

Fife Rape & Sexual Assault Centre
Annual Report
Year to 31st March 2025



FRASAC
Fife Rape & Sexual Assault Centre

Scottish Charity No: SC033050
Company Limited No: SC327457

FRASAC CHARITY INFORMATION

BOARD OF DIRECTORS:	Susan Leslie	Chairperson
	Mary Miller	Vice Chair
	AM Machan	Treasurer
	Heather Simpson	Secretary
	Lee Herd	Director
	Jennifer Ritchie	Director
	Sadie Drummond	Link Officer FHSCP

STAFF:	Jan Swan	CEO
	Nicola Smith	Services Manager
	Susan MacLeod	Office & Finance 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
	Juliet McPherson	Prevention Practitioner
	Sarah Jane Harlow -McGinnis	Prevention & YP Practitioner
	Louise Waddle	Prevention & YP Practitioner
	Carol MacIver	Trauma Practitioner YP
	Gwen Li	Trauma Practitioner YP
	Adriana Vivas Zurita	Volunteer Co-ordinator
	Shola Bailey	Volunteer Project Worker
	Suzanne Hume	Trauma Practitioner
	Chloe Brand	Trauma Practitioner
	Gabriele Razmute	Trauma Practitioner
	Sarah Cumming	Trauma Practitioner
	Lynn Wilson	Trauma Practitioner
	Alice Ruthven Hughes	Trauma Practitioner St Andrews
	Kirsten Munro	Here & Now Trauma Practitioner
	Niki Dalgetty	Administrator
	Joyce Grubb	Bookkeeper
	Jacqueline Forsyth	Cleaner

VOLUNTEERS:	Amaara Sarwar	Student Counsellor
	Anthony McManus	Student Counsellor
	Antonia O'Hare	Volunteer Trauma Practitioner
	Bettina Schluep- Adams	Volunteer Trauma Practitioner
	Caroline Blair	Student Counsellor
	Diane Smith	Student Counsellor
	Eileen Drummond	Student Counsellor
	Georgia Lamb	Student Counsellor
	Isla Calder	Volunteer Counsellor
	Lyndsay Epps	Student Counsellor
	Lisa Percival	Student Counsellor
	Lizzie Fryer	Student Counsellor
	Lynne Wilson	Student Counsellor
	Mairead McCrossan	Volunteer Support Worker
	Margherita Castellano	Volunteer Support Worker
	Mary Hepburn	Volunteer Counsellor
	Matthew Ritchie	Student Counsellor
	Meghan Drysdale	Student Counsellor
	Megan O'Brien	Volunteer Trauma Practitioner
	Michelle McIntosh	Student Counsellor
	Michelle Robertson	Student Counsellor
	Rikki Williamson	Student Counsellor
	Rose Bayne	Volunteer Counsellor
	Sharon Boyce	Volunteer Trauma Practitioner
	Susan Campbell	Student Counsellor
	Veronica Laguna Fernandez	Student Counsellor
	Xue Li	Student Counsellor

OFFICE:	38/40 High Street Kirkcaldy KY1 1LU	189A High Street Kirkcaldy KY1 1JA
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REGISTERED NUMBER:	SC0033050
COMPANY LIMITED NO:	SC327459

ACCOUNTANTS:	Patterson Boyd 18 North Street Glenrothes KY7 5NA
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BANKERS:	Bank of Scotland
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Chairperson's Report

We have experienced some changes to our Board during 2024-25.

Our Treasurer, Anne Marie, resigned due to her other heavy commitments. Anne Marie offered us years of critical support and expertise and we are grateful for her commitment to FRASAC over the years she has been our Treasurer. We have been able to recruit a new Treasurer in Kristina Ansell, who has extensive financial experience from her employment before her recent retirement.

New Board members have allowed us to implement our induction scheme for Board Members which was approved during this past year, supported by our new Directors' Handbook.

