

**ANNUAL
REPORT
2020**

**My therapist
and the room
we work in is
the only safe
place in my life**

ONE IN FOUR
Ending the trauma of childhood sexual abuse

**One in Four
therapy is
helping me
to overcome
the shame
and guilt of
my childhood
abuse.**

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Chairperson's Introduction

It is with great pleasure that I present the One in Four Annual Report for 2020. The document provides an overview of the important work carried out by One in Four, providing much needed services to enable adult victims of childhood sexual abuse to survive, heal and move forward with their lives.

These critically important services include individual and group psychotherapy programmes for victims of sexual violence and abuse, advocacy services for people who need support in their interaction with the criminal justice system and group and individual offender treatment programmes.

For many reasons, 2020 was unlike any year that the organisation faced before and brought many challenges for all stakeholder groups, both inside and outside One in Four.

I am very proud of the manner that One in Four responded to these challenges and the speed with which decisions were made to safeguard One in Four's staff, our clients and to modify working practices to continue providing the critical services that One in Four does on a daily basis.

While we are immensely thankful of increased government measures that provided financial support, partially offsetting greatly reduced fundraising income, we regretfully had to close the waiting list, reflecting demands on our services which continue to materially outstrip our ability to supply.

One in Four continues to build on the organisation's excellent reputation, both domestically and

internationally, and the expertise of our team continued to be called upon in 2020 across print, radio, and television to provide insights to policy makers and the public at large.

As Chair of the Board, I would like to thank my fellow non-executive directors for their excellent work during the year, their unwavering commitment to supporting One in Four and the development of strategies to deal with Covid-19.

The Board of One in Four remains fully committed to maintaining the highest standards in corporate governance and transparency with stakeholders and the experience and knowledge base of the non-executive directors remains of the very highest level.

On behalf of the Board, I would like to extend my deepest thanks to all members of the One in Four team who rose to the challenges presented during the year and continually exceeded expectations and expounded the qualities that make One in Four such a special organisation.

David Holohan
Chairperson
Board of One in Four

I'm finally getting out from under the dark cloud that has always been hanging over me.

Chief Executive Report

2020 was an extraordinary year at One in Four. We had to close the office overnight in March due to Covid 19 and then continue to deliver our vital services remotely. Happily the switch to online services was relatively smooth. But the pandemic has had a devastating impact on many of our clients.

The effects of child sexual abuse are long-lasting and continue to contaminate the lives of survivors long after the abuse has stopped. The shame, fear, emotional anguish, suicide ideation and anger persist and affect every aspect of life. The trusting, intimate relationship that develops with expert psychotherapy allows all these feelings to be explored and expressed and enables the survivor to move on from the trauma. We worried that the positive outcomes of good psychotherapy would not transfer to a remote relationship. From a survey we conducted in late 2020 our clients told us that online therapy was a life line and even a life saver but the majority missed the more in-depth work of face to face therapy. Others told us that they liked online therapy and would prefer to continue indefinitely. For some of our clients the complex trauma could not be supported online so we reopened the office in a limited way in August.

Our advocacy clients had a very difficult year as the Courts closed in April for jury trials. Many people who had trial dates set found the trials were postponed and some have now new dates as far away as 2022. This is extremely hard for people as the stress and anxiety of waiting for trial puts many people's lives on hold. Our advocacy case managers had a challenging year supporting very distressed clients remotely.

Many people reached out for support for the first time. Lockdown removed the scaffolding that helps people suppress the effects of child sexual abuse – family, work

and social activities. When the busyness of life suddenly stopped, some survivors began to experience panic attacks, flashbacks, nightmares and suicidal thoughts. They decided for the first time to reach out for help. As a result, our waiting list grew exponentially and we had to take the difficult decision at year end to close it. We are very grateful to Tusla who funded a new position, Waiting List Case Manager, to support people who are waiting over a year for an appointment. We are also grateful to the HSE and the Department of Justice for their ongoing support.

I want to pay tribute to the marvellous staff at One in Four who worked so hard this year in difficult circumstances to ensure that our services continued. I would also like to thank our Board who were unstinting in their support and advice.

Child sexual abuse continues to be our shameful secret, affecting one in four people in Ireland. We face a choice as a society. We can continue to pretend that this is not a problem. We can under-resource services for child and adult survivors. We can live with an overstretched child protection system and a criminal justice system that hurts and re-traumatises vulnerable people. Or we can face the truth together and develop creative and well-resourced responses to ensure that no Irish child is ever sexually abused and that every survivor has access to the services they deserve.

Maeve Lewis
CEO

Advocacy Programme

The Advocacy Programme provides specialised support to women and men who have experienced sexual abuse.

The main focus of the service is to provide clear and accessible information to survivors so that they can make informed decisions about the options open to them. Many of our clients have experienced severe trauma in childhood and its impact pervades their adult lives. Our team is expert in recognising and responding to trauma which often becomes re-activated during criminal justice processes.

COVID 19

It goes without saying that 2020 was a challenging year for our clients and the Advocacy Case Managers.

It is evident from our daily engagements with clients how dramatically their mental health was affected by the COVID 19 restrictions. Lockdown brought with it an atmosphere of fear and uncertainty and created an unwelcome space for people to reflect on their experience of abuse and the consequences on their lives. The lack of control over daily routines and the time to reflect on the past has caused enormous anxiety. We observed a marked increase in the level of distress for those who got in touch for the first time or who have already engaged with us.

