

**Fife Rape & Sexual Assault Centre**  
**Annual Report**  
**Year to 31<sup>st</sup> March 2021**



**Scottish Charity No: SC033050**  
**Company Limited No: 327457**

### **Front Page Artwork**

**Many thanks to Alison who created the wonderful artwork for the front page of this report.**

**“Exploring aspects of ourselves can be like finding and looking through windows previously hidden or unavailable to us.**

**These can reveal fragments of information which don’t always make sense straight away, but are often clues to moving forward.**

**The journey can be difficult, disjointed and unpolished; we glimpse partial truths and don’t always fully understand what we see.”**

## FRASAC CHARITY INFORMATION

<b>BOARD OF DIRECTORS:</b>	Susan Leslie AM Machan Kerry Wallace Lyndsay Condie Tina Chapman Ruth Darbyshire Lisa Love	CHAIRPERSON TREASURER SECRETARY DIRECTOR DIRECTOR DIRECTOR LINK OFFICER
<b>STAFF:</b>	Jan Swan Fiona Speirs Susan MacLeod Mairi McAllister Jennifer McDonald Lindsay Blair Kim Prentice Kirsten Owen Nicola Hardie Suzanne Hume Lucy Brogan Carol MacIver Anna Paterson Ros Moffat Mhairi Paterson Zoe Henderson Mandy Ferguson	Centre Manager Operations Manager Office Manager Service Co-ordinator Prevention Worker Volunteer Co-ordinator Sexual Violence Support Worker Sexual Violence Support Worker Sexual Violence Support Worker Sexual Violence Support Worker Sexual Violence Support Worker Sexual Violence Support Worker YP Sexual Violence Support Worker YP Support and Advocacy Worker Support and Advocacy Worker Crisis & Early Intervention Worker Access & Inclusion Support Worker
<b>VOLUNTEERS:</b>	Helen Martin Barbara-Ann Robb Jackie Read	Counselling Support Worker Counselling Support Worker Counselling Support Worker
<b>OFFICE:</b>	38/40 High Street Kirkcaldy Fife KY1 1LU	
<b>REGISTERED NUMBER:</b>	SC0033050	
<b>COMPANY LIMITED NO:</b>	327459	
<b>ACCOUNTANTS:</b>	Patterson Boyd 18 North Street Glenrothes KY7 5NA	
<b>BANKERS:</b>	Bank of Scotland	

## **Chairperson's Report**

2020-21 has been another year of change and transition for FRASAC. During the year a very limited number of staff returned to the office but this has been slow and controlled to maintain compliance with regulations and meet the needs of individual staff. This transition back to the office and meeting clients face to face will continue throughout 2021.

Consolidation has been the main role for the Board and management team this year. Reviews of Job Descriptions, contracts, and salaries have been undertaken and where possible these have been implemented. To reflect her supervision role with the new management team our Centre Manager has taken the role and title of Chief Executive Officer (CEO). Our office accommodation has also been reviewed and extended to occupy all of the High Street office and give up our share the Esplanade office.

Our work on the Strategic Plan has focussed the staff and Board members on the central aims and objectives of the organisation. I am delighted that staff and board members have immersed themselves in this task, which will be of long term benefit to us all, and most importantly our clients.

Our funding streams and reporting lines have been consolidated but this has resulted in a lot of work to change over from one set of budget streams to a consolidated single funding stream from the Scottish Government. In the long run this will streamline our budgeting and reporting systems.

The demand for our services has continued to increase and we have been asked by the Scottish Government for information related to addressing our waiting lists and hope that this will be fruitful in terms of additional funding in the future. We are certainly well placed to expand further due to our streamlined procedures and revised staff and management structures.

As a Board we continue to admire the work and dedication that our staff devote to meeting the needs of our ever increasing client list.

Susan Leslie

Chair

## Statistics

<b>Year</b>	<b>Funded to deliver services in this period to</b>	<b>Service users within our Service this period</b>	<b>New Referrals this period</b>	<b>Waiting Lists in Nov of each period</b>
2015-2016	145 service users	247	163	45
2016-2017	145 service users	274	193	55
2017-2018	145 service users	268 to date Nov 17	162 to date Nov 17 (Waiting List closed)	98
2018-2019	190 service users	362	255	53
2019-2020	190 service users	473	305	85
2020-2021	220 service users	455	258	171

## Centre Managers Report

At the end of the last financial year, as we are all aware COVID19 hit, and we found ourselves in a position with lockdown and strict restrictions on meeting up. FRASAC staff reverted to working from home which would not have been possible if we did not have the valuable support from our IT Company IT- Works. Very quickly our staff were provided with resources and remote access to our network and data base, which allowed us to continue providing support remotely by phone, text, TEAMS, Zoom, WhatsApp. I commend the way staff and service users reverted to a different way of working and embraced our new approach. During lockdown FRASAC staff widened their remit and the main focus was on mental health and assisting our service user to access food, prescriptions, and any other needs that they had.