The publication of the findings of an Employment Tribunal concerning another rape crisis center, the subsequent court ruling on the definition of a woman and the debate about single sex spaces have been the focus of many discussions of the Board of FRASAC during 2024-25.

The Board has examined the detailed report from an examination of the Tribunal findings in relation to FRASAC policies and practices. We were confident of our policies and practices when this showed only a few minor changes that we needed to make in order to be compliant with the standards that were being applied. Senior staff and the Board also examined our practice in relation to defining a woman and our provision of single sex spaces. This has also been reflected on our website so that everyone is clear where we stand on what can be contentious issues. We also have reviewed and updated our evidence to determine compliance with the Service Standards applied by Rape Crisis Scotland to all affiliated centers. We are now awaiting our visit and response to our submission from Rape Crisi Scotland.

We have weathered the financial difficulties resulting from the withdrawal of waiting list funding. We have not replaced staff who have moved on and redistributed hours where this has been possible. However, this is no doubt that our waiting times will increase as this situation continues.

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
2024-2025	785	529	88

CEO Report April 2024 till March 2025

Reviewing this past year, I think I can safely say it has been one of the most challenging. I would have liked to have announced in this year's report news of the new funding model that we have been waiting on since the published findings in 2023 of the Independent Strategic Review of Funding and Commissioning of Violence Against Women and Girls Services by the Scottish Government. Unfortunately, the new model of funding has not yet been agreed and services that provide life-changing support to survivors of sexual violence struggle along with no information on how and when things will be put in place. It is ironic that the funding review was to ensure sustainable funding and with all the evidence within the review that this is very much needed we find ourselves in one of the worst positions regarding securing funding than we have been in since our creation in 2002.

As a leader of an organisation who for the first time in 22 years has had to implement redundancy action within our staff team and witness our support and admin hours decrease, I question the strategies and commitments to reduce Violence Against Women and girls, to seriously tackle mental health and to reduce suicide for all genders. I shake my head in disbelief that government underfund services that work frontline and are the main players in connecting and providing the lifelines that so many people require access to.

Working with waiting lists that are months long when people need support immediately is soul destroying. The vicarious trauma that comes as part of working in this field is further compounded by anxiety and stress when hearing horrific trauma then having to tell the person that it will be months before we can provide support. Something must change, and it must change quickly. We have had evidence of the damaging impact of sexual violence for many years now, we have evidence of the benefits of early interventions. Now we need to have the commitment that there will be accessible services available to our children and grandchildren.

Retaining the skills and experience that we have within our team is also a massive challenge when funding is not secure. The loss of experienced staff takes place over a 4-week notice period but takes years for us to employ, train and for the staff members to gain the same level of skills and experience.

We have also had the ongoing issues that have arose from the debates regarding the definition and delivery of woman only services and woman only spaces and the impact that this has had on service users. We are confident that FRASAC provide safe spaces for all survivors of sexual violence no matter what gender while also ensuring that there is a safe and private woman only space for survivors that require this resource.

Alongside these frustrations I am deeply touched by the courage, strength and determination of our service users who have to accommodate the long waiting lists and it warms my heart witnessing the dedication daily from our staff and volunteers as they strive to ensure that quality services continue to be available. Volunteers (Board of Director, Counsellors & Trauma Practitioners) provide time for free, and staff go above and beyond their duties, which assists in providing the motivation to continue leading and holding onto hope that things will get better. Thank you to each and every one of you as we would not function without this supportive collaboration.

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.

It's honestly been a life saver for me. I moved to Fife not knowing anyone but my partner. Through my weekly chats with my worker I've found the confidence to attend groups, volunteer and find a new house for myself and my son. I have a whole new mind set. I now see my abusers as nobody's that will have that on their conscience. Why should I carry it about.

