

**Fife Rape & Sexual Assault Centre**  
**Annual Report**  
**Year to 31<sup>st</sup> March 2023**



**FRASAC**  
Fife Rape & Sexual Assault Centre

**Scottish Charity No: SC033050**  
**Company Limited No: SC327457**

## FRASAC CHARITY INFORMATION

<b>BOARD OF DIRECTORS:</b>	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

<b>STAFF:</b>	Jan Swan	CEO
	Nicola Smith	Services Manager
	Zoe Henderson	Team Leader
	Lucy Brogan	Team Leader
	Mhairi Paterson	Support and Advocacy Worker
	Ros Moffat	Support and Advocacy Worker
	Jennifer McDonald	Prevention Worker
	Carol MacIver	Sexual Violence Support Worker YP
	Gwen Li	Sexual Violence Support Worker YP
	Kim Martin	Sexual Violence Support Worker YP
	Adriana Vivas Zurita	Volunteer Co-ordinator
	Kim Prentice	Sexual Violence Support Worker
	Suzanne Hume	Sexual Violence Support Worker
	Chloe Brand	Sexual Violence Support Worker
	Eleanor Collin	Sexual Violence Support Worker
	Gabriele Razmute	Sexual Violence Support Worker
	Lindsay Blair	Sexual Violence Support Worker
	Louise Harding	Sexual Violence Support Worker
	Meghan Drysdale	Sexual Violence Support Worker
	Sarah Cumming	Sexual Violence Support Worker
	Suzanne Hume	Sexual Violence Support Worker
	Paula Benhaddad	Sexual Violence Support Worker St Andrews
	Alice Ruthven Hughes	Sexual Violence Support Worker St Andrews
	Susan MacLeod	Office Manager
	Niki Dalgetty	Administrator
	Joyce Grubb	Bookkeeper
	Jacqueline Forsyth	Cleaner

**VOLUNTEERS:**

Helen Hardy	Volunteer Counsellor
Isla Calder	Volunteer Counsellor
Marie Stark	Volunteer Counsellor
Mary Hepburn	Volunteer Counsellor
Morag MacInnes	Volunteer Counsellor
Shauna Barrie	Volunteer Counsellor
Bobby McQuade	Volunteer Support Worker
Laura Nicoll	Volunteer Support Worker
Marta Cook	Volunteer Support Worker
Louise Waddle	Volunteer Support Worker
Mairead McCrossan	Volunteer Support Worker
Margherita Castellano	Volunteer Support Worker
Kasia Korniak	Volunteer Support Worker
Gwen Li	Student Counsellor
Barbara Verbraeken	Student Counsellor
Lynne Wilson	Student Counsellor
Magda Gould	Student Counsellor
Matthew Ritchie	Student Counsellor
Sarah Harlow-McGinnis	Student Counsellor
Twara Cruz	Student Counsellor
Veronica Laguna Fernandez	Student Counsellor

**OFFICE:**

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Kirkcaldy  
Fife  
KY1 1LU

189A High Street  
Kirkcaldy  
KY1 1JA

**REGISTERED NUMBER:**  
**COMPANY LIMITED NO:**

SC0033050  
SC327459

**ACCOUNTANTS:**

Patterson Boyd  
18 North Street  
Glenrothes  
KY7 5NA

**BANKERS:**

Bank of Scotland

## Chairperson's Report

During this year we have been able to re-structure our supervision and management reporting systems. This allows us to ensure the correct skills are deployed to support the Board, staff, volunteers, and clients. We are already seeing the benefits of the new structure with having a more responsive and robust management team which has allowed us to develop our leaders and succession plan ensuring that FRASAC business continues to run professionally and without interruption when we experience absence or vacancies within important positions.

This year saw the end of the Waiting List money from the Scottish Government. This funding had allowed us to employ additional staff, rent additional premises and the consequence has been the reduction of our waiting time from 8 months to 5 weeks. We lobbied hard for the extension of this funding and were finally able to confirm our staff in post with additional Scottish Government funding until March 2024. We have now repurposed our budgets and are able to extend the commitment to our existing staff that they are safe in post until March 2025. This has meant a lot to staff, volunteers, and clients as it offers stability of staffing and provision for clients. Specific thanks must go to our CEO and Treasurer, Jan, and Anne Marie, for all their hard work to re-align our budgets and spending to make this possible.

