

Fife Rape & Sexual Assault Centre
Annual Report
Year to 31st March 2024



Scottish Charity No: SC033050
Company Limited No: SC327457

Huge thanks to our client who gifted her worker Suzanne the beautiful artwork which adorns the front cover of this report.

Here she shares what the work means to her:

The dragonfly to me symbolizes change and change in the perspective of self realization. When I started with FRASAC I was a mess. I had lost all perspective and felt lost in life. After a few sessions I painted this dragonfly as a symbol of the change I wanted to make in my life.

I knew that one day I would share it with someone else and they might share it with others as a symbol of the change we can make with the help of a listening ear.

FRASAC and Suzanne were that listening ear that helped me find myself again. The change I have made to my life has been unbelievable. I urge others to reach out and just ask for that help. If I could do it then anyone can.

Don't suffer alone!

FRASAC CHARITY INFORMATION

BOARD OF DIRECTORS:	Susan Leslie	Chairperson
	Mary Miller	Vice Chair
	AM Machan	Treasurer
	Kerry Wallace	Secretary
	Heather Simpson	Director
	Lee Herd	Director
	Jennifer Ritchie	Director
	Lisa Love	Link Officer

STAFF:	Jan Swan	CEO
	Nicola Smith	Services Manager
	Zoe Henderson	Team Leader
	Lucy Brogan	Team Leader
	Mhairi Paterson	Support and Advocacy Practitioner
	Ros Moffat	Support and Advocacy Practitioner
	Marta Cook	Support and Advocacy Practitioner
	Jennifer McDonald	Prevention Practitioner
	Tracy Brown	Prevention Practitioner
	Sarah Jane Harlow -McGinnis	Prevention & YP Worker
	Carol Maclver	Trauma Practitioner YP
	Gwen Li	Trauma Practitioner YP
	Kim Martin	Trauma Practitioner YP
	Adriana Vivas Zurita	Volunteer Co-ordinator
	Suzanne Hume	Trauma Practitioner
	Chloe Brand	Trauma Practitioner
	Gabriele Razmute	Trauma Practitioner
	Lindsay Blair	Trauma Practitioner
	Louise Harding	Trauma Practitioner
	Meghan Drysdale	Trauma Practitioner
	Sarah Cumming	Trauma Practitioner
	Suzanne Hume	Trauma Practitioner
	Alice Ruthven Hughes	Trauma Practitioner St Andrews
	Susan MacLeod	Office Manager
	Niki Dalgetty	Administrator
	Joyce Grubb	Bookkeeper
	Jacqueline Forsyth	Cleaner

VOLUNTEERS:	Barbara Verbraeken	Student Counsellor
	Greig Rattray	Volunteer Counsellor
	Isla Calder	Volunteer Counsellor
	Kasia Korniak	Volunteer Support Worker
	Louise Waddell	Volunteer Support Worker
	Lynne Wilson	Student Counsellor
	Magda Gould	Student Counsellor
	Mairead McCrossan	Volunteer Support Worker
	Margherita Castellano	Volunteer Support Worker
	Marie Stark	Volunteer Counsellor
	Mary Hepburn	Volunteer Counsellor
	Matthew Ritchie	Student Counsellor
	Morag MacInnes	Volunteer Counsellor
	Robyn Finlay	Volunteer Support Worker
	Sarah Harlow-McGinnis	Student Counsellor
	Shauna Barrie	Volunteer Counsellor
	Twara Cruz	Student Counsellor
	Veronica Laguna Fernandez	Student Counsellor

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REGISTERED NUMBER: SC0033050
COMPANY LIMITED NO: SC327459

ACCOUNTANTS: Patterson Boyd
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BANKERS: Bank of Scotland

Chairperson's Report

2023-2024 has been another busy and successful year for FRASAC. During the period covered by this report one of our objectives has been to ensure that FRASAC is inclusive and welcoming to service users and staff.

Equality, Diversity & Inclusion (EDI) - Fife Centre for Equalities (FCE) were commissioned to carry out an equalities audit of our services, in order to better understand how to improve inclusive practices.