Lynne is a credit to the group and I'm so thankful for her! She made things so easy she was easy to talk to it didn't feel like a therapy session she doesn't prod and poke at you she just listens and picks up on certain things then ask to expand. It doesn't feel too heavy just feels like a meet up. She was amazing and really did go above and beyond. Not once did I feel uncomfortable.

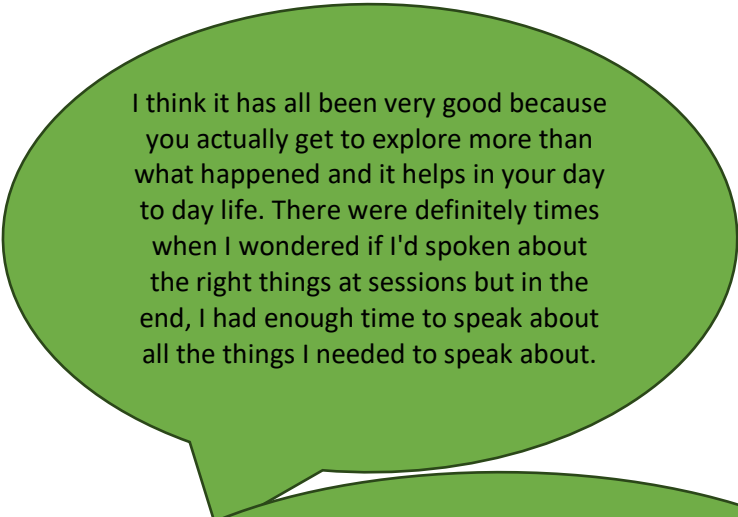
This support was amazing as I was able to have almost a 2nd round of sessions and I felt supported by FRASAC even after I left the first time. Being able to have in person sessions near where I live was also very helpful too.

My life overall has improved significantly since I began receiving support. I feel more resilient, stronger and capable of leading a long and healthy prosperous future. The kindness and emotional support I have received from my worker will last a lifetime and I will be forever grateful for her guidance.

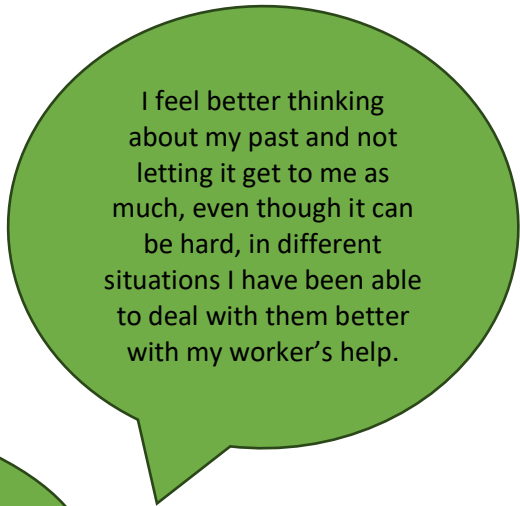
I am very happy with the support I received. I am now better at talking about things I've kept to myself for a long time and understand my feelings much better. I can now talk more openly with my friends without feeling guilty or 'selfish' which is something I struggled with and feel like I have learned healthier ways of looking after my mental and physical health. Thank you.

Young Persons Project – supports clients aged 12-24

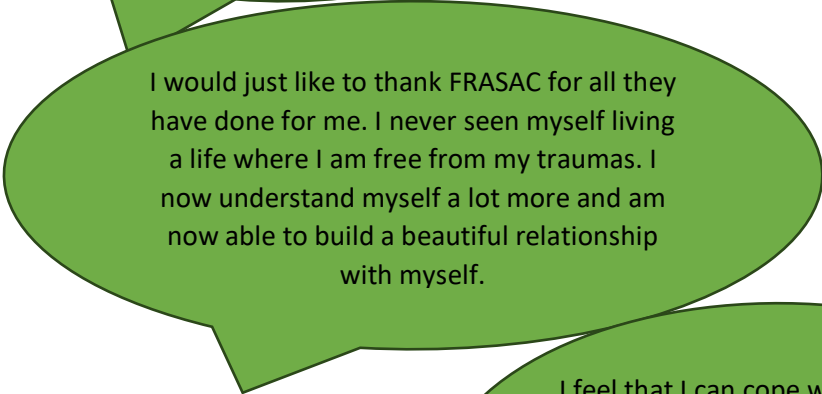
This year we have again focussed on feedback from our clients to properly reflect their experience of using FRASAC services. We'd like to say a huge thanks to all our clients who took the time to provide honest and open feedback on using our services, this is always welcome.