The future of funding continues to occupy the Board. We welcomed The Independent Strategic Review of Funding and Commissioning of Violence Against Women and Girls (VAWG) Services that was set up in 2021. The report was published on 6th June 2023.

There are many recommendations within this review, but one massive change is within legislation. It has been recommended that VAWG is put on a statutory footing, which will include a right in law to minimum core services; a public duty on service providers to ensure that the full range of minimum core services are provided. Funding for VAWG will be provided through collaborative commissioning arrangements. The current national competitive fund for essential services provided by Scottish Government will be replaced by ring fenced, devolved funding for VAWCYP minimum core services to local authorities and their statutory partners. VAWCYP funding should be increased in line with costs linked to the retail price index year on year.

This is a massive change for all centres, and it will take time to put in place, but we continue to lobby for adequate funding for us to maintain the quality and level of service provision in Fife to anyone in need of our support.

We continue to be grateful to our staff and volunteers for their hard work and commitment to the service provided by FRASAC.

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

## CEO Report for FRASAC Annual Report 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023

FRASAC is proud to have achieved 20 years of delivering front line services and contributed to many developments that have improved the response that survivors of sexual violence receive. FRASAC have not only provided support and advocacy services, but we have been delivering Prevention sessions within schools since 2013, challenging and changing the many common *myths* about gender inequality, rape and other forms of sexual violence that can cause shame and self-blame. These Prevention sessions have provided students a safe space to explore and discuss important topics such as What is Sexual Violence? Consent, and look at the use and abuse of social media.

The 20 years has seen many hurdles to cross but the past 3 years we have had additional hurdles to clear with COVID and the cost-of-living crisis.

COVID sent us challenges but as a support agency we were very grateful for the additional funding to assist us with managing these challenges. Unfortunately, there is not the same level of support to manage the rise in costs right over the board. The rise in costs for outreach, our heating and lighting, our resources puts us in a position that we are not able to provide salary increases that match the rises in cost of living which has an impact on our dedicated staff's wellbeing.

One thing that has improved throughout these difficult times is that due to the increase in funding for support that we received last year, survivors have been able to access support for sexual trauma without having to sit on waiting lists for months. This is a massive step forward for survivors of sexual violence and will hopefully assist in reducing further trauma and further deterioration of mental health. The earlier people can access help the better, not just them but their families, friends, employers, and the community as a whole. It is a great feeling now that when people phone to ask for help that FRASAC can respond immediately. It was sole destroying being a member of staff and answering the phone to tell people we can help but it will be in 8 months. Having access to support promptly also reduces the demands on our GPs and Accident and Emergency Services which are already stretched to the limit.

During COVID we saw an increase in the care that people gave to others, and although the cost-of-living crisis is different and has a bigger financial burden, caring for each other is a very positive thing to do and can assist in people's mental health lifting. Caring for others costs nothing, a smile and hello as you pass, time for a chat instead of always rushing, not assuming because someone looks okay that they feel okay. Just being there and being available sometimes can make a massive difference but also ensuring that you secure time for yourself, that caring is not always about giving to others it is also about giving to you, being gentle with you. Focus on yourself and try to engage with the people that make you feel accepted, loved, and cared for and hold onto hope that things will get better.

FRASAC will continue to strive for the rights of survivors of sexual violence and to ensure that quality services are available if and when required.

Jan Swan CEO

## 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.

"Yes, I'm managing to eat better but could still do better. I'm socialising more. I feel less emotionally raw. Although grief is still an issue, it has been amazing to have your support with all 3 losses. It has helped so much and I don't know where I'd have been if I hadn't had this."