The majority of queries received in 2020 related to requests for information and for support in reporting to the Gardaí and the criminal justice process.



Knowing my advocacy case manager was with me every step of the way allowed me to face my abuser in court.

In normal times the majority of clients would be prompted to reach out for support with reporting when they felt ready and able. Their motivation might be to get closure, seek justice or to protect others who might be at risk. There was a distinct difference during 2020. Many of the men and women who reached out were desperate to find a way to get rid of the intrusive thoughts and feelings that had resurfaced from their childhoods. For the most part making the decision to report was a step too far. It has been a stark reminder that many survivors never reach out for support.

Jury trials have been another aspect of our work that has been enormously impacted by the COVID 19 restrictions in 2020. Despite considerable efforts undertaken by The Courts Service staff, The Judiciary and practitioners to reduce COVID-19 related waiting times, adhering to the public health guidance has meant many jury trials were put back to 2021 or listed in 2022. Long delays in cases getting to court were an issue in the courts before 2020. These delays cause frustration and further upset for complainants, with people often putting their life on hold for years. We supported only 3 clients at trial during 2020.

I still can't always stop the fear but without One in Four I definitely couldn't.

The O'Malley Report

In August 2020 we welcomed the publication of the O'Malley Report. The Terms of Reference for the review of the investigation and prosecution of sexual offences was announced in 2018 by the then Minister for Justice and Equality, Charlie Flanagan. The working group tasked with the review was chaired by Tom O'Malley. They examined key aspects of the criminal justice process as it relates to vulnerable witnesses, and to identify ways in which the treatment of such witnesses might be improved. The comprehensive recommendations sought to improve inter-agency co-operation and exchange of information, especially in relation to services for victims. They promoted increased awareness of victims' rights legislation and included training for all professionals, including An Garda Síochána, The Judiciary, and all officers of the State dealing with sexual offences.

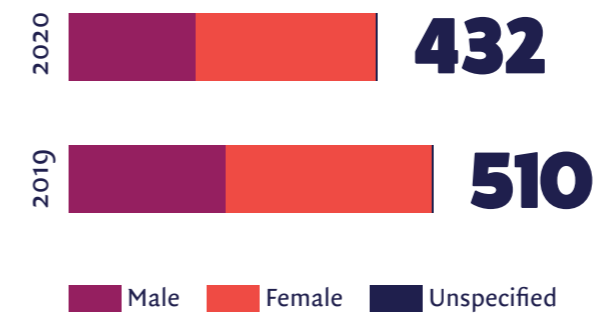
Within months of the report's publication the Minister for Justice Helen McEntee published the implementation plan "Supporting a Victims Journey" and secured €2.3 million to fund the reforms. This speedy response and commitment was very welcome. Improvements in reporting services and victim centred policing are long overdue. We know from our work on the ground the difference these changes could make. It is recognised that sexual violence is a particularly complex crime to investigate: an understanding of complex trauma is vital to provide context to victims' experiences of revisiting an often degrading and terrifying experience within an adversarial system.

Alongside many other improvements, training for all professionals, including An Garda Síochána and the Judiciary is vital in view of the profound and enduring impact of sexual violence. The potentially re-traumatising impact of disclosing intimate details of sexual abuse can be compounded, at all stages of the criminal justice process, if professionals are not sensitive to, and respectful of, the needs of victims.

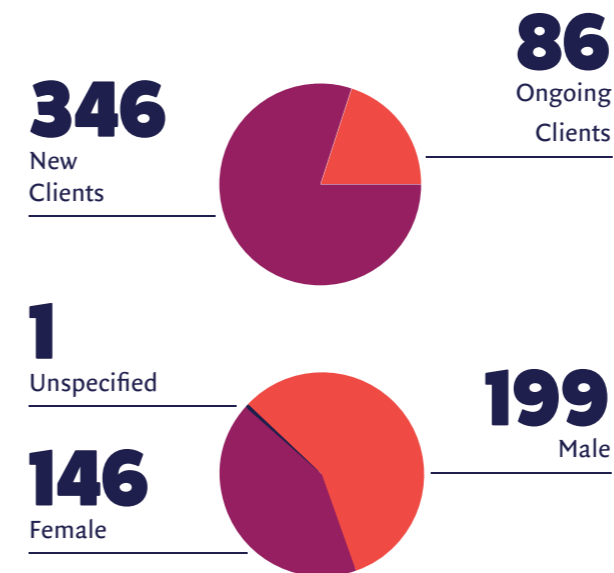
We know however that the impact of sexual violence is not something that fits into a neat box, its effects are complex. The fact that the Minister has said "Supporting a Victim's Journey" is a living document and is committed to consultation on implementing change is encouraging.