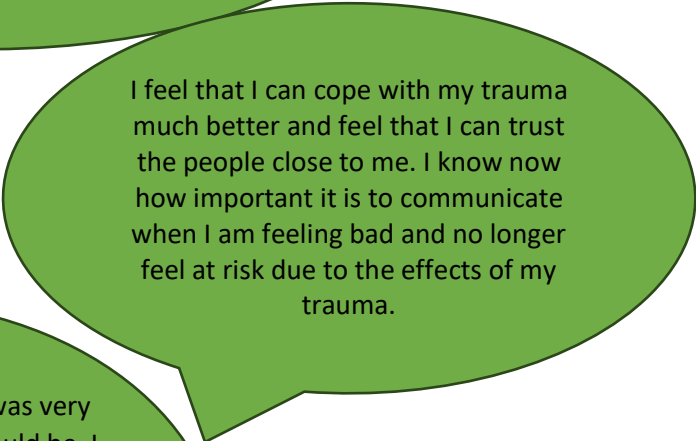
I think it has all been very good because you actually get to explore more than what happened and it helps in your day to day life. There were definitely times when I wondered if I'd spoken about the right things at sessions but in the end, I had enough time to speak about all the things I needed to speak about.



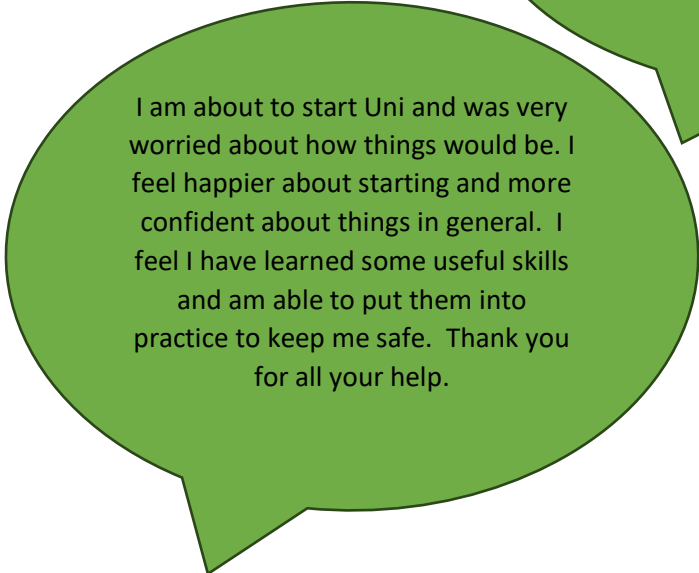
I feel better thinking about my past and not letting it get to me as much, even though it can be hard, in different situations I have been able to deal with them better with my worker's help.



I would just like to thank FRASAC for all they have done for me. I never seen myself living a life where I am free from my traumas. I now understand myself a lot more and am now able to build a beautiful relationship with myself.



I feel that I can cope with my trauma much better and feel that I can trust the people close to me. I know now how important it is to communicate when I am feeling bad and no longer feel at risk due to the effects of my trauma.



I am about to start Uni and was very worried about how things would be. I feel happier about starting and more confident about things in general. I feel I have learned some useful skills and am able to put them into practice to keep me safe. Thank you for all your help.

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.

