consistent and stable. Newry, Mourne and Down saw an increase of 83% in the volume of referrals received which is noticeably higher in comparison to previous years down to the work of the small team linked to WAVE By the Sea.

There have been increased patterns of self-referral across the board. However, in addition WAVE has received increased referrals from individuals living in the south of Ireland, across Great Britain and elsewhere in the world. Services are tailored to provide assistance wherever individuals are living. Referrals have also increased due to the outworking's of Operation Kenova into the activities of an alleged agent called 'Stakeknife', and Operation Denton which has focused on the Glenanne gang. This work has led to an innovative service delivery model being created both face to face and online to meet client need.

WAVE's core frontline service regardless of where individuals reside is Outreach casework for those impacted by the Troubles/ Conflict. This service remains central to WAVE's model of psychosocial care. In excess of 7,492 case work visits were undertaken to 2,311 individuals during 2023-2024. This represents an 11% increase from the 2022-2023 fiscal year, with a 3% rise in individual clients.

A significant change which has affected these numbers has been a move back to greater face-to-face contact, with telephone and online contact continuing however at a reduced level. This blended approach has continued to offer greater accessibility, reducing feelings of isolation and loneliness and providing ongoing trauma support to individuals wherever they are based.

While one-to-one work increased slightly, in group delivery there was a slight decrease in group work regionally (501 which represents a decrease of 8% against the 2022-2023 level) of individuals engaged in group work support. In all some 116 peer group and personal development workshops were undertaken (a decrease of 6% on 2022-2023). In part this reduction was down to budgetary and personnel limitations given the pressure for one to one services. The programmes on offer have been multi focused, offering creativity, trauma education and personal development opportunities. There has been widespread support for greater group programmes. The move to return to face-to-face delivery was universally welcomed given the barriers to IT engagement such as limited access, wi-fi availability, or having access to suitable equipment. The team recognized that for many older people this was particularly challenging and have had a range of new and creative initiatives across the year.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

Monitoring and evaluation and ensuring the organization meets the needs of the clients that we serve is continually kept under review. Levels of service uptake and the demographic profile of new referrals. In 2023-2024 WAVE received referrals from across Northern Ireland, covering each county, with fairly equal representation across community and religious backgrounds. New referrals were also received from Ireland, Great Britain, Europe and elsewhere as outlined above.

Of the 1,157 new referrals accepted, the age range of referrals was from 2 to 93 years of age, with 58% male and 42% female noted. The breakdown of male versus female chime with the patterns for the preceding six years in which referrals from males has outnumbered female with the first increase noted in the analysis for the 2016-2017 financial period. This trend has continued unabated. An increase in men coming forward for support and therapeutic services is a really positive development and goes against the perceived norm of men being harder to access.

In order to meet the needs of all groups WAVE has increased opportunities for a range of group support programmes. The need for a return to specialist youth work continues to be an area under review. During the year we engaged with family therapists who developed a new service. This was a welcome addition given the resulting impact of trauma on family life and the complexities on family dynamics of an individual's own unique response to trauma.

In relation to VSS therapeutic services, 8,930 sessions of counselling were delivered to 904 individuals which is an increase of 11% on counselling sessions delivered in 2022-2023. The additional counselling sessions are specifically related to the rising referrals from those injured and the impact of legacy. We have continued to increase our team of sessional counsellors during the year and expanded the sites from which we run counselling, in order to meet increasing demand. Despite this continued expansion waiting lists remain high, particularly in Belfast. A mixture of telephone, face-to-face and online counselling is still being delivered. We also successfully renewed our annual rolling BACP accreditation for our counselling service. According to our CORE evaluation system of our counselling service for victims of the troubles clients 35% of clients achieved clinical change and 56% achieved reliable change. Satisfaction remained high across the centres. A High level of personal growth and learning is reflected in a quote from a client

"The space allowed me to explore the impact of my life in Northern Ireland. This enabled me to separate some of the conflicts as a result of the troubles that have had a lasting effect. Letting go of some of what has impacted me has given me the freedom to be me and explore more to allow me to have a better life experience."