Advocacy Statistics

TOTAL ACTIVE CLIENTS



BREAKDOWN OF CLIENTS



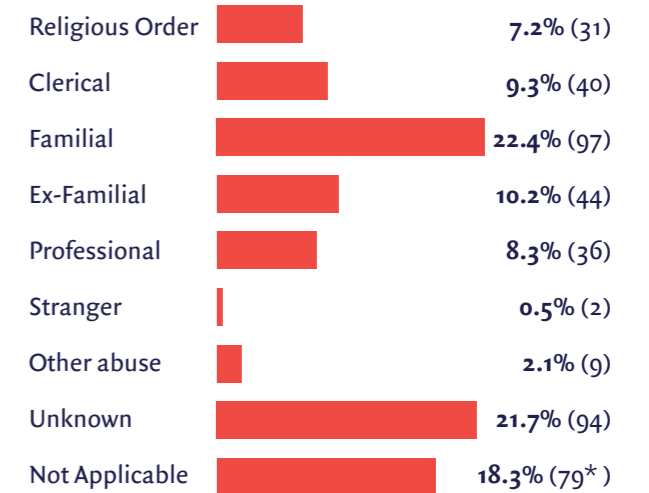
INQUIRIES 2020

Note: A client could have made multiple inquiries

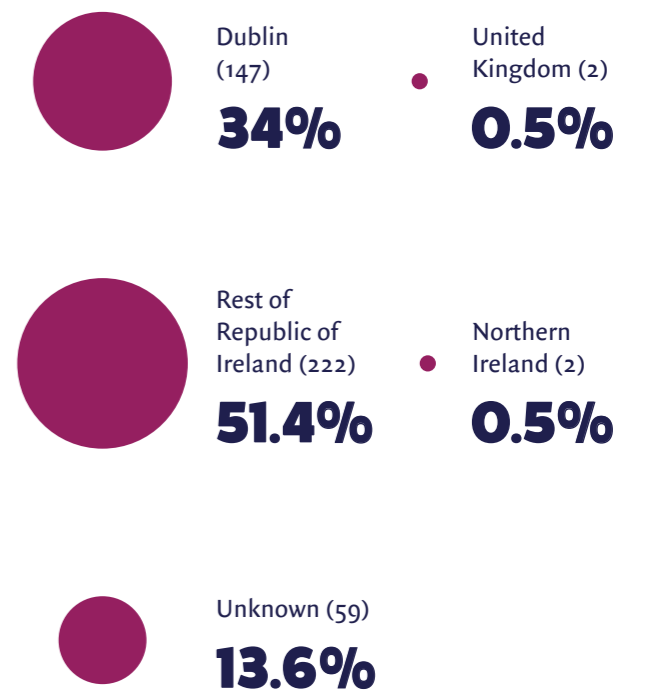
Enquiry	2020	%
Criminal	270	52.8%
Civil	90	17.6%
Child Protection	58	11.4%
GSOC	2	0.4%
Other	91	17.8%

ABUSE TYPE FOR ACTIVE CLIENTS 2020

*Includes external professionals requesting information on behalf of their clients.



GEOGRAPHIC RESIDENCE OF ADVOCACY CLIENTS



Psychotherapy Programme

The year 2020, now inextricably linked in the collective mind with the Covid19 pandemic, brought many changes and challenges but also opportunities to the clinical programmes. The most significant change was the swift, and for some months, complete move to online therapy in March 2020.

Survivor Programme

While every survivor in individual therapy was offered an online space immediately, not everyone was in a position to avail of this offering. Some clients did not have the necessary private space within their home to engage safely in therapy, while others struggled with technology and the geographical lottery dictating Wi-Fi quality. As the therapy team gradually accommodated to the new technology, we broadened the services offered to include group therapy. We facilitated one family support group and one survivor group over a secure online platform, and the feedback from both was positive. In October, we undertook a small in-house survey study to capture clients' experiences and to inform our ongoing service provision. Both clients and therapists valued the opportunity to continue to access therapy during the lockdown, and a small number expressed a preference for this medium. In the main however, people missed the embodied, relational space experienced differently by many in the therapy room.

We re-opened on a phased basis in August and, by that time, all therapists reported heightened anxiety and more intense trauma symptoms in their clients. The uncertainty and threat presented by Covid 19 seemed to

cause an additional strain to the already over-burdened nervous systems of trauma survivors conditioned to hypervigilance and the fight/flight/freeze response.

We watched with concern as our waiting list for survivors increased from 20 people in March to 30 in September to 61 in October and 98 in December. We were delighted and relieved to obtain funding from Tusla for a Waiting List Case Manager to support and offer resourcing strategies to those on the list.

Prevention Programme

Offering this programme online required additional consideration and caution in relation to risk for those who had committed their offending online by viewing Child Sexual Exploitation Material. As a result, we paused this programme for a while and began slowly by offering telephone sessions to new clients. After careful consideration, and as the lockdown period increased, we decided to provide the group to existing clients online. It is important to note that these clients were relatively advanced in the programme by this stage. We met online for the first time in June and were reassured by the depth of work undertaken, and several participants named the protective effect for them of engaging in an online setting for a healthy purpose.

Moving Forward

Despite our best efforts, the number of therapy sessions offered is lower than in 2019. This reduction reflects a combination of factors, including a Covid related delay in recruiting two additional therapists for the first six months of the year, the necessity to pause the prevention programme and the relatively high, but not total, take-up of the online provision by survivors. However, by the end of 2020, a hybrid model had evolved, which seems to be working well to meet our client needs.

Julie Brown
Clinical Director

Survivor Psychotherapy Statistics

ASSESSMENT MEETINGS

74

74 individuals attended initial assessment meetings for the psychotherapy programme in 2020. Of these, some were referred to specialist services.

98

On 31st December 2020 there were 98 people on the waiting list for psychotherapy services.

2,220

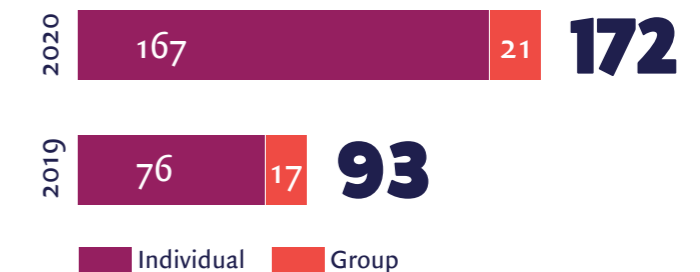
Total psychotherapy hours:
1,704 (Survivor) + 516 (Prevention)
= 2,220 (Total)

1/3

One in three of our clients have attempted suicide at least once in their life.