Through the training in Equality Act 2010 delivered from Citation eLearning, which will now be refreshed annually, and through carrying out the recommendations outlined in the report, Fife Centre for Equalities awarded FRASAC with the Bronze Equality Pathfinders Award in November 2023.

The development areas identified with us were to:

- Develop EDI practice as a natural extension of person-centred approach
- Improve accessibility, or agree workarounds to address inaccessibility of premises
- Create opportunities to increase equality awareness / lived experience
- Create an internal knowledge bank of inclusion resources / links etc
- Create a priority outreach programme of engagement with equality groups (e.g. disabled people, minority ethnic people, people experiencing poverty)
- Develop inclusive communications

Working is ongoing to address all of this initiative, to update our website to be more inclusive and to identify new opportunities to work inclusively whilst still offering women only space and service.

Governance - Our Articles of Association, Scheme of Delegation and Strategic Plan have now all been approved and are focussing the day-to-day work of FRASAC. The SCVO Good Governance Check-up has been undertaken and identified no issues to be addressed. We continue to look to improve the diversity of the Board.

Services for all who walk through our doors - The ongoing debate around trans clients has been discussed by the Board and we have reiterated our practice of offering services based on the needs of the service user to all who may contact us. We wait with interest on the outcome of a current Employment Tribunal relating to this aspect of service delivery.

Continuing Funding - The Board continues to monitor the progress made in relation to funding and the new commissioning process through local authorities. I am endlessly grateful to our CEO and Treasurer for their knowledge and expertise in managing our budget throughout the uncertainty this creates.

Susan Leslie, Chair

Statistics

Year	Service users within our Service this period	New Referrals this period	Waiting Lists in Nov of each period
2015-2016	247	163	45
2016-2017	274	193	55
2017-2018	268 to date Nov 17 (Waiting list closed)	162 to date Nov 17 (Waiting List closed)	98
2018-2019	362	255	53
2019-2020	473	305	85
2020-2021	455	258	171
2021-2022	617	353	149
2022-2023	835	556	27
2023-2024	833	584	77

CEO Report

This report sees FRASAC entering its 21st year of providing services within Fife to anyone who has been affected by rape or sexual assault. These services include counselling, emotional support, practical support, advocacy and prevention workshops.

The feedback from service users are that the services are life saving and much needed yet trying to secure a level of funding that meets the demand has over the years proved impossible.

FRASAC welcomed the news back in November 2021 that there would be an Independent Strategic Review of Funding and Commissioning of Violence Against Women and Girls Services by Scottish Government and Chaired by Lesley Irvine. This review is to assist with developing a new funding model that will ensure high quality, accessible specialist services across Scotland for those experiencing any form of violence against women and girls.

The review concluded at the end of March 2023 and was published in June 2023.

There are lots of recommendations within the review and the Scottish Government and COSLA have formed a VAWG Sustainable Funding Project Board to take this work forward. I as FRASAC CEO am a representative on this funding group.

FRASAC are also pleased to report that as a partner of Fife Violence Against Women Partnership we took part in their first Reclaim the Night March in November 2023 as part of the 16 days of Activism Against Gender Based Violence. More than 200 people marched with another 119 joining an after event where a number of local speakers raised awareness which included Mentors in Violence Programme – Balwearie High School, KASP, Kirkcaldy Sorooptimists and FRASAC.

We also supported a wider programme of events which included What Were You Wearing Exhibition, training and workshops.

In October 2023 it was announced that Fife was one of six areas selected as a test site for Scotland's Bairns Hoose initiative, a new bid to transform the way we care for children and young people in the justice system.

The Scottish Government announced the locations with £6m of funding to set up pathfinders which will cover child protection, recovery, healthcare, therapeutic support and justice, and lead to a blueprint for a full pilot in 2025.

Establishing the network was hailed as major step forward to help young people, many of whom will have experienced serious trauma - and the announcement came during Care Experienced Week. Bringing the international Barnahus model to Scotland has been a long-standing ambition for the Scottish Government.

FRASAC are pleased to have been invited to be represented on planning groups for the development of this initiative.

Fife Rape and Sexual Assault Centre (FRASAC) picked up this year's (2023) Improving Life Experiences Award at the Scottish Children's Health Award in August 2023.

