MEDAILLE TRUST

England & Wales · Charity number 1117830

Details

Other names	THE MEDAILLE TRUST LIMITED
Status	Registered
Legal form	Charitable company
Company number	05965380
Registered	2007-02-05
Register	View on the Charity Commission register

Contact

Address	Medaille Trust Cathedral Centre 3 Ford Street Salford M3 6DP
Phone	01615100520
Email	finance@medaille-trust.org.uk
Website	Www.medaille-trust.org.uk

Activities

Objects: The Charity's objects are for the public benefit:a) The relief of need of men, women and children who have been victims of trafficking and those vulnerable to trafficking by providing or assisting, anywhere in the UK or overseas, in:(i) the provision of safe housing, medical care, counselling, or other such support;(ii) the relief of unemployment through support, advice and training; and(iii) access to justice for victims and promoting justice by working with other organisations to prevent people trafficking, prosecute traffickers and protect victims including but not limited to supporting central and local governments, regional and individual police forces, border and immigration agencies and other organisations, whether statutory or voluntary.b) To advance public education about the plight of men, women and children who have been trafficked and those vulnerable to trafficking.

Activities: The relief of men, women and children who have been the victims of trafficking by providing or assisting in the provision of safe housing, medical care, counselling and other such support anywhere in the UK or overseas To advance public education about the plight of men, women and children who have been trafficked

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Accommodation/housing, Other Charitable Purposes
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL.
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£5,963,523	£5,674,944	£2,717,663	119
2024-03-31	£5,355,089	£5,331,583	£2,429,084	117
2023-03-31	£4,636,996	£4,538,047	£2,405,558	137
2022-03-31	£5,112,529	£4,570,116	£2,306,609	99
2021-03-31	£3,919,768	£3,737,654	£1,764,196	86

Trustees

Name	Role	Appointed
Amanda Susannah Francis		2024-02-07
Brendan Geary		2025-02-19
Dr Barry Lynch		2019-10-23
Dr Rosemary Anne Anselm Keenan		2023-11-01
Mary Catherine Gandy		2022-02-09
Robert Kenneth Marsh		2022-02-09
SISTER MARY TERESA FITZPATRICK		2021-05-05
Sister Jane Maltby		2019-07-24
Susan Thomas		2026-02-18

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MEDAILLE TRUST

England & Wales - Charity number 1117830

Accounts



MEDAILLE TRUST
REFUGE AND FREEDOM FROM MODERN SLAVERY

Annual Report & Accounts 2024 2025

www.medaille-trust.org.uk

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Introduction to Medaille Trust

Who we are

Medaille Trust is one of the UK's **leading providers of support for survivors of modern slavery and human trafficking.** Since our founding in 2006 our mission has been to provide refuge and freedom for victims of modern slavery, and to work for a world where no one is exploited, trafficked, or enslaved. With a dedicated team of staff, volunteers, and trustees, we work tirelessly to create safe spaces where survivors can begin rebuilding their lives.

What we do

Each year we work to **support hundreds of survivors.** We provide 10 safehouses and five community projects. Our services include:

- Emergency and longer-term accommodation.
- Casework and **wellbeing support** tailored to individual needs.
- Practical help with housing, healthcare, and legal advice.
- Education, skills training, and employment opportunities.
- Advocacy, giving survivors a voice in shaping national policy.
- International prevention and reintegration work, with a particular focus on Albania.
- First Responding – helping to identify and support potential victims.
- Supporting survivors to cooperate with the criminal justice system to secure convictions and compensation from their abusers.

The map on the next page shows where we work across England and beyond. Each marker represents either a safehouse or a Moving On Project hub, highlighting the geographical reach of our services. The map also points to our international prevention work in Albania, a key country of origin for many survivors in the UK.

What is a safehouse?

A safehouse is far more than a place of shelter. It is a secure, confidential home where survivors of trafficking and modern slavery can recover in safety, free from fear of re-exploitation. Each Medaille Trust safehouse provides:

- Accommodation: a safe, comfortable space with trained staff on hand.
- Support: helping survivors access **healthcare, counselling, legal advice,** and immigration services.
- Community and wellbeing activities: from gardening and art therapy to sports and language classes.
- Pathways to independence: equipping survivors with the skills, confidence, and resources they need to rebuild their lives.