Family Therapy was a new pilot project funded by VSS and delivered during 2022/23 a small number of sessions carried over into 2023/2024. In total 16 sessions were delivered to four families. This project was extremely valuable to families experiencing particular difficulties and had a huge impact on relationships and family functioning. It is hoped this work can continue into the future however without a specific funding stream this is difficult. However, it family therapy remains a vital additional element to our holistic package of services.

During the period of reporting the Regional Trauma Network continued taking and making referrals between statutory and community partners. It took some time to get protocols and referral mechanisms established and WAVE clients had 58 assessment sessions (78 sessions total) carried out with 31 clients with a view to a record of the numbers referred for Statutory Mental Health services in all five trust areas in NI from the Regional Trauma Network continues to increase. The volume of assessments has increased by 222% from the 2022-2023 fiscal year, accompanied by a 244% rise in the number of clients. This service is a vital partnership to provide seamless pathways of referral between statutory and community services for survivors of the NI conflict.

In complementary therapy 4,614 sessions were provided to 1,072 individuals which is an increase of 29% on complementary therapy delivered in 2022-2023, with significant health improvements noted (MYMOP Evaluation). 69% of clients who engaged with the service reported an overall improvement in their wellbeing after completing their complementary therapy sessions. Additionally, 79% noted an improvement in their primary symptom, and 61% observed an enhancement in the activity they previously found challenging. The complementary therapy service provided support to individuals experiencing a variety of symptoms, with the majority of clients reporting issues related to stress, anxiety, and pain. A higher percentage of women (55%)

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

engaged with this service compared to men (45%). Additionally, 65% of all those engaged were aged between 51 and 70. This increase was mainly due to fewer lockdowns and restrictions as well as appointing an additional team of complementary therapists. Clients have reported improvements in physical activity, wellbeing, sleep, and a reduction in symptoms which was noted as significant. Client satisfaction has been extremely positive with significant health improvements noted. We hope to capture this data in a new project that will be delivered in 2024-2025.

Over the past seven years, dedicated Health and Well-Being Caseworkers have been established regionally. During this reporting period, caseworkers from all WAVE Centres completed 4,705 case visits, reflecting a 1% increase, to 937 individual clients, a 3% decrease, across Northern Ireland and cross-border. These visits involved conducting individual needs consultations and securing financial support for materials, equipment, or resources that enhance individuals' health and wellbeing.

Often these are life changing such as specially adapted wheelchairs; prosthetics; or tailored therapeutic and wellbeing services delivered on a home basis such as physiotherapy. There are many examples across casework each month.

A further outcome arising from the health and wellbeing of clients has been the delivery of trauma and the body courses across the centres. These have been evaluated and based on the feedback a new Trauma and the Body Two course has been developed. There was a further development with a new Healing Journeys pathway that has operated across all of the centres. The feedback from these programmes has been amazing. In addition, other health and wellbeing group programmes have supplemented these courses such as yoga, armchair aerobics, and mindfulness. Improvements in physical activity, wellbeing, sleep, and a reduction in symptoms were noted as significant. Client satisfaction has been extremely positive, rated in excess of 95%.

To meet the needs of the client groups across WAVE, WAVE's welfare service has also developed during 2023 to 2024, with a further seven workers bringing the team to sixteen. Despite the increased staff team, WAVE's Advice and Welfare services have experienced an unprecedented demand regionally for specialist services. They had 2,138 contacts with 962 clients and undertook 45 appeals. It is anticipated that representation at appeals will form a significant part of our work going forward. The impact of the welfare team's work can be graphically reflected in relation to the income maximization they achieved for clients in 2023-2024 of £1,404,516.53. This figure is based on income maximization; lump sum payments, backdated benefits, and appeals calculated over a 52-week period only, although the maximized client income will often exceed this period.