The organisation's young persons' service was nominated for their commitment to their service users whose mental health has been affected by rape and sexual assault.

The award, which aims to recognise individuals and teams who make a significant difference to the life experiences of children or young people experiencing health conditions, demonstrates the value of FRASAC's work to support young people who have experienced trauma.

"The work we do is already greatly rewarding to our staff, but it makes me proud to see them recognised nationally for their hard work and commitment.

As you can see from above it has been another busy eventful year. I would like to thank all BOD, Staff, Volunteers, other partners within 3rd sector and statutory agencies that we work with for the continued support and ensuring that survivors of sexual violence in Fife have quality trauma informed accessible services.

Jan Swan CEO

Core Project – Supports clients aged 25+

This year we have again focussed on feedback from our clients to properly reflect their experience of using FRASAC services. We'd like to say a huge thanks to all our clients who took the time to provide honest and open feedback on using our services, this is always welcome.

I understand myself better more. I hadn't pieced together how my safety in my home was linked to a bad experience with neighbours as a child. My mum's reaction doesn't bother me as much. I can say something now but I keep separate so it doesn't impact me as much.

Just to say that I am really so glad I met with my worker and that the help given has changed me and I see things differently. I can respect myself, and value me, this is a huge change for me. Thank you so much.

Want to say thank you again for the support you have given me. I'm not sure where I would be if I hadn't stepped through your doors

FRASAC have supported me throughout, from the police interview and the whole, drawn out court process, well over 2 years. It has been so good to know I could call on them for advice and support at any time. They gave me the confidence to keep going, knowing they had my back and believed in me, no matter how many times I doubted myself. The counselling has been brilliant. My counsellor gave me space to talk but also helped me to question and understand everything that troubled me, my fears, my nightmares, my past traumas as well as the ones relevant for this case. I will never be able to express the gratitude due to them. Thank you so, so much is not enough, but that's all I have.

Being able to talk in a safe and comfortable space was really important to me as I had not really done this. I did like being face to face with my helper that support really made a lasting difference to me.

Young Persons Project – supports clients aged 12-24

This year we have again focussed on feedback from our clients to properly reflect their experience of using FRASAC services. We'd like to say a huge thanks to all our clients who took the time to provide honest and open feedback on using our services, this is always welcome.

You have allowed me to talk about what I want when I want. Thank you so much for helping me these past few months. You have helped me feel more comfortable in my mind and body and I will never forget the advice you have given me.

Initially being referred to FRASAC felt like I was just being handed over to another agency, but it has honestly allowed me to grow and blossom and learn more about myself & I feel more confident in myself as a result of the support I've received from FRASAC.

Since receiving help from FRASAC I've been able to identify and cope with things that once would have led me to harmful things and put myself in vulnerable positions.

I've had run ins with boys that set me back partially but because of the help I was receiving at the time I was able to work through them and not allow them to take over like last time.

I can now be more rational in the way I think about everything when I'm outside. I feel able to go out when I want to again. I'm not always looking behind me.

Advocacy – supports anyone with a criminal justice input

This year we have again focussed on feedback from our clients to properly reflect their experience of using FRASAC services. We'd like to say a huge thanks to all our clients who took the time to provide honest and open feedback on using our services, this is always welcome.

I genuinely think the support I've received has been so helpful, I don't think I could have went through all this without her help, especially the support of being with me on my court date and having her by my side. Also her being there before and after my court case was very supportive when I felt like I wasn't able to do my statement and my evidence. She gave me the confidence to keep pushing through

I cannot fault the staff at FRASAC, they have helped me in ways that I cannot begin to describe. My healing journey is still ongoing and I do still have my bad days which I'm still learning to cope with. I still have a long road ahead of me but don't think I would be here today if I hadn't stepped foot through FRASACs doors 10 months ago

I was helped to see that I didn't do anything wrong and I didn't deserve this to happen to me even though I went to his house, I didn't go there with any intentions of being raped. I also had a lot of unanswered questions to myself that helped me understand why I reacted the way I did when it was happening to me (I froze) and why I felt the way I have after.