TOTAL NUMBER AND GENDER IN INDIVIDUAL AND GROUP PSYCHOTHERAPY

*Some clients attend more than one type of session (e.g. One to One, Group, Initial Meeting)



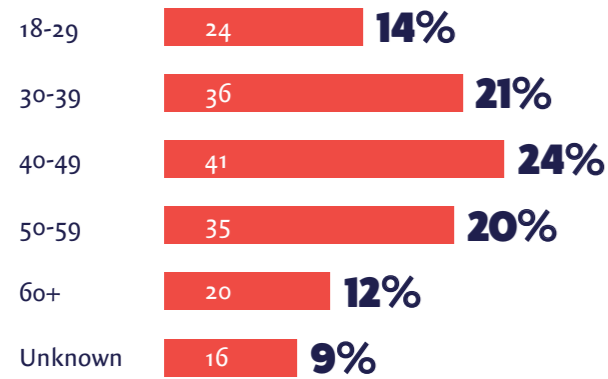
	Male		Female	
	2020	2019	2020	2019
Individual	61	32	106	44
Group	6	7	15	10
Total*	62	39	110	54

”

Therapy at One in Four is invaluable.

AGE RANGE OF INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS 2020

Total Clients: 172

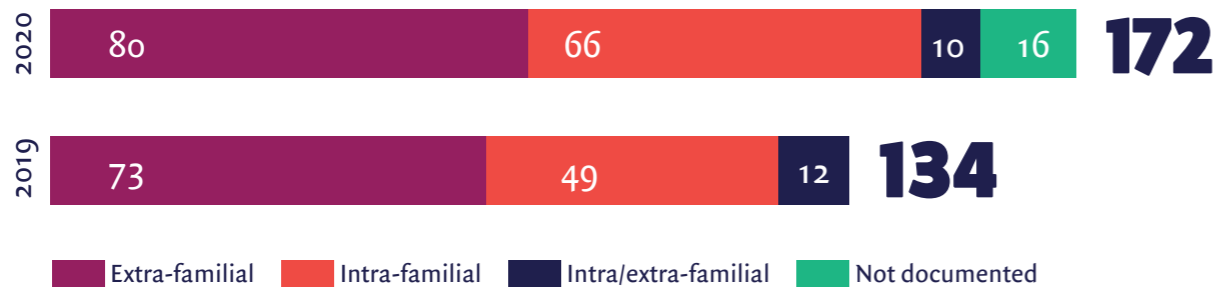


FAMILY SUPPORT PROGRAMME 2020

19

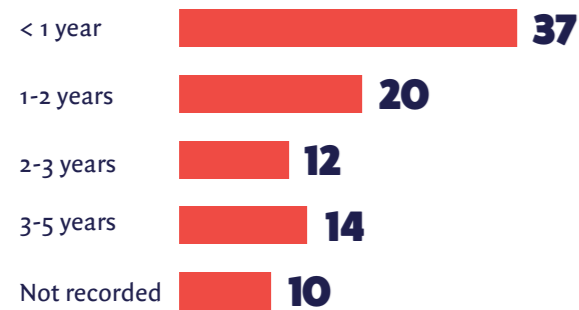
19 families impacted by sexual abuse were supported in 2020.

CONTEXT OF SEXUAL ABUSE EXPERIENCED BY SURVIVORS IN INDIVIDUAL AND GROUP PSYCHOTHERAPY 2020



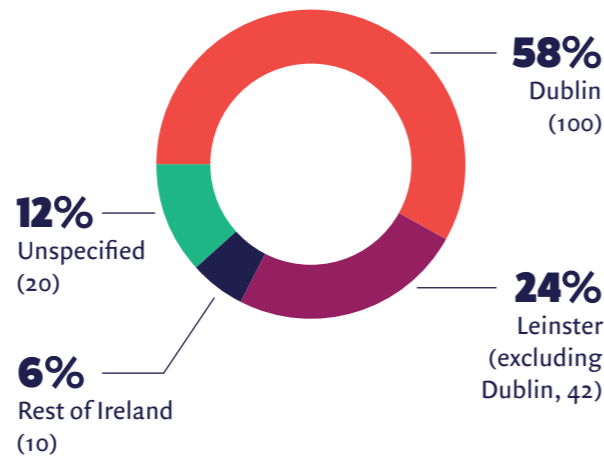
CLIENT'S LENGTH OF TIME IN INDIVIDUAL PSYCHOTHERAPY

Total Clients: 93



GEOGRAPHICAL PROFILE OF INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS 2020

Total Clients: 172



Prevention Programme Statistics

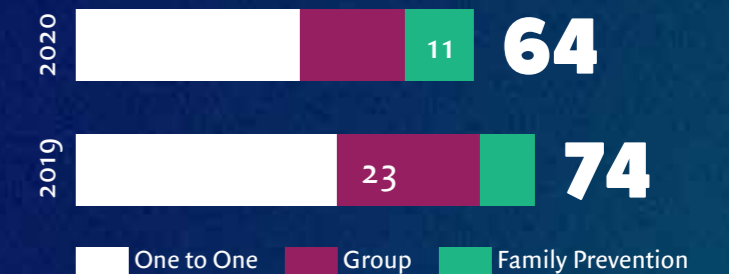
ASSESSMENT MEETING

17

17 individuals attended initial assessment meetings for the Prevention Programme in 2020. Of these, 10 were offenders and 7 were family members of offenders needing support.¹

TOTAL NUMBER AND GENDER IN INDIVIDUAL AND GROUP PSYCHOTHERAPY

*Some prevention clients attend one-to-one and group sessions, or more than one group sessions.