Feedback from a service user: *"I just wanted to thank you for all you have done for me during the coronavirus pandemic. You organised someone to do my shopping for me weekly and sent me out drawing pads. I got back into art again after not having any enthusiasm for anything in years. This helped de-stress me as did the weekly check-ins by phone from you. I couldn't have come this far without your help so thank you for your kindness. I will never forget it."*

During the pandemic we also recruited additional staff and again a new way of recruitment was developed, and interviews carried out remotely. We welcomed on board our Operations Manager- Fiona Speirs, Crisis & Early Intervention Worker - Zoe Henderson and at the end of the financial year we saw Suzanne Hume and Lucy Brogan join the team as Sexual Violence Support Workers and Mandy Ferguson as Access and Inclusion Support Worker.

FRASAC were also very grateful for the support and additional funding received from Fife Council, Scottish Government and Corra Foundation which assisted with managing the additional costs that remote support brought and further resources to ensure our buildings were safe for staff returning to work.

Although COVID19 brought challenges we have learned and adopted some of the new ways of working. Online support was not for everyone, but some service users preferred their support carried out in this way. FRASAC has now included online support to the support services we offer.

Another positive learning that we have adopted is attending meetings remotely. This reduces our travel time etc and found that sometimes business was carried out a lot more efficiently and effectively online. It also allowed us to attend meetings that in the past we were unable to do so due to time or distance.

As this financial year came to an end FRASAC saw staff returning to the office on a rota basis and being in a position to have safe distance walks with service users that had been unable to connect remotely. We started trying to return to some form of normality although the new normal is far different to what it was before the pandemic.

I would like to thank all the staff, volunteers and service users for their patience and understanding during a very difficult time.

Jan Swan  
Centre Manager

## Core Project

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 am able to cheer myself up and face lockdown with my renewed hobby, art. Kim sent me a pad and some arts supplies. I can also face up to the problems of the past abuse knowing my mum loved me and did her best in a difficult situation, am also less tearful."*

*"In recent months my confidence and courage has improved in almost all aspects of my life. I was able to trust my counsellor would believe my lengthy history and guide me through the painful emotions and experience of childhood and adult abuse. Your compassion was without limits."*

*"Flashbacks and panic attacks getting less often and less intense, mood is better, thinking more positive – getting things done. Put things into action motivating me to do more – might be able to get my son overnight. Making me feel like a mum for the first time. Sleeping a bit more than before but still not great. "*

*"I am very grateful for the support and counselling I have received from Helen. She has helped me understand more clearly what the situations in my past have caused me to become, and how to try and alleviate the feelings of guilt. I feel I have learned so much and why I behave the way I do and hopefully I can manage this behaviour better."*

*"I felt the phone consultation helped to settle the awkward feeling you may have in getting ready and going to an emotional session. Kim really listened well, built a relationship, and engaged with me well, in a professional manner. She has very good deep listening skills and able to keep the conversation going. The support provided was amazing and I would recommend anyone to attend counselling, even if it just to reassure you. Due to circumstances I thought maybe doing this over the phone would hinder the results but that was far from the truth."*

## Young Persons Project

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.

"Seeing someone consistently, it's a good support that there is someone there for me every week, that doesn't judge me and on an intellectual level I can be honest with. After sessions it is always a good day, I can be more productive."

"I like the counselling style, it doesn't feel too invasive or preachy."

*Observation by worker*  
Client has always been involved in creative writing and has only ever written from a male perspective. Today she told me that after about a month of services with FRASAC she started being able to write from a female perspective, generally as well as from a survivors perspective, and using her own voice which she had not been able to do before.

Text message from client  
"I hope you're well. Just thought I'd give you a little update on where I am. I've decided College isn't for me so I will be finishing this year then I'm going to join the police! Just wanted to say thank you, I wouldn't be where I am now without your help over the past year, so thank so much for everything!"

Having someone to talk to after bottling things up for two years. I know I have help and comfort if something comes up. You don't judge me. I don't like talking to friends as they judge me."



## Advocacy

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.