"Mental health services need to recommend FRASAC more. I was referred from the police rather than my CPN or mental health team. FRASAC offer regular support which has made it easier for me to build a relationship and trust you. If I didn't have FRASAC I might have been worse off and possibly back in hospital, but being able to talk each week made it easier and helped me get better."

"FRASAC has saved me the impact this service has had on my life and mental health in a positive way is unbelievable, the help, the understanding, the confidence it has given me and just opened my eyes to what was happening in my life. I cannot thank you and this service enough an absolute asset to ....."

"The support has helped me to understand myself better + recognize that I am not alone. This sounds simple but in the situation I find myself in and the person nature who I am this has made a significant adjustment to how I value myself and how much others want to help if I ask them and share what I am feeling."

"The support I received was fantastic I was never ever pushed to explain why I was there it just gradually happened which made me feel able to speak better. My worker also helped and provided support on a few occasions and it has helped me and my children massively. Cant thank her enough and her team for reassuring me on many of times and able to give me some support. One thing that really opened my eyes was a leaflet that had about how you feel and what was trauma and I ticked all the boxes but it made me realise that this was why I feel the way I do and really made sense of how I feel today and that its normal after what I have been through with my child. I thank her very much."

## 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.

"Being able to be more confident, able to understand that its ok to stand up for myself. It's funny how that's shown most through my work right now – my mum always said there will be people that don't treat you right – I notice this now and I can call them out on it. I feel I can express myself differently which helps me to turn to people close to me – this helps with my connections with significant relations"

"Helpful support – had somewhere to voice my thoughts. Used to be closed off and not be able to speak openly, I would use alcohol to be able to do so because I was not strong enough to do that but now I can. If something bothers me I can talk to people close to me."

"Now I can go out by myself, I can wait on friends and I can stand and wait on my own without feeling anxious or like I may have a panic attack coming. I can stand with music to help, or I can use my phone. I have proved I can stand without feeling panicky. I know/have learned by first signs of feeling panicked is usually headaches which helps. I did this by journaling and write down panic attacks to see a pattern and identify any triggers. This helped me to understand and identify any emotions I was feeling. I used to get panic attacks every 2-3 weeks, now it has been several months. I know I can still use it if I needed to. I have now started using pages in it to highlight positive steps I am taking in my life."

"Feel safer being out on my own, more confident communicating my thoughts & feelings. I can laugh & Joke & not feeling guilty. Able to use techniques learned to help cope with flashbacks"

"I feel stress is more manageable since I have made sense of my emotions. Before I was feeling all these things, I was confused and now I understand why I feel how I feel and this means I can do something about it. By understanding emotions I can deal with them better and in stressful situations I can manage these better too."



## 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.

"Thank you so much for all your help, in the short time I have been seeing you it's been so helpful. I now have a clear plan in my head of what I am going to do for myself going forward.!"

Client called today to say her CICA award has come through and it will change her life. She is very grateful to her worker for suggesting it and wanted to say thank you. Would like to make a donation to FRASAC, very much appreciated the service she had received it was better than any other service she has used and is recommending us to others.

Client described her Advocacy worker as "the salt of the earth", really emphasising how crucial the support and advocacy advice has been. Helping with the court process, being the person passing on information via calls and appointments, and further then to support with criminal compensation claims. Client truly feels she wouldn't have got through this without her.

## Crisis & Early Intervention

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 in a much better mindset than I was before I started these sessions. I feel I am able to move on and look forward to my future – knowing I can access the service again if I feel I need to is a really positive feeling. I actually physically and mentally feel a change in me, like I have been able to face my fears and not let them pull me down."

"I feel I have been supported and have been able to confide in someone about something I haven't been able to talk about with others. "

"Feel the 6 weeks has addressed the issues and that you no longer feel like you want to go into the long term support right now."

"Thank you! You have really helped me. You are so good at your job. You have been really gentle but made me think about things. During session 5 I feel like I have normal people problems now, things like not really enjoying my work"

"I feel like I am finally getting the support that I need but also the validation and understanding I need through the fact that I am being supported by someone who is experienced in my kind of situations and has experience helping other young people."