A new addition to the Welfare team as reported above was the four new Welfare workers focused on the TPDPS programme. 10,087 (8,020 in 2022-2023) contacts with 3,108 (1,685 in 2022-2023) individuals were undertaken during this period of reporting. The team recouped £3,551,015.90 in pension awards within this financial year. This is a significant increase on 2022-2023 even with the additional staff joining the team. However, this team is insufficient to meet the demand for assistance as there are currently 337 individuals on our waiting list on the 31st of March 2024. Further recruitment is ongoing. Bolstering the welfare team remains a key priority for WAVE in 2023-2024. The deadline for backdating (10 years' payment) was set for 31st August 2024 and while this deadline has been extended by the Secretary of State, it only became actioned in August 2024. Our commitment is to ensure that all clients on our waiting list can have their applications submitted in an expeditious way with increased awareness particularly across GB for those who are unaware that the programme exists.

In summary the targets for support services for outreach case work, health and wellbeing, counselling, peer group support and welfare services for victims and survivors of the Troubles were fully met and in the main exceeded the targets set across all work plans for 2023-2024.

The WAVE team, through a dedicated staff team allocated to these projects delivered the HIA Contract and the MBMLW Contract as outlined below.

Historical Institutional Abuse (HIA)

In December 2020, WAVE commenced a new service to support survivors of HIA and we shaped the Casework model of service delivery to meet the specific needs of the client group. During 2023-2024 the team provided

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

1,621 sessions of counselling to 180 individuals and 288 sessions of complementary therapy to 68 individuals.

Casework support, including both outreach and health and wellbeing, was delivered to 684 individuals who received 4,092 sessions. 303 new referrals were received into the project of which 245 were accepted, with 40 awaiting referral at year end. During the year a rapid increase in referrals was noted as there was a Northern Ireland wide information campaign which brought new individuals forward for support. We consistently receive HIA referrals from VSS, self-referrals through word of mouth and through the Troubles team.

In addition to one to one casework our staff have provided support to a number of individuals in preparing their Statement of Lived Experience (232 sessions delivered to 81 clients) for the Historical Abuse Inquiry - Redress Board. The deadline for submitting applications to the Redress Board closes on 1st April 2025. We continue to support HIA survivor groups and individual survivors through group work as well as organising residential for established survivor groups and for clients who are not affiliated with any survivor groups. (98 clients benefited from these programmes).

According to our CORE evaluation system of our counselling service for HIA clients, 20% of clients achieved clinical change and 40% achieved reliable change. Feedback has been excellent, and increased understanding of the impact of trauma on the client as reflected in a quote from Client Y highlighting the power of psychoeducation as a therapeutic tool-

"I have increased clarity around my thinking. When I'm stressed, I can stop and think and be more rational with my decisions. I can use my window of tolerance sheet to recognise my triggers and try to stay in a calmer environment. I now know I was existing in fight or flight and that I am not to blame for the things that happened to me."

Mother and Baby Institutions, Magdalene Laundries and Workhouses (MBMLW)

In February 2024, WAVE were successful in tendering for and securing the contract to deliver MBMLW services for the next five years. Following this a new team of staff were appointed to deliver the MBMLW service dedicated to support the health and wellbeing of survivors of Mother and Baby Institutions, Magdalene Laundries and Workhouses. This contract is in its infancy as the term of reporting ended, however 62 individuals accessed the services during 2023 – 2024; with 401 counselling sessions delivered to 32 individuals; 265 complementary therapy sessions to 37 individuals; and 73 welfare contacts to 16 individuals was undertaken.

Group residential and group work for a number of groups who support survivors of MBMLW was also undertaken with 82 clients benefitting from these programmes. (82 clients benefited from these programmes).

Given the client group and the nuances associated with how they have been poorly treated in the past, the workload is significant and growing exponentially. Building strong relationships with individual clients, developing a strong project, and providing services to clients is sensitive and intense work. Clients have suffered high levels of trauma and require significant support; therefore, we have significantly added to our staff team to adequately meet the needs of our clients. Clients accessing counselling in this project show clinical change at 32% and reliable change at 43%.