*"The service has helped me get through difficult times and provided me with somewhere to talk about it with someone who understands."*

*"Mhairi was so helpful and explained everything I wasn't sure about, without being patronising. It is an extremely stressful time which was made so much easier by having her support."*

*"I've been thinking about my need for support from FRASAC. I am in the strongest place I've been for a long time and I have the incredible love and support of my beautiful family and friends around me. I feel my sense of self acceptance has grown exponentially. I now know that I can do this on my own without fear. I don't see myself as a victim anymore and I really want to thank you for your support during my darkest time when I couldn't see that. This change in perspective has changed everything for me. I know how valuable your support services are and because of that I just want to say that going forward I feel strong enough to do this on my own with the support my family. I am so grateful for all of your help during this process and want to thank you for everything. Send you the biggest hug."*

*"Came from background of not knowing anything about the criminal justice process and was given greater understanding without being made to feel stupid. I feel help from my advocacy worker helped me greatly and I couldn't have gone through the process without the help."*

## Crisis & Early Intervention

The Crisis & Early Intervention service started in September of 2020, here is a selection of the feedback from this new service.

*"Massive weight off my shoulders. Feel like I can do the things that I've been afraid of trvina."*

*"Helped me to be more positive about the future."*

*"Went from bad place to being better, can say what I need to, more stable."*

*"Good to speak to someone not have to worry about reactions."*

*"Zoe has been the easiest person I speak to, she doesn't judge me and I can say whatever I like to her. Annoys me I can't speak to her anymore as I feel the sessions have been very helpful. She listens to all my rubbish and helps me move forward."*

*"It has been life saving. I was getting to a point suicide was crossing my mind again but I feel this has helped get me back on track. I have been using the breathing exercises from the booklet I received. I go out and sit in the car and tell myself I'm safe to help me get it back into perspective. I can deal with things better. It has reminded me to take care of me. Life was getting in the way."*

## Prevention

Well, what a year!! This is where I would like to tell you about how many young people, I have delivered workshops to across Fife in the last year, unfortunately this is not the case.

The pandemic had a huge impact on prevention work when it hit in March 2020. With plans to go into schools cancelled and little knowing of when we would be able to return and what it would look like when we could. The optimist in me felt that this was going to be short term. Perhaps back in by the time the easter holidays were over or a least May, maybe naive more than optimistic.

Prevention workers tend to get together 4 times a year and discuss how the workshops are going, share good practices and support one another. We always run out of time and opportunities to learn from each other are often missed. With workshops cancelled we had time. Prevention workers held meetings weekly. These were a mixture of peer support and reflections. We had the chance to share good practice but also to look at issues in depth and receive training.

One area that the Prevention workers spent time reflecting on was the INCEL (involuntary celibate) movement. We looked at the ways young people were being affected by the views of this far right group. This is not just happening directly by searching for these groups and actively looking at dedicated material but, through YouTube and gaming. This is of particular concern during lockdown as young people are spending more time online are more isolated but also because they are not receiving alternative views with their peers and the prevention workshops.

By November I was able to return to the schools again, I was so grateful. I had missed delivering workshops, I didn't realise how much until I was back in and was feeding of the energy of the students.

Workshop delivery was harder because of covid restrictions. There were less interactions with the students which meant I didn't get to hear the voices of the quieter students. This was difficult and I knew the young people were not getting the same experience as previous students. However, after such a long time out it was just so good to be able to have these important discussions with young people again. They were getting to have discussions around sexual violence, which was good, especially after becoming aware of the imbalanced views so many young people had been receiving from the far right/INCEL movement.

Unfortunately, my return to the schools was to be short lived as lockdown restrictions hit once again after Christmas. I was back in the same situation again unable to deliver workshops to schools. This involved a return to training, reflections and research. During the second lockdown I was looking at a lot of statistics. Surveys that looked at the prevalence of sexual violence and attitudes. It was during this time that I thought that having statistical data on what is happening here in Fife could be powerful.

I developed a questionnaire in order to gain an understanding of young people in Fife's views on consent. The aim is for the questionnaire to reach as many young people in Fife as possible. I plan to use the data gathered from the questionnaire in my workshops, when I can return to the classroom again. The responses I gain from the questionnaires will allow me to see if there are specific areas that I need to focus on in each school/age group. I may be able to use information gathered to show schools areas of importance that they may need to be aware of. It may also help increase the visibility of prevention work in Fife and improve interest of the project for schools not yet receiving any.