Crisis & Early Intervention – supports clients all ages

This year we have again focussed on feedback from our clients to properly reflect their experience of using FRASAC services. We'd like to say a huge thanks to all our clients who took the time to provide honest and open feedback on using our services, this is always welcome.

It was difficult at the start but my worker was very good. I am looking to refer again for more sessions as I feel that six was not enough. We have opened up and explored a lot of areas where I can use more support to work through.

The space provided gives a sense of safety where you are free to speak without judgment. My worker went above and beyond giving me the space to speak about my different issues and that has helped tremendously.

My headspace is much stronger and clearer now too so I am making better choices in my life so not putting myself in the same situations.

I feel safer overall since having help to gain traction in my life and to be able to think more clearly. It has been a good start and certainly calmed the sheer chaos I was experiencing and the distress I felt when I contacted you. Thank you.

Prevention – provides input to schools, colleges and community groups

This reporting year has been full of change for the Prevention project. In December 2023 we said farewell to Jen McDonald, our Prevention Worker of ten years. We are still very much in contact with Jen, in her new role as Learning and Development Officer with Fife Violence Against Women Partnership.

Prior to Jen's departure, we introduced the updated and refreshed "National Sexual Violence Prevention Programme" workshops throughout High Schools in Fife. Scotland's Rape Crisis Prevention Network implemented these changes to reflect feedback from students, workers and other partner agencies including Education Scotland, MVP, Zero Tolerance and Beyond Equality. The updates ensure our workshops remain current, engaging, and effective for young people, and meaningfully complement other resources young people have access to.

The 4 workshop themes are: Power; Consent; Understanding Sexual Violence; and Pornography. Each workshop is tailored to the age and stage of students, however the learning outcomes remain the same across all years.

We also facilitated workshops in St. Leonards School in St. Andrews for the first time in June 2023. Delivery was for the whole school and was met with fantastic feedback from both teaching staff and pupils.

Feedback from teaching staff who have been present during the Prevention workshops for students includes:

- "J is always very engaging with the classes and reliable and can be counted on to deliver quality input."
- "Pupils really enjoyed the group discussion tasks and the videos also enhanced the whole lesson and encouraged engagement".

After a successful funding application to National Lottery for the new role of Prevention and Young Person Trauma Practitioner, we commenced recruitment and in January 2024 we appointed a worker into this role. This role allows the worker not only to deliver Prevention Workshops in schools and community youth groups, but also to provide one to one emotional support to any young person who has been impacted by sexual trauma.

We have continued to build on the established relationships with schools, colleges and university. We have forged new connections in the community, delivering workshops to organisations such as Clued Up and Active Schools Punch Beyond programme.

We are very much looking forward to the future as a team, with posts now filled and a full calendar of workshops scheduled in for the coming year!

Lucy Brogan
Team Leader Prevention

Training

Foster Carers and Residential Care Workers Training delivered on behalf of Fife Council Corporate Parenting – 22nd & 23 November 2023 - delivered in Partnership with Kingdom Abuse Survivors Project

General feedback

- A good mixture of doing and listening. Pace was good and loved the check ins. Loved listening to the story's which brought things to life.
- Course was emotional, informative and fun.
- Thought the course was fantastic and the course leaders could not have been better.
- Overall was very good and professional.
- Love to receive the certificate for the course, so many courses have stopped using these.
- Excellent (feels real training) true and honestly put to us.

What elements of the course did you find most effective and why?

- The whole thing, other people's experiences, and the best way to deal with disclosure. Weighed with the coats, very emotional.
- Loved the exercises as you get to hear new stuff/ideas/points of view. Listening to the stories.
- The whole course in general.

What will you do differently as a result of attending this course?

- Definitely made me see some things in a different light, so will use what we learned but if I am honest hopefully I don't but there if I need to call upon it.
- Just make sure I am listening to my child with an open mind.
- Maybe be more aware of certain behaviours and the reasons for these behaviours.

Foster Carers and Residential Care Workers Training delivered on behalf of Fife Council Corporate Parenting – 21st & 22nd February 2024 - delivered in Partnership with Kingdom Abuse Survivors Project

General Feedback

- This has been a really great training session. Friendly, thoughtful, well thought out supportive course leaders.
- Was a smaller group than previous training which is definitely beneficial.
- WE have laughed, cried and supported each other.
- Share learning
- Really good
- Very supportive throughout course
- They were varied and catered for all types of learners. The discussions were balanced with activities. They allowed the group to share which was invaluable.