Clients feel that their trauma is now being acknowledged in a tangible way through services and support that they received and very much welcome. This is reflected in a quote from a client who accessed counselling.

"I understand a lot more now than I did before about my relationship with my son. I see things more from his point of view. I no longer let his paternal relations bother me. I feel I am in a better place - not worried at all at present. I always let others say what they wanted to me but I find I am standing up for myself more."

Trauma Education Pathway

Throughout 2023-2024 Trauma Education has continued to grow and develop across all strands of WAVE's work programme as detailed below. The targets set for the year were exceeded and programme delivery remained strong throughout the period of reporting.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

A. Open Learning, School of Social Sciences, Education and Social Work and Trauma Workshop delivery

Short courses and workshops was a key feature of trauma education during 2023-2024. 153 students successfully completed 13 short courses during the year. These are accredited through Open Learning, within the School of Education, Queen's University. Workshops with the necessary Continuing Professional Development (CPD) hours continue to be a popular choice for students. A key area of growth was increased trauma education within WAVE's client groups. Courses / workshops delivered in all five centres which included new workshops, "Living with Chronic Pain", "Why We Sleep" and "Misuse of Over-the-Counter Drugs". The success and feedback of the Trauma & Body course for clients has led the team to deliver a follow-on Trauma & Body Two programme.

The team delivered short courses and workshops to 344 students with excellent feedback. The variety of courses was extensive, and the flexibility offered through online delivery enabled those who often cannot engage in training due to access, childcare, caring or other responsibilities to engage in full.

B. BSc Hons Psychological Trauma Studies

In July 2023 we celebrated the graduations of nine students from the BSc Hons in Psychological Trauma programme as they submitted their dissertations to end their four years of study. Feedback confirmed the beneficial learning and significant increase in trauma knowledge. Without exception, all students stated that this knowledge had benefitted both their personal and professional development.

In September 2023 the programme had a new intake of first year students. 16 students enrolled and attended three modules - WAV2008 Theoretical Perspectives on Trauma and Loss, WAV2013 Using Research and Evidence in Trauma Related Practice, and WAV2014 Developmental Trauma. A baseline evaluation form was completed by several students which will be repeated midway in 2025 and at the end of their learning journey in 2027. 11 students also returned for their third year and successfully passed WAV3017 Social and Political Aspects of Victimhood, WAV3018 Trauma Across Generations and WAV3019 Trauma Informed Approaches to Care. We remain committed to looking at possible entrance level qualifications.

C. Postgraduate Certificate and Postgraduate Diploma in Trauma Studies

The Postgraduate programme with University College Cork (UCC) has continued to develop; going from strength to strength. A major achievement in 2023-2024 was moving the Postgraduate Certificate and Diploma to a Masters in Trauma Studies pathway. A new cohort is due in the 2024-2025 academic year.

A new cohort of Post Graduate students commenced with UCC in September 2023. This fully online programme is well established, so UCC and WAVE were in a good place to recruit a high number of applicants. Sixty-four students registered across the three pathways on the programme (27 for MA, 26 for Diploma and 11 for Certificate, while 30 students returned for year two to complete the Postgraduate Diploma. In addition, approximately 350 students participated in the Trauma Studies Masterclasses during the academic year to hear a wide range of experts from the field.

The Trauma and Frontline Worker module developed in 2021 became operational in January 2022. It was transformed into a standalone module at Postgraduate Continuing Professional Development level and ran alongside teaching with the main postgraduate course on an alternative evening. This was delivered to eight students, as a pilot project during the year. All of the students were working in frontline services, including policing, nursing, and mental health services worldwide. Several were from Creeslough that had faced the loss of 10 individuals in an explosion in the village in October 2022. From January 2023- until the end of April 2023 the Trauma and the Frontline course was delivered over a twelve-week period each week with excellent reviews. Sadly, the course did not attract sufficient number to run in January 2024. It is expected that this standalone module will be offered again in January 2025. There is a potential bursary for "frontline workers" from ROI to apply through the Human Capital Initiative (HCI) so we anticipate it will run again in the future.