516

516 prevention psychotherapy hours

	Male		Female	
	2020	2019	2020	2019
One to One	36	41	0	1
Group	17	23	0	0
Family Prevention	3	0	8	9
Total*	56	64	8	10

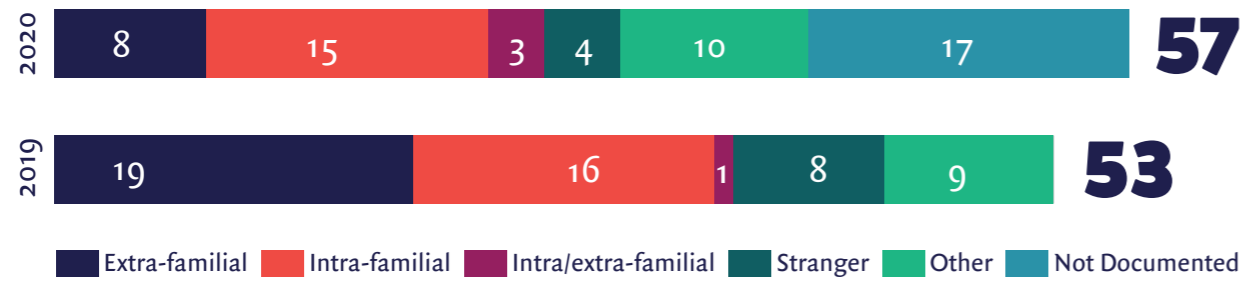
1. Of the individuals who attended an IM, 5 were female, all of whom were seeking support as a family member of an offender. Not all individuals who attend an IM go on to regular therapy services.



Knowing that I won't be judged or made to feel ashamed is brilliant.

RELATIONSHIP OF SEX OFFENDER TO VICTIM*

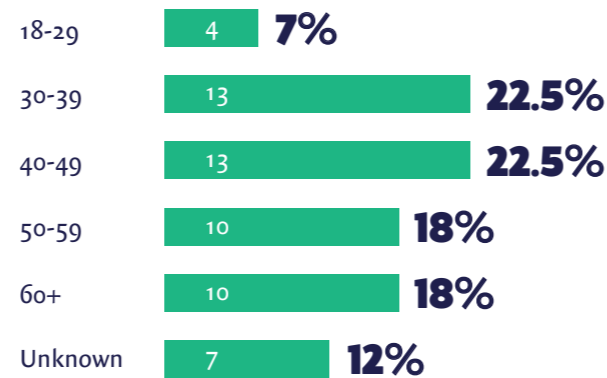
*Some offenders abused more than one child.



The greatest gift therapy has given me is acceptance. It has truly helped me improve my life and for that I will always be grateful.

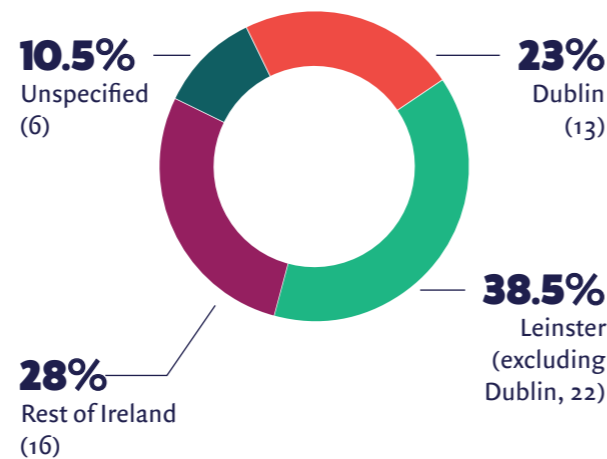
AGE RANGE OF INDIVIDUAL AND GROUP PREVENTION CLIENTS 2020

Total Clients: 57



GEOGRAPHICAL PROFILE OF INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS 2020

Total Clients: 57



Fundraising

Building on the success of 2019, we increased our unrestricted income targets and expanded our community fundraising programme.

Unfortunately most of these activities involved face to face contact, and in March almost overnight our events were no longer viable. Our re-forecasted budget reflected a 40% reduction in income.

Although COVID had changed everything for us almost overnight, two key elements had not changed: our service users and our donors. We communicated sensitively to our donors, and the response was both uplifting and inspiring.

We pivoted our communications to digital and began a series of “Stay at Home Fundraisers” making a new idea live each day. But the best ideas came from our supporters. They may not have been able to travel more than 5km from their homes, but they came up with incredible ideas for personal challenges: 500 mile walks, 100km runs, marathons on cross trainers, and static bikes. Supporters connected their personal challenges with our mission, involving their friends and family. Their initiatives and messages of support gave the staff at One in Four a real boost.

Virtual fundraising remained strong throughout the year, with Doggie Santa Stroll, Christmas Hampers, online quizzes and even online tennis tuition.

The support we received throughout the year from our regular givers was pivotal. We were able to rely on this continued support each month and the number of donors choosing to give this way continued to grow throughout the year.