My worker came into my life at a very hard time and without her I would have failed so thank you very much

My worker explaining things in a helpful manner and talking me through my different options was the most helpful part of the service.

I can see why some people don't report sexual crimes but I did and very glad I did

My worker helped me so much and I would never have been able to do it without her help and support she calmed me and guided me to do my best.

My worker explained the process in detail including potential timescales

I feel like I understand the process of reporting and that I have to be realistic about what the outcome of the investigation will be.

Here and Now (formerly 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.

I was extremely lucky to have met a lovely human being, who was kind, professional, empathetic, sympathetic, truly listened and gave me tools for my tool box. I was so grateful for the service and that I was able to tap back into this after such a long time. I did not realise if you had experienced trauma back in 2009 that I was able to call on support further down the line. I think this is such a wonderful service and I was so appreciative of being able to be given support, help and guidance. It is sad that these services have to exist however, I am so glad that they do, as it really does save and change people's lives.

My counsellor was absolutely fantastic at her job, she was caring, thoughtful, helpful and supportive. I feel more positive and confident and really appreciated this opportunity to see things in a different light. Thank you! I also feel hopeful that FRASAC can help my daughter when her sessions begin and help her move forward following her trauma.

Service/support was amazing, really helped, empathic/non judgmental, made me feel very comfortable and easy to open up to and speak to, very grateful and to know they are there in future if need be.

I am very grateful for the support that was offered to me as I was having to deal with the consequences of the actions that my husband had suffered and was self harming and trying to end his life. When I called to say he wouldn't be at a meeting they reached out to me and said I could also get support to help deal with what I was dealing with on a daily basis.

My Counsellor was exceptional and made me feel understood and also that I was under no pressure to share anything I wasn't comfortable with

Prevention – provides input to schools, colleges and community groups

During this reporting period, the Prevention Team has had the opportunity to establish itself, with two part-time workers now in place. Significant progress has been made in developing strong partnerships with teaching staff and youth workers across Fife, while new connections have also been established with organisations and community groups to extend the team's reach. Looking forward, there is considerable scope to further expand outreach activity during school/college holiday periods.

Schools Engagement

This reporting year we delivered workshops on: Power, Consent, Understanding Sexual Violence and Pornography to High Schools throughout the Kingdom.

Workshops were delivered to all year groups, allowing for a tailored, age-appropriate approach.

We also facilitated workshops in St. Leonards School in St. Andrews in June 2024. Delivery was for the whole school and was met with fantastic feedback from both teaching staff and pupils.

Number of High Schools delivered in	Total number of Pupils reached
10 High schools in Fife	3476

ASN Groups

We supported specialist groups including:

- Girls' Club at Auchmuty Academy
- Scottish Sports Futures

These sessions provided targeted workshops and learning opportunities for all young people in attendance.

Partnership Development

A key development this year was the establishment of a partnership with RASAC Perth and Kinross, particularly through our work with Falkland School (Fife) and its Perth site.

Planning meetings were held with Headteachers, teachers, support staff, and psychologists to ensure a coordinated approach. As part of this collaboration, a joint training day was delivered for support workers, providing both opportunities for learning and reflective practice.

Delivery was tailored to the needs of each site, with the Perth setting requiring more structured input, while Falkland benefited from a more open and discussion-based approach.

Community Engagement

We connected with community groups and initiatives including:

- Tower House Dunfermline
- Clued Up
- One Punch Beyond
- Auchmuty Academy Girls' Club
- Bring the Brood

We also hosted information stalls at:

- St. Andrews University and Fife College Freshers' Weeks (Dunfermline, Kirkcaldy & Glenrothes campuses)
- International Women's Day
- *What Were You Wearing?* Exhibition

Training & Development

The Prevention Team has completed ESAS training and undertaken ESCU First Responder Training for Trainers, and actively participated in prevention forums and development days throughout the year.

Together, we look forward to shaping the future of the Prevention project, uniting our efforts to reach, empower, and support young people across Fife and beyond.