I am also hoping that the data gathered will be able to be shared with the young people in the workshops. That they will be able to see local beliefs of other young people. That it can be used to show the importance of consent education. By letting them know the prevalence of victim blaming and lack of knowledge around the law. I feel that there will be a lot of opportunities that can come from sharing the information gathered in the survey and I am excited to see where this can go.

## Training

FRASAC works in partnership with Kingdom Abuse Survivors Project and develops and delivers training to Foster Carers and Residential Care Workers from Fife Council Corporate Parenting and TACT Fostering Scotland. The following quotes are general feedback from these sessions:

- The training format was very good and fitting for the sensitive nature of the topic
- Loved the openness through discussion
- Excellent, delivered in laymen's terms by real people
- Training was delivered to a high standard
- Training was delivered at a very easy pace
- A massive thank you and huge respect for the job you do. Thanks!
- Interesting course, good presentation and interesting trainers to listen to
- Training should be encouraged for more social work staff and residential staff
- Really appreciate the honesty and the group discussions. Thank you
- Trainers were excellent, down to earth, brilliant!
- Loved the course. A lot of information.

### **And to the question 'What will you do differently after the training'**

- Take a step back and allow the person/child time to gain your trust and allow them to speak when they feel more comfortable
- Be more self-aware when working with the young people
- I previously said I couldn't take a child who has been sexually abused and I feel differently now.
- Listen and be patient
- I'll understand how hard it is for my wee girl to be telling me what she's starting to tell me and how she has been sussing me out
- Listen keener

**This year FRASAC delivered training for the FVAWP around Handling Disclosures. The following quotes are general feedback from these sessions:**

- Very relevant to current role and informative, very good information around pain management and those suffering with trauma, good practice examples to take back to team. A relaxed delivery on a difficult topic.
- This training has given me the confidence in working with survivors, knowing it is okay to simply listen, ensure those disclosing do not feel any pressure, reassuring we are on the right track at the clinic when using physical strategy to address trauma
- As always, the training was excellent with experienced instructors. I really enjoyed the session and listening to other experiences. Thank you.

## **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 Rape Crisis Specific Fund
- Scottish Government Violence Against Women Fund
- Scottish Government Children, Young People and Families- Early Intervention Fund
- Scottish Government Justice Fund
- Scottish Government Equalities Fund
- Corra Foundation

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 Support Workers, for their ongoing commitment and dedication.

To KASP - Kingdom Abuse Survivors Project for their continued willingness to work in partnership with FRASAC.

## **Many Thanks for Donations received from**

Anonymous Donations  
Rexroth Bosch Group  
St. Andrews University  
Standard Life  
Amazon Smile  
G. Watson

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## Appendix 1

### Financial Summary for year end – March 2021

A full copy of FRASAC Account 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 2021

		2021		2020
		Unrestricted funds	Restricted funds	Total funds
	Note	£	£	£
<b>Income and endowments</b>				
Donations and legacies	5	14,251	170,986	185,237
Charitable activities	6	107,686	145,041	252,727
Other trading activities	7	2,291	–	2,291
Investment income	8	21	–	21
		<u>124,249</u>	<u>316,027</u>	<u>440,276</u>
<b>Total income</b>		<b>124,249</b>	<b>316,027</b>	<b>440,276</b>
		<u><u>124,249</u></u>	<u><u>316,027</u></u>	<u><u>440,276</u></u>
<b>Expenditure</b>				
Expenditure on charitable activities	9,10	81,069	281,275	362,344
Other expenditure	12	–	–	–
		<u>81,069</u>	<u>281,275</u>	<u>362,344</u>
<b>Total expenditure</b>		<b>81,069</b>	<b>281,275</b>	<b>362,344</b>
		<u><u>81,069</u></u>	<u><u>281,275</u></u>	<u><u>362,344</u></u>
		<u>43,180</u>	<u>34,752</u>	<u>77,932</u>
<b>Net income/(expenditure) and net movement in funds</b>		<b>43,180</b>	<b>34,752</b>	<b>77,932</b>
		<u><u>43,180</u></u>	<u><u>34,752</u></u>	<u><u>77,932</u></u>
<b>Reconciliation of funds</b>				
Total funds brought forward		123,360	2,582	125,942
		<u>123,360</u>	<u>2,582</u>	<u>125,942</u>
<b>Total funds carried forward</b>		<b>166,540</b>	<b>37,334</b>	<b>203,874</b>
		<u><u>166,540</u></u>	<u><u>37,334</u></u>	<u><u>203,874</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

FRASAC had an underspend within this accounting period due to late recruitment of vacant posts due to COVID. This underspend will assist us in responding to the growing waiting lists and the expansion of our services.