What elements of the course did you find most effective and why?

- The coats session and the team work which made you think about things as a group.
- Openness of trainers. I felt respected and listened to and wasn't rushed. Zoe and Ashley were knowledgeable.
- Sharing lots of useful information and real life scenarios.
- Enjoyed hearing different stories about what others have been through.
- Being in a group that shared a lot of experiences and the scenarios opened my eyes to what could occur in my line work.
- All were reflective and valuable. The heaviness of the topic was broken by lighter hearted activities. The group sharing was valuable.

What might you do differently as a result of attending this course?

- More sympathetic listening and understand more.
- Be less shocked in someone discloses.
- Be prepared and confident to handle a disclosure.
- It has helped give insight into the feelings and the different ways a child might be coping with their situation.
- Show how difficult it is to find someone to trust.

First Responder Training Level 1 & 2 St Andrews University September 2023

General Feedback

- Great facilitators - created an open and safe space for discussion and sharing; lovely and friendly too!
- Fun! (despite the subject)
- Amazing ladies and very informative session
- Great info on trauma that helped me think of it in a new way.
- Fantastic sessions. You are both fab. I felt more engaged in the second session.
- Makes everyone relaxed and comfortable.
- Delivered very well. Discussing with others is very effective.
- Loved the way in which Zoe and Lucy facilitated opportunities to discuss a really heavy subject in a very light and encouraging way.
- Created a safe space for us all to discuss this topic!
- The videos used were very informative and illustrative.
- Reassuring to know that such lovely and capable people are there to help the students we refer.
- You two are fab, thank you very much!
- Open and honest.

Thanks to Funders

FRASAC would like to take this opportunity to thank all our clients, past and present, for their courage, strength and for the trust that they put in us.

To our Funders

- Fife Council Health and Social Care
- Scottish Government Children, Young People and Families- Early Intervention Fund
- Scottish Government Victim Centred Approach Fund
- Scottish Government Delivering Equally Safe
- Scottish Government 100 days of Action
- St Andrews University
- National Lottery Community Fund

To our volunteer Board of Directors who ensure in a number of ways that FRASAC is legal, professional and able to deliver the services required.

To our Volunteer Counselling and Trauma Practitioners, for their ongoing commitment and dedication.

Many Thanks for Donations received from

- Anonymous Donations
- Donation through Just Giving
- Bill Gilby
- Inverkeithing High School
- Amazon Smile
- Benevity Giving
- St Andrews University

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FRASAC
Fife Rape & Sexual Assault Centre

Appendix 1

Financial Summary for Year End March 2024

A full copy of FRASAC Accounts is available on request

Fife Rape and Sexual Assault Centre

Company Limited by Guarantee

Statement of Financial Activities

(including income and expenditure account)

Year ended 31 March 2024

	Note	2024		2023	
		Unrestricted funds	Restricted funds	Total funds	Total funds
		£	£	£	£
Income and endowments					
Donations and legacies	5	2,619	–	2,619	5,051
Charitable activities	6	211,388	563,914	775,302	748,351
Other trading activities	7	2,500	–	2,500	1,850
Investment income	8	1,158	–	1,158	206
Total income		<u>217,665</u>	<u>563,914</u>	<u>781,579</u>	<u>755,458</u>
Expenditure					
Expenditure on charitable activities	9,10	103,751	558,845	662,596	731,822
Total expenditure		<u>103,751</u>	<u>558,845</u>	<u>662,596</u>	<u>731,822</u>
Net income		<u>113,914</u>	<u>5,069</u>	<u>118,983</u>	<u>23,636</u>
Transfers between funds		(905)	905	–	–
Net movement in funds		113,009	5,974	118,983	23,636
Reconciliation of funds					
Total funds brought forward		242,262	57,497	299,759	276,123
Total funds carried forward		<u>355,271</u>	<u>63,471</u>	<u>418,742</u>	<u>299,759</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

There were no related party transactions for the year ended 31 March 2024.