## Prevention

This year was a full return to normal for Prevention. We no longer had any restrictions in place, and could deliver workshops without any limitations. It was fantastic to be able to facilitate these workshops in their original format, and have the young people interact with each other and myself.

One of the biggest focuses for Prevention this year was to increase our reach in Fife. In response to this, additional support was provided by our admin team to help us manage workshop bookings, which was much appreciated.

In 2022-2023 we delivered in new schools that had previously had no input from Prevention, and a return to schools where we had not had input for a number of years.

There have been many discussions with other organisations who work with young people, especially around the impact of Andrew Tate. The negative effect he is having on young people's attitudes, behaviours, and the impact this is having on the school community. It was these attitudes that saw staff from Fife College, a pupil support unit and the Scottish Dragoons reach out to FRASAC for support in preventing sexual violence, and we have successfully delivered the workshops to these establishments.

It has been exciting to see Prevention expand this year in schools and other establishments that we have not delivered in before. We are hoping to extend this further next year but unfortunately are limited due to limited funding.

Jennifer MacDonald  
Prevention Worker

## Training

FRASAC works in partnership with Kingdom Abuse Survivors Project to develop and deliver training. The following is feedback from training sessions that have taken place this year.

### **Training for Foster Carers and Residential Care Workers from Fife Council Corporate Parenting - 23<sup>rd</sup> November 2022 & 19<sup>th</sup> January 2023**

#### General feedback

- Jan & Lynn delivered the training in a fantastic way, they were very engaging, and you wanted to listen and take everything on board.
- Found the course very informative. I liked the no relying on technology, kept the session real.
- Listening to examples made for a better understanding as it brought home the reality of the topic.
- Very moving and realistic.

Have your expectations been met in terms of what you hoped to gain?

- Absolutely, I think its taken the pressure off as some of it is not my job. I am just here to help the child, not solve the case.
- Yes in a very relaxed experience.
- Definitely

### **Training for Foster Carers and Residential Care Workers from Fife Council Corporate Parenting 22<sup>nd</sup> & 23<sup>rd</sup> February 2023**

#### General feedback

- They delivered the learning in a very relaxed and real manner.
- Face to face in laymen terms.
- Totally liked the delivery which was informative, and I felt informed.
- Fabulous delivery.
- The trainers were fab, very clear.

Have your expectations been met in terms of what you hoped to gain?

- Yes, very informative.
- Yes, made me think.
- Yes, one of the best training courses I have been on.
- Beyond met.
- Absolutely.

## 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 Justice Fund
- Scottish Government Delivering Equally Safe
- Scottish Government 100 days of Action
- St Andrews University
- Big Lottery Community Fund
- Tampon Tax

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 Support Workers, for their ongoing commitment and dedication.

Many Thanks for Donations received from

- Anonymous Donations
- Donation through Just Giving
- Bill Gilby
- Rock the Rovers
- St Andrews University Charities Committee
- Amazon Smile
- Benevity Giving

# **Fife Rape & Sexual Assault Centre (FRASAC)**

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**FRASAC**  
Fife Rape & Sexual Assault Centre

## **Appendix 1**

### **Financial Summary for Year End March 2023**

**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 2023**

			<b>2023</b>		2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>					
Donations and legacies	5	5,051	–	5,051	14,372
Charitable activities	6	204,695	543,656	748,351	641,412
Other trading activities	7	1,850	–	1,850	4,167
Investment income	8	206	–	206	11
<b>Total income</b>		211,802	543,656	755,458	659,962
<b>Expenditure</b>					
Expenditure on charitable activities	9,10	154,523	577,299	731,822	587,713
<b>Total expenditure</b>		154,523	577,299	731,822	587,713
<b>Net income</b>		57,279	(33,643)	23,636	72,249
Transfers between funds		(309)	(309)		
<b>Net Movement in funds</b>		56,970	33,334		
<b>Reconciliation of funds</b>					
Total funds brought forward		185,292	90,831	276,123	203,874
<b>Total funds carried forward</b>		242,262	57,497	299,759	276,123

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