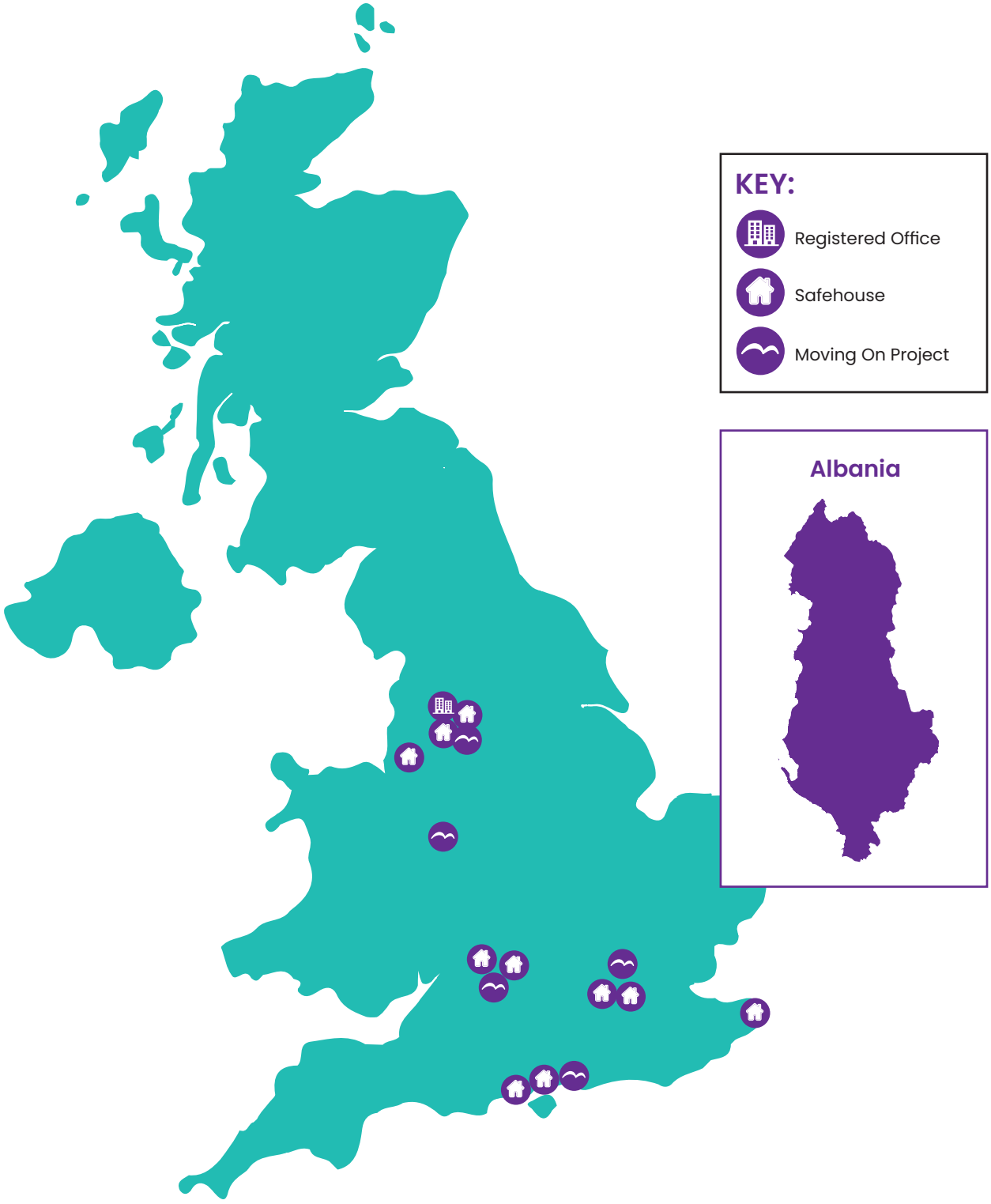
Our safehouses embody our mission—offering not just physical refuge but also dignity, empowerment, and the first steps toward a new life.

Charitable purposes

As a registered charity, Medaille Trust's objects are to **relieve need and hardship among survivors who have been victims of trafficking, and those vulnerable to trafficking, by offering practical and emotional support both in the UK and overseas.** This is achieved by:

- Providing safe accommodation and holistic support to people affected by human trafficking and modern slavery.
- Tackling unemployment through support, advice, and training.
- Providing access to justice for victims and promoting justice by working with other organisations to prevent trafficking, prosecute traffickers, and protect victims.
- Advancing education and awareness, working with communities, professionals, and policymakers to prevent exploitation and challenge injustice.
- Promoting research and advocacy, ensuring the voices of survivors influence law, policy, and practice.

Where we work



2024-25 in numbers

317
Survivors and dependent children supported in our safehouses

131
Survivors supported by our Moving On Project

275
Workshops delivered by Moving On Project

46
Times we acted as a First Responder to identify and support a potential victim

10
Police operations supported

43
Evidence interviews conducted in our Victims' Voices project

33
New volunteers

97
Times featured in the media

300
Young Albanians supported to prevent exploitation

Welcome from the Chair of Trustees



Once again, I am delighted to greet you as you receive this Annual Report and Accounts of the Medaille Trust.

This year we warmly welcomed Dani Wardman as our new CEO. In her first year Dani has immersed herself with staff and survivors across our safehouses and projects, bringing fresh insights rooted in her background of supporting vulnerable women and men. We also welcomed Brendan Geary as trustee, whose expertise in safeguarding and human development strengthens the diversity of our Board.