FRASAC Prevention Team

Training

Equally Safe at College and University Training delivered to Staff at St Andrews University on 14th & 16 May 2024. 16-18 participants attended, feedback is noted below.

- Clearly delivered. Appreciated how light the serious topic was delivered. Fantastic trainers, very approachable and good banter. Thank you.
- Very informative. Amazing presenters. So welcoming and friendly. Excellent sources of info and engaging tasks. Thanks.
- Awesome trainers. Thank you Zoe and Lucy. Excellent training that was very relevant.
- Clear, pragmatic advice, informed, experience based training
- Helpful to chat to others across departments
- Enjoyed course. Trainers were very approachable, informative and offered a safe and comfortable space to facilitate discussions.
- Sensitive and open atmosphere to discuss difficult topics.
- Well paced, relaxed presentation considering a difficult topic being covered.
- Very informative.
- Best trainers ever. Extremely knowledgeable, warm and friendly Created a safe environment for a challenging topic.
- Perfect balance of info and activities. You handled a very serious topic with a light touch.
- Great training, thank you.
- Thank you for the excellent training. I will find it very useful going forward very much appreciated.
- Thank you. Great mix of slides and practical group exercises.
- Helpful, memorable, funny and empathetic.
- Fantastic training and fabulous trainers. Great to have the time and safe space to discuss these issues in such detail.
- Really nice and friendly leaders.
- Very informative and helpful especially legal pathway. This was really helpful.
- An informative 2 days presented in an enjoyable and interactive format. Thank you!

Foster Carers and Residential Care Workers Training delivered on behalf of Fife Council Corporate Parenting – 25/26 September 2024 - delivered in Partnership with Kingdom Abuse Survivors Project. Three participants attended, feedback is noted below.

What did you hope to gain from the training?

- Further knowledge x 2
- For such a heavy subject some exercises were fine.

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

- Everything
- All of it
- All elements of the course were helpful and useful to understand and what to do if a sexual abuse allegation was disclosed to me.

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

- Feel more adequate, more understanding and more confident.
- Be more aware

General Feedback

- Very, very well presented.
- They were supportive on checking in with us throughout and give email and helpline number for future
- Thank you for 2 days training. I enjoyed the course, it was very informative and enjoyable.

All respondents judged the training to be Excellent and all had their expectations met.

Training delivered to new FRASAC Volunteers. Six sessions were delivered twice during the period and overall feedback is noted below.

- This training has been exceptional, cannot thank you all enough
- Feels very supportive
- Insightful and informative
- Warm and welcoming
- Good, relaxed approach to a sensitive topic
- The Shakti session was superb. As was Jan's and the bag session was so powerful.
- The exercise with the bags was so POWERFUL!
- Thank you for the encouragement, we are all learning!
- Made to feel welcome and valued from day one.
- Working together as a team and supporting each other through tough topics.
- I feel supported and help is there if I need it.
- Felt very supported throughout training.
- Communication has been exceptional
- Felt like a team
- "Bags" exercise was really emotive and thought provoking.
- All sessions well delivered and engaging as well as informative.
- Session with the scarves was very powerful.
- No question or response has been stupid
- I enjoyed the training a lot. Everyone is super kind and supportive.
- All material has been delivered carefully with humour when appropriate.
- Bags and scarves was an impactful visual experience.
- I enjoyed the session today. I enjoyed meeting likeminded people who are here to learn and participate. I also appreciate the support nature from the staff.
- I found it really interesting and engaging.
- I would not change a thing. I think it was an amazing training day. I found the schedule great with first introducing FRASAC, I loved hearing from volunteers and having a chance to talk to them, and then moving on to the content was well organised. I enjoyed the small group discussions and find them helpful to connect with others and also because it helps my learning style. I really appreciate the time management and the chance for us to ask questions. The tutors clearly are prepared and have a lot of knowledge to share, plus it is lovely to see the nice personal connection between the tutors. I really took a lot from that day and am looking forward to next time. Thank you.
- I felt this was very interactive and managed well to not become overwhelming.
- You guys did great! thoroughly enjoyed, wouldn't change anything.