The proposal to transform this Postgraduate Certificate (Year 1) and Diploma (Year 2) in Trauma Studies to Masters has already garnered significant interest and will launch in September 2024 for past students who have already completed the Diploma. Only students with a 2:1 or better will be able to continue into Year 3. Feedback on the Postgraduate course has been extremely positive which is heartening for the WAVE and UCC team.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

D. Professional Development- Citizenship Education

The Citizen Education team delivered 40 sessions to 1684 students between April 23 and March 24, involving 34 citizen educators. So that is 1684 individuals who have heard and felt the powerful testimonies of our courageous and committed educators. Our main disciplines include social work, nursing, medicine, art therapy and community youth work. We have worked with 10 international universities and two youth projects as well as two staff teams.

Of significant note is the fact that the WAVE Citizen Education programme is now a fundamental and core element in the social work degree programme across Northern Ireland in all campuses including Queens, Ulster, South Tyrone College and Belfast Met. Our Educators were involved in the Northern Ireland Social Care Council (NISCC) review of Social Work education and spoke to evaluators in both Ulster and Queens.

The feedback from the students shows exactly how the citizen educators are contributing to their professional development by helping them hone in on practical skills that they cannot learn from academic study. The real and tangible added value to the individual degree programmes is becoming more evident as exemplified in some of the evaluations below:

A Social work student from the 2023 intake said,

'Talking to real people who have been through these real life experiences has helped me with my communication skills and showed me why assessment is important.'

A Nursing student from the 2023 wrote,

'Don't be afraid to talk about it, small things matter, take more time with all patients, wee moments of time to check in and see if patients are okay. Don't back away if they start to talk'.

And finally a medical student from the tutorial group in May 2023 wrote,

'These talks will have a significant impact on my job as patients come with all sorts of layers, not just physical ailments, that we have to consider as a doctor. I hope that I can give patients a better experience than what some of them had when they had dismissive or patronising doctors. It was touching to hear of their different coping mechanisms and how they are still affected every day by their past, and it will help me look at the patient as a whole in the future. I had never thought before how long term stress from trauma can manifest in so many common physical conditions, and I think that will be essential for me to notice when I am a doctor.'

E. Bespoke Workshops

Bespoke one and two-day trauma workshops remain a frequent request from the community, voluntary and statutory organisations. We continue to deliver to CAPITA, Justice NI, HIA, the Legacy Team in PSNI, then Creeslough community, NEXUS, Decorum NI, and various schools including Dulwich College, China amongst many others undertook trauma awareness training. 502 staff and volunteers accessed trauma education through these bespoke trauma education programmes.

International Visits

International visits have started to recommence. In June 2023 we welcomed a delegation from American University who undertook a practicum looking at the role of WAVE in building greater understanding and awareness on a cross community basis. This provided a very useful body of work for the organisation, while there was amazing learning for the student cohort. WAVE has developed a trauma education engagement process with Long Beach California, with follow through to the Post Grad as several of the students have engaged in the post graduate programme with UCC.

In all some 25 international visits are undertaken. The trauma education team has to look carefully at the benefit of each engagement given the corresponding impact on trauma education delivery.

Advocacy and Campaigning:

The British Government's Legacy Act has been one of the most challenging processes to affect victims and survivors since the early release of prisoners at the time of the Good Friday Agreement. The need for advocacy has been all the greater during this period of reporting. Supporting victims and survivors to have a voice either through direct engagement in advocacy services, oral history or in written publications remains an important aspect of WAVE's work in 2023-2024.