Given the scale of the impact on our resources, we applied to a government support scheme the ‘Community & Voluntary Covid-19 Stability Fund’ which provided us with much needed income, replacing the lost income we had forecast.

To help us adjust and create stability we created a new Digital First Fundraising strategy. The move to digital gave us the opportunity to invest in donor acquisition and improve our user journeys.

We were fortunate to be one of three Irish charities selected through ‘The Wheel to Work’ with Digital Science Mater students at DCU to help with our Google ad grants. The team began in December, with three core parts to the project: Advocacy, Fundraising and Brand Awareness. We also received a €5000 Twitter ad grant, helping us to engage with new audiences throughout Ireland.

Our corporate partnership with Silvercloud Health remained very successful. The team organised a “Race to Space” virtual challenge and an online raffle. We invested time in our shared purpose, looking to create ways we could support each other’s goals. Silvercloud have agreed to continue the partnership.

Thanks to the commitment and understanding of our donors and funders, we were able to continue to support our clients. But the gains of our fundraising programme in 2020 were at times overshadowed by the increased demand on our services. A demand that we could not meet meant many vulnerable people were waiting months for an appointment. This has been a constant concern for us given their vulnerability and risk of suicide. Multi-year funding and incremental increases to our core funding would really help our ability to support these survivors.

John Ryan McLaughlin
Fundraising Manager

Policy and Influencing

Most people who have been sexually abused in childhood never want to speak publicly about their experience. Fear is the main cause of their silence: fear of disbelief, fear of family and community responses, fear of ostracisation, fear of reprisal from the offender.

Fear is also the reason why crimes of sexual violence are so under-reported to the authorities. As a result, the voice of the survivor is usually missing from discussions about policies and legislation that have an immense impact on survivors' lives.

In our work at One in Four we hear every day from adult survivors about the reality of their lives and the long term effects of child sexual abuse. We also hear from people we have supported through statutory processes of the challenges they encounter when engaging with the criminal justice and child protection systems and the ways in which these systems can often be dehumanizing and re-traumatizing. That is why we believe giving voice to survivors' experiences and speaking on their behalf in the places where legislative and procedural decisions are made is a major aspect of our work. We also aim to improve public awareness of the high incidence of child sexual abuse in Ireland and of the difficulties in bringing offenders to justice. We regularly engage with legislators, policy makers and statutory agencies so that the vulnerabilities of survivors are recognised and addressed in all decisions affecting them.

Prevalence of Sexual Violence

The SAVI Report 2003, based on a nationwide survey, found that one in four Irish people had experienced some form of sexual abuse before they reached the age of 18. This research is now dated and we need to know if the many initiatives in policy and legislation

since then have had the effect of reducing the incidence of sexual violence. The Central Statistics Office is currently developing a prevalence survey and One in Four is a member of the Sexual Violence Liaison Group offering advice on the survey.

The survey was originally intended to be conducted through face-to-face interviews but the Covid pandemic prevented this methodology being used. Instead the survey will now be conducted remotely.

Child Protection

We are mandated by law to notify all allegations of child sexual abuse to Tusla child protection services where the identity of the perpetrator is known. The sexual abuse our clients tell us about may have taken place years or decades before and this poses a real difficulty to Tusla social workers in investigating these cases. As a result, the majority of notifications we make are determined to be "unfounded" even though we have no doubt about the veracity of our clients' accounts. This means that there are many sex offenders who can continue to abuse children with impunity. In the past there was a wide variation in how different areas treated these allegations. This made it very difficult for us to properly inform our clients how their confidential information would be handled.

In 2018 Tusla produced a new national protocol that would be put in place around the country – the Child Abuse Substantiation Practice (CASP).

While we were initially pleased that unified protocols would operate, we became very concerned about a number of new practices being introduced. In particular, in order to ensure due process to an alleged offender, Tusla proposes to pass on the name of the survivor to the offender. In most cases, we notify Tusla of an allegation as a mandated professional third party notification because many clients do not wish to engage with Tusla. We believe that by passing on this information even if an investigation will not be carried out places our clients in danger of intimidation or even physical violence. CASP also creates a difficulty for us in regards to our obligations under GDPR legislation and the handling of sensitive information.

During 2020 we worked with the psychotherapy professional bodies, NGOs working in the sexual violence sector and expert consultants Castlebridge to develop a response to CASP that would balance all the competing rights and complexities of the issue.

Criminal Justice System

The Review of the Trial of Sexual Offences led by Professor Tom O'Malley was published in August 2020 and contained a series of recommendations that could improve the experience of survivors engaging in the criminal justice system. Minister for Justice Helen McEntee immediately accepted the recommendations and has put in place funding and working groups to ensure their implementation. One in Four is represented on "The Victim's Journey" and the training working groups.

When implemented, this should ensure that all criminal justice agencies operate from a trauma-informed perspective and that the needs of victims of sexual crime are recognised as being central to criminal justice processes.

Victims' Rights Alliance

We continue to be active members of the VRA and our CEO, Maeve Lewis, is currently Chairperson. In 2020, due to Covid, very little activity was possible.

Media

Throughout 2020 we engaged in public debate and discourse in the print media, National TV and radio and local radio.

I could never have gotten through the criminal trial with the support of One in Four.

Structure, Governance & Management

One in Four is a Company Limited by Guarantee and a Registered Charity. The organisation's governing document is the One in Four (Ireland) CLG Constitution.