Foster Carers and Residential Care Workers Training delivered on behalf of Fife Council Corporate Parenting – 26 & 27 February 2025 - delivered in Partnership with Kingdom Abuse Survivors Project. Five participants attended and feedback is noted below.

What did you hope to gain from the training?

- On what to look out for
- More understanding
- Understanding, confidence at the time of having difficult conversations, be more aware of things
- What to look out for in children that come into our care
- Refresher to see if there was anything now that I needed to know

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

- Speaking about how to deal with disclosures
- Facilitators really good, allowed us to talk and answered any questions
- The methods, the speaking, the activities to do together. All helped to be able to feel what they can feel and to be able to understand better
- The 'body' exercise
- The whole course was effective and relevant to what we can experience in our line of work

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

- Think about what was said
- Pay more attention and be more capable to understand

General Feedback

- Feel the course would be more helpful if maybe done before approved
- The course was fantastic and the facilitators were brilliant
- New carers need to do this ASAP.

All respondents judged the training to be **Very Good or Excellent** and all had their expectations met.

Bespoke Training around Childhood Sexual Abuse and Disclosures delivered to Care Visions staff 24 & 25 March 2025. Approximately 21 staff attended, and feedback is noted below.

What did you hope to gain from the training?

- More understanding surrounding sexual trauma. And a refresher after not having dealt with it in a while.
- Better Understanding.
- A better understanding of the system, and how to deal with a disclosure
- More knowledge
- Update of knowledge and discussions with other people
- More insight into the court process for survivors
- Refresh, learn something new

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

- The second day was very informative.
- The Legal Procedure
- All of it
- Legal. Trauma
- Way in which it was delivered
- The discussions and information about the law
- Group activities and discussions, very fun and informative

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

- Have more info to provide a young person
- It's brought back
- Feedback to team

Any other comments

- Will recommend on to others
- Excellent training thanks

All respondents judged the training to be **Excellent** and all had their expectations met.

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 Partnership
- 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 Counsellors, Students and Trauma Practitioners, for their ongoing commitment and dedication.

Many Thanks for Donations received from

- Anonymous Donations
- Jo Jo Candles
- Donation through Just Giving
- Bill Gilby
- Balwearie High School
- Glenrothes High School
- Benevity Giving
- Kingdom Housing

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FRASAC
Fife Rape & Sexual Assault Centre

Appendix 1

Financial Summary for Year End March 2025

A full copy of FRASAC Accounts is available on request

Fife Rape and Sexual Assault Centre

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

			2025		2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	3,534	–	3,534	2,619
Charitable activities	6	215,616	568,517	784,133	775,302
Other trading activities	7	3,050	–	3,050	2,500
Investment income	8	2,634	–	2,634	1,158
Total income		<u>224,834</u>	<u>568,517</u>	<u>793,351</u>	<u>781,579</u>
Expenditure					
Expenditure on charitable activities	9,10	189,854	569,325	759,179	662,596
Total expenditure		<u>189,854</u>	<u>569,325</u>	<u>759,179</u>	<u>662,596</u>
Net income		<u>34,980</u>	<u>(808)</u>	<u>34,172</u>	<u>118,983</u>
Transfers between funds		(132)	132	–	–
Net movement in funds		<u>34,848</u>	<u>(676)</u>	<u>34,172</u>	<u>118,983</u>
Reconciliation of funds					
Total funds brought forward		355,271	63,471	418,742	299,759
Total funds carried forward		<u>390,119</u>	<u>62,795</u>	<u>452,914</u>	<u>418,742</u>

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

The notes on pages 15 to 28 form part of these financial statements.