From April 2023 to March 2024, 110 clients received support from the Advocacy Support Workers, with a total of

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

102 face to face visits and 682 contacts made. Advocacy support is essential and whilst the focus has been on one-to-one work, group advocacy processes have also worked well with the Injured Support Group and Families of the Disappeared. Given the presenting issues, the advocacy team and others have produced policy papers, have engaged in presentations at a series of conferences or in articles and podcasts. Representation at a Government level and with key stakeholders has been a constant feature in 2023-2024 given the adverse impact on the lives of victims and survivors.

Whilst the legacy legislation has been one of the most pressing issues, the outworking's of the TPDPS scheme have also brought challenges for bereaved. The development of the Bereavement Support Award paper is currently being used as a lobbying tool in fighting for greater resources to support those bereaved. The issue of fairness for the bereaved has emerged from the outworking's of the TPDPS scheme given the legislative conditions which limit applications from the bereaved as they need to be present at the scene. The team at WAVE have argued that degrees of disablement is not appropriate for the bereaved. Any support package therefore should focus solely on recognition and acknowledgement of the loss of a loved one. It is on this basis that the team will continue to lobby and to make recommendations for greater fairness for those bereaved.

During 2023-2024 advocacy support with families engaging with the Police Ombudsman, PSNI Legacy Investigation Branch, Court Service or with specialised family advisory processes such as Operation Kenova, Operation Denton or with the Independent Commission for the Location of Victims' Remains (ICLVR) have continued. We remain firmly of the view that Operation Kenova offers the best opportunity to investigate to criminal justice standards Troubles related deaths. The launch of the interim report of Operation Kenova on the 8th of March was an important day for many of the families. The number of families engaging with WAVE linked to Operation Kenova or Operation Denton has increased.

There are always challenges that can emerge for families or for the organisation as a whole. WAVE relies on support across the community to enable these challenges to be met. It is important to acknowledge those who put themselves through the pain of running marathons or fundraising to help us in other ways. WAVE relies each year on the marathon to raise much needed finance. In 2023 a substantial team contributed to the Belfast Marathon covering the 26.2 miles raising just over £9,630 which was utilized to assist with service provision. Alex Attwood completed the Causeway marathon raising just over £2029. The Omagh and Belfast Centre raised substantial monies through hosting Christmas events and many others contributed through donations of £8,456.

We are also indebted to those who donated money in memory of their loved ones. Over the year the families of Frank Mulhern and Tucker McConville supported WAVE in their memory. We hope to remember these individuals and others who died in a special way within the grounds of WAVE.

The period of reporting has been a challenging period. The impact of the poisonous British Government Legacy Bill has had a very detrimental impact on the emotional and physical wellbeing of many of those bereaved. The referral rates remain very high and the complexity of need all the greater. This has caused us to adapt work processes and to look more carefully at the parameters for referrals.

WAVE's staff and contractual team are to be commended for adapting and working to ensure much needed services continue at this time. They have also adapted services to meet the needs of those who are living across the world with therapeutic delivery offered outside normal working hours to meet clients' needs. Equally, the team working with survivors of Institutional Abuse or with Mother and Baby Institutions, Magdalene Laundries and Workhouses have created survivor centred services to meet the diverse needs of these client groups. Given all these contracts there is increased pressure on waiting lists, which have had to be carefully managed. We remain committed to ensuring that service provision is underpinned by strong policies and procedures which are continually under review and by the delivery of accredited Trauma Education professional development programmes to ensure the team are updated and skilled appropriately to undertake the work required.

The WAVE team have continued to strive to provide a high standard of service, ethically and professionally driven to meet client needs. Everyone associated with WAVE is to be commended for the work undertaken throughout 2023-2024 which is a tremendous achievement, the impact of which is reflected by the feedback received from clients and the reports generated through monitoring and evaluation frameworks.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

d.