The Board meets seven times per annum and is provided with detailed financial and activity reports at each meeting. The CEO and a staff representative attend each meeting. Minutes of the meeting, including attendance, formal decisions of the Board, and actions to be taken are properly recorded and stored.

The following items are always on Board meeting agendas:

- > Conflicts of interests and loyalties
- > CEO Report which includes a report on activities
- > Financial Reports
- > Risk

The CEO, Maeve Lewis, reports to the Board and is delegated responsibility for the day-to-day management of the organisation. The CEO is supported by a Management Team consisting of:

- > Deputy CEO and Advocacy Director: Deirdre Kenny
- > Clinical Director: Julie Browne
- > Head of Business Services: Deirdre Mackay
- > Head of Fundraising : John Ryan McLaughlin

In 2020 One in Four employed a total of 18 full-time and part-time staff, equivalent to 14 full-time positions. Staff include psychotherapists (6), advocacy case managers (2), fundraising officer, administrators (3), and a receptionist.

Board of Directors

The Board of Directors is responsible for the governance of the organisation and for setting and overseeing the strategic plan. The roles, legal duties of trustees and decision-making processes are captured in the Board of Directors Handbook. One in Four's Constitution has specific reference to terms of office, which is a maximum of 9 years. Directors of the organisation are not remunerated.

The Code of Conduct for Trustees outlines the behaviour expected of each Director/Trustee, including specific instruction regarding conflicts of interests and loyalties, and is signed by each Trustee. At each Board meeting, a standing agenda item is declaration of conflicts of interest and/or loyalty. Any conflicts are dealt with in accordance with the relevant policy.

Committees

The Board is supported by a committee structure which deals with specific aspects of the organisation's business. There were two standing committees in 2020: the Audit, Risk & Finance and the Governance. Each Board Committee has Board-approved terms of reference which are reviewed by the Board on a regular basis. The committees are made up of Board members but may also co-opt non Board members as appropriate. The CEO also attends Committee meetings.

BOARD MEETING ATTENDANCE FOR 2020¹

Board Of Directors/Trustees	Position	Joined	Attendance
David Holohan	Chairperson	17th June 2014	7/7
David Kutner	Secretary	8th May 2019	7/7
Helen Bunbury	Treasurer	29th March 2017	7/7
Jillian van Turnhout	Director	8th May 2019	7/7
Joseph Mooney	Director	13th March 2019	7/7
Denise Lloyd (appointed 11th March 2020)	Director	11th March 2020	6/7
Lynsey Perdisatt (appointed 21st April 2020)	Director	21st April 2020	4/7
Christina Maguire (maternity leave from 11th March 2020; resigned 10th June 2020)	Director	13th April 2016	1/7

1. Donal Cronin resigned as Director prior to the first Board meeting in 2020.

COMMITTEE ATTENDANCE 2020

ARFC Member	Attendance	Gov. Comm. Member	Attendance
Helen Bunbury (Chair)	8/8	Jillian van Turnhout (Chair)	6/6
David Kutner (Director)	8/8	Dr. Joe Mooney (Director)	6/6
Lynsey Perdisatt (Director, appointed 21st April 2020)	7/8	Christina Maguire (Director, maternity leave from 11th March 2020; resigned 10th June 2020)	2/6
		Denise Lloyd (Director, appointed 27th April 2020)	4/6

Risk

Risk is considered at every Board meeting and at meetings of the Audit, Finance and Risk Committee. The Risk Register is reviewed on an annual basis.

Compliance

One in Four is committed to ensuring that the Board and management comply with relevant legal and regulatory requirements and that appropriate internal financial and risk management controls are in place. Internal and operational policies are reviewed by the Board and updated on a regular basis. Compliance with the Charities Regulator Governance Code is now mandatory for the sector and in 2020 One in Four carried out a review to ensure that it was fully compliant. One in Four adheres to the Statement of Recommended Accounting and Reporting by Charities (SORP), General Data Protection Regulation, Lobbying Register, and Charities Regulator Guidelines on Fundraising from the Public.

One in Four follows best practice Child Safeguarding and Safeguarding Vulnerable Adults standards. Additionally, relevant members of staff adhere to Mandatory Reporting requirements in line with the Children First Act and Guidance, and record all notifications made to Tusla.

All psychotherapists employed by One in Four must comply with professional standards of practice and codes of ethics set forth and publicised by the recognised professional body to which they are accredited.

Statement of Financial Activities including Income and Expenditure account

as at 31st December 2020

	Unrestricted 2020 €	Restricted 2020 €	Total 2020 €	Total 2019 €
Income and Endowments:				
Donations and Legacies	144,469	-	144,469	192,659
Charitable Activities – Note 1	189,721	869,520	1,059,241	957,922
Other – Note 2	-	15,750	15,750	-
Investments	41	-	41	107
Total Income and Endowments	334,231	885,270	1,219,501	1,150,688
Expenditure on:				
Raising Funds	138,081	-	138,081	148,975
Charitable Activities	106,701	842,725	949,426	1,011,212
Total Expenditure	244,782	842,725	1,087,507	1,160,187
Net Income/ (Expenditure)	89,449	42,545	131,994	(9,499)
Net Movement in Funds	89,449	42,545	131,994	(9,499)
Total Funds Brought fwd. 1st Jan	75,068	-	75,068	84,567
Total Funds Carried fwd at 31st Dec	164,517	42,545	207,062	75,068

Balance Sheet

as at 31st December 2020

	2020		2019	
	€	€	€	€
Fixed Assets				
Tangible Assets		6,774		9,448
Current Assets				
Debtors	13,115		32,829	
Cash at Bank and in Hand	447,731		238,617	
Creditors: Amount Falling Due within One Year	(260,558)		(205,826)	
Net Current Assets	200,288		65,620	
Net Assets		207,062		75,068
Funds				
Unrestricted Funds		164,517		75,068
Restricted Funds		42,545		-
Total funds		207,062		75,068

These financial statements were approved by the Board of Directors on 23rd June 2021 and signed by David Holohan and Helen Bunbury.