As the 2023-2024 year ended our Director of Operations Gordon Buchanan retired from WAVE after 18 years due to ill health. Gordon's contribution to WAVE was immense and his determination to deliver the best to clients was without question. He was always immensely supportive to the team. Sadly, he passed away post year end in July 2024, just three months after retiring. His legacy lives on in the team he created and in particular in the work of the Omagh Centre. In keeping with Gordon's drive and ambition we remain committed to achieving the best that we can for survivors of trauma in the next financial year.

Investment policy and performance

The charity holds a portfolio of shares which are managed by Evelyn Group. During the year the shares made a gain of £593.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Financial risk management objectives and policies

The Management Board of WAVE are committed to establishing, maintaining and applying all necessary good practice measures to ensure that their duty of care to the management of the finances of the organisation is fulfilled.

WAVE receives funding and donations from Local Authorities, private individuals and commercial organisations and continues to meet the objectives set by funders and reports on the progress of its works in tailored reports.

WAVE has a reserves policy which is in line with both WAVE's and Charity Commission guidelines. The reserves are part of prudent management and take into account Charity Commission guidance.

Structure, governance and management

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Structure, governance and management (continued)

a. Constitution

WAVE Trauma Centre, known as WAVE, is a registered charity with the Northern Ireland's Charity Commission and a Company Limited by guarantee governed by its Articles and Memorandum of Association originally agreed in 2001. Prior to this WAVE was an unincorporated body established in 1991 to support women bereaved as a result of the Troubles. The organisation which was called 'Widows against Violence Empowered' became known by the acronym WAVE and was formally constituted as such in 1995. WAVE has grown and developed, now serving the needs of individuals and families, adults, young people and children directly affected by The Troubles. The philosophy and ethos of WAVE is one of inclusiveness. The organisation works with anyone affected by The Troubles regardless of their religious, political or cultural belief.

WAVE operates from six dedicated outreach centres in Belfast, Armagh, Omagh, Ballymoney, Derry Londonderry and Killough in addition to 18 satellite projects, which provide support and therapeutic services on a regional basis across Northern Ireland, the border areas of the Republic of Ireland, Great Britain and Internationally as required. WAVE sources support for those who present for services outside Northern Ireland with local accredited service providers.

b. Methods of appointment or election of Trustees

The management of the charity is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

A Board of Trustees, who act as Directors of the Company, comprising a Chair and nominated members govern WAVE. The Management Board may also co-opt other members to the Board in accordance with the Articles and Memorandum of Association. At the start of the 2022 financial year WAVE's Management Board had 13 Board members. Board members contribute to subgroups - new Management Board and staff subgroups were agreed, with terms of reference and these have been operational throughout the year.

All new Trustees received a formal induction into WAVE and the formal legal responsibilities that come with trusteeship. This is supplemented with more specialised training as outlined below. All Board members receive regular training in areas regarding employment law, grievance and disciplinary, recruitment and selection, corporate governance and relevant charity and company's legislation.

The Board of Trustees meet a minimum of seven times a year. The Chair and Vice-Chair, Treasurer and Company Secretary are elected from the existing Trustees at the Annual General Meeting. To assist the Board in its work a number of existing and new subgroups have been developed in addition to those already in place, namely, Human Resources and Finance (which includes Audit and Risk); Sustainability Development and Communication; Research Policy Development and IT; Community and Political Engagement; Trauma Education; and Contract Review (for the Victims and Survivors Service (VSS), Historical Institutional Abuse (HIA) and Mother & Baby Institutions, Magdalene Laundries and Workhouses (MBMLW) contracts). All subgroups are chaired by members of the Management Board with Board members and staff in attendance. A Chief Executive Officer manages the day-to-day management of WAVE with authority delegated by the Board of Trustees and reports back to the Board

WAVE has long and extensive experience of partnering with organisations to help improve services for victims and survivors of The Troubles or to enhance the skills and knowledge of practitioners in the field through accredited Trauma Education programmes. WAVE works with many voluntary and statutory organisations across Northern Ireland, the Republic of Ireland and Great Britain.

In education, WAVE works closely with Queen's University and Ulster University and in particular the Schools of Nursing and Midwifery at QUB; Social Work and Education at QUB and UU; Medicine at QUB delivering specialist Trauma Education programmes to student nurses, social work and medical students.

In relation to the post graduate WAVE has worked closely with University College Cork, with the School of Sociology and Criminology to develop the Post graduate pathway in Trauma Studies which became a Masters in Trauma Studies in 2022. WAVE works with a wide range of statutory and voluntary organisations regionally and internationally with organisations such as the International Committee for the Red Cross (ICRC), International Victim of Terrorism Networks and the German based Eirene organisation. All networks and opportunities are reviewed to ensure they are of value to the organisation and in particular the client base the organisation serves.

WAVE has a risk register and business continuity planning including a reserves policy which are updated annually.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Structure, governance and management (continued)

d. Policies adopted for the induction and training of Trustees

Training for the Management Board is organised on a regular basis particularly in areas regarding employment law, including recruitment and selection, corporate governance, charity regulation and relevant company's legislation. New Trustees receive a formal induction into their role to familiarise themselves with both WAVE and the formal responsibilities that go with trusteeship. This is supplemented with more specialised training as outlined above. An annual strategic planning event which brings together Trustees and senior staff is due to be held to review the organisation's strategic goals and orientation and to agree an operational plan to meet the strategic objectives set. The Chair of the Board will commence an appraisal process of each member of the Board during the year. A register of gifts and interests is also compiled and reviewed each year.

e. Financial risk management

The trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

f. Principal activities

WAVE is a registered charity with the Northern Ireland's Charity Commission and a Company Limited by guarantee governed by its Articles and Memorandum of Association originally agreed in 2001. Prior to this WAVE was an unincorporated body established in 1991 to support women bereaved as a result of the Troubles. The organisation which was called 'Widows against Violence Empowered' became known by the acronym WAVE and was formally constituted as such in 1995. WAVE has grown and developed now serving the needs of individuals and families, adults, young people and children directly affected by the Troubles. The philosophy and ethos of WAVE is one of inclusiveness. The organisation works with anyone affected by the Troubles regardless of their religious, political or cultural belief.

WAVE continues to have a unique role in relation to promoting specialist Trauma Education. The organisation provides a comprehensive introductory to advanced suite of accredited Trauma Education programmes across the community; from introductory short courses delivered through the School of Education; and a BSc Hons in Psychological Trauma both delivered in partnership with Queen's University, Belfast and a Masters in Trauma Studies pathway accredited by University College Cork. In addition, professional development Trauma Education programmes with a variety of institutions and professional healthcare providers are extensively delivered with positive reviews.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Plans for future periods

a. Future developments

The voluntary sector and in particular, the victims and survivors' sector are in a period of financial uncertainty in line with a suggestion of significant public expenditure savings being required from within the Northern Ireland budget. The uncertainty of Brexit has added substantially to these fears both in relation to budgetary cuts and the reduction in any EU monies allocated under the Peace and Reconciliation Programme.

WAVE intends to continue to build on its effective relationships with funding bodies and to continue to demonstrate through service delivery that it provides value for money and significant impact which is worthy of continuing funding. The organisation will continue to promote the outcomes and impact of its work alongside the outputs. We recognise the funding environment is becoming more stringent and resources are reduced. WAVE will work to ensure that services are provided at maximum level to meet the needs of those directly affected by the Troubles, survivors of HIA and survivors from the MBMLW.

Members' liability

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Disclosure of information to auditors

Each of the persons who are trustees at the time when this Trustees' report is approved has confirmed that::

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report was approved by the trustees, on 30 September 2024 and signed on their behalf by:

Auditors

The auditors, Miscampbell & Co., have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

WAVE TRAUMA CENTRE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Approved by order of the members of the board of Trustees on 30 September 2024 and signed on their behalf by:



Marianne Moutray
(Trustee)