Note 1: Income from Charitable Activities

Current Year 2020	Unrestricted €	Restricted €	Total 2020 €
Grant Income			
Health Service Executive	-	514,680	514,680
HSE National Social Inclusion Office	-	80,000	80,000
Tusla Child and Family Agency	-	136,900	136,900
Department of Justice, CSVC	-	113,000	113,000
Pobal Stability Grant	99,447	-	99,447
Community Funds	-	15,000	15,000
Cork Street Grant	-	1,200	1,200
Hospital Saturday Fund	-	2,040	2,040
National Lottery	-	6,700	6,700
	99,447	869,520	968,967
Other Income			
Clinical Income	88,620	-	88,620
Training Income	1,654	-	1,654
	90,274	-	90,274
Total Income from Charitable Activities	189,721	869,520	1,059,241
Prior Year 2019	Unrestricted €	Restricted €	Total 2019 €
Grant Income			
Health Service Executive	-	514,680	514,680
HSE National Social Inclusion Office	-	80,000	80,000
Tusla Child and Family Agency	-	65,400	65,400
Commission for the Support of Victims of Crime	-	113,000	113,000
ESB Energy for Generation Fund	-	12,000	12,000
Cathal Ryan Foundation	-	58,000	58,000
Hedge Funds Care Ireland	-	7,750	7,750
Cork Street Grant	-	6,000	6,000
Dublin Bus	-	1,785	1,785
Civil Services Charities Fund	-	2,500	2,500
National Lottery	-	2,000	2,000
	-	863,115	863,115
Other Income			
Clinical Income	93,157	-	92,157
Training Income	1,650	-	1,650
	94,807	-	94,807
Total Income from Charitable Activities	94,807	863,115	957,922

Note 2: Other Income

Other income pertains to contributions received towards shared costs from a number of organisations regarding professional assistance for GDPR CASP work amounted to €15,750.

Note 3: Staff Cost

The average number of persons employed by the company during the financial year was as follows:

	2020	2019
Administrative	4	4
Advocacy	3	4
Clinical	6	7
Fund Raising	2	2
	15	17

Management Salary Scales

The key management personnel of the charity are the CEO, Clinical Director, Advocacy Director, Head of Fundraising and Head of Business Services. The total employee benefits of the key management personnel of the company amounted to €320,676 (2019: €309,396).

CEO salary scale: €85,000 - 97,000.

Other key management salary scale: €60,000-€80,000.

Note 4: Reserve Policy

With regard to reserves, funds are held in the bank at the end of the year to meet any unforeseen expenditure that may occur. Our current reserve policy is to aim to hold sufficient funds to cover a minimum of one-month salary cost, approximating 70k. Reserves as at 31 December 2020 are €207k, split restricted €42.5k and unrestricted €164.5k. In 2020 the Audit Risk & Finance Committee agreed a new medium-term policy goal and is looking at building the reserves to consistently cover three-month salary of €210k.

Some of the restricted reserves relate to funds received late in the year and which could not be spent. Agreement has been reached with the funders for the restricted surplus to be spent in 2021.

Note 5: Restricted funds

Restricted funds represent grants, donations and sponsorship received which can only be used for particular purposes specified by the donors or sponsorship programmes binding on the directors. Such purposes are within the overall aims of the charity. All sums received by the company come within the general objectives of the charity.

Note 6: Unrestricted funds

Unrestricted funds represent amounts which are expendable at the discretion of the directors in the furtherance of the overall objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Acknowledgements

One in Four wants to thank all the people and organisations that supported us during this difficult year. Some helped financially, others through giving of their time and expertise. We simply could not provide our vital services without their help.

Some supporters would like to remain anonymous but we want them to know how much we appreciate them. We would like to publicly thank the following:

Andrew Eager
The Community Foundation
Cork Street Fund
The Department of Justice
Google
The Health Service Executive
Hospital Saturday Fund
The National Lottery
HSE National Social Inclusion Office
Neighbourly Community Fund
Red Dog
Sustainability Covid 19 Fund - Pobal
Towards Healing
Tusla
Twitter

We are especially grateful to our Board of Directors for their unstinting support and guidance during 2020.

We are very grateful to our solicitor and our auditor for their advice and generosity.

Solicitor

Pearse Mehigan
83/84 Uppers George's St
Dun Laoghaire
Co. Dublin

Auditor

Mazars Chartered Accountants
Block 3 Harcourt Centre
Harcourt Rd
Dublin 2

Therapy has helped me to give a voice to that child who was abused so long ago and who I have tried to hide from for so many years.

**Thank you
One in Four
for getting
me on the
road from
surviving
to living.**

Ways to Help

**WE URGENTLY NEED YOUR HELP
TO MAKE OUR WORK POSSIBLE.**

You can contribute to what
we do by:


- > Becoming a regular monthly donor
- > Making a one-off donation
- > Leaving us a gift in your will
- > Getting your employer involved
- > Sponsoring a day at One in Four

You can contact us:

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