Medaille Trust continues to grow in both ambition and impact. Thanks to the dedication of our staff and volunteers, we have supported hundreds of survivors this year across our safehouses, our Moving On Project, and our partnerships with police and prosecutors. **Survivors have found safety, dignity, and the first steps towards independence in environments enriched by activities ranging from gardening and art to sports and counselling.**

This work, however, takes place against a challenging backdrop. Demand is rising, government policy is uncertain, and protections have weakened since the passage of the Modern Slavery Act ten years ago. Financially, we are ending the year with a modest surplus, supported by an exceptional one-off grant. Yet our reserves remain below target, and sustainable funding is critical to our future.

Looking ahead, we are excited to relocate one of our services to a new safehouse in Liverpool, and to launch a survivor co-production initiative, embedding lived experience at the very heart of our work. In uncertain times, our principle is clear: survivors must always come first.

This report is both a record of achievement and a call to action. It highlights the scale of the challenge, the resilience of survivors, and the creativity of our response. At a time when government funding is uncertain and the policy environment increasingly hostile, **your support is more important than ever. It allows us to go beyond statutory provision and ensure survivors are not left behind.** Please stand with us—through your donations, actions, and advocacy—so that more lives can be transformed in the year ahead.



Sister Jane Maltby
Chair of Trustees

Donate today at
www.medaille-trust.org.uk/donate
Every pound helps provide safety, dignity, and hope for survivors of modern slavery

Chief Executive Officer introduction



This year has highlighted not only the urgency of the crisis of modern slavery but the resolve we bring to meeting it. **More survivors than ever are being identified, yet too many still face a system that falls short,** with protections eroded and vital support withdrawn just when it is most needed. At the same time, global exploitation is rising, and funding pressures are intensifying. In the midst of this uncertainty, Medaille Trust stands firm: putting survivors first, expanding our reach, and proving that recovery and freedom are possible even in the most challenging environment.

Behind each statistic is a story of coercion and loss of freedom - but also resilience, courage, and the possibility of recovery when the right support is in place. That is the space Medaille Trust occupies: providing safety, dignity, and pathways to independence, while pressing for a system that does better.

Ten years on from the Modern Slavery Act, we are reminded of its original ambition and of how its protections have since been eroded. **Too many survivors still fall through the cracks.** That is why we continue to advocate for survivor-centred reform, and why we have expanded our services to bridge the gaps:

- 317 survivors and their children found refuge in our safehouses.
- 131 survivors were supported through our Moving On Project, with 275 workshops delivered.
- We supported 10 police operations and carried out 43 victim interviews, strengthening prosecutions.
- Internationally, our work in Albania has shaped a new anti-trafficking law and begun reintegration programmes with the UK Home Office.

Internally, we have made changes to ensure Medaille Trust is resilient, agile, and survivor-focused. We have done this via a restructure, the restructuring has not been easy, but it was necessary to sharpen our focus and strengthen our position. With contracts due for retendering, we are confident in our ability not only to remain competitive but to continue leading in this field.

To all those who stand with us staff, volunteers, trustees, and supporters - thank you. Together we are not only helping survivors of modern slavery take their first steps toward freedom, but also building momentum for the **systemic change that is urgently needed.**

As the scale of modern slavery grows worldwide, we cannot face it alone. Join us through your giving, your partnership, or your voice, in building a society where survivors come first.



Dani Wardman
Chief Executive Officer

It costs

£40 a day provides a survivor with a safe haven in one of our homes.

£1,200 a month offers a survivor secure accommodation, specialized support, and a path toward healing and independence.

£14,000 a year ensures one survivor has a place of safety, care, and hope for a brighter future.

Modern slavery in 2025

Modern slavery in 2025: a decade on

The year 2025 is a major milestone for all of us working in the modern slavery sector. It marks ten years since the UK's **Modern Slavery Act** was signed into law, a landmark piece of legislation that transformed how the nation confronted exploitation. It set out a vision of accountability, requiring businesses to examine their practices, committing government to action, and promising survivors not only refuge but meaningful, long-term support.

There have been **real successes** since 2015. The number of victims identified has grown from **3,266 in 2015 to 19,125 in 2024**. This rise reflects better awareness, stronger training for first responders, and improved identification processes. Survivors who might once have remained invisible are now being seen and supported.

Yet, progress has not been straightforward. Many of the protections promised in 2015 have been **watered down, leaving survivors vulnerable and the system inconsistent.** Too often, people are recognised as victims yet find themselves without safe housing, healthcare, or long-term recovery support.

At the same time, the **global picture has worsened**. Today, an estimated **50 million people worldwide** are trapped in modern slavery, and in the UK alone more than **120,000 people may be living in exploitation**, many still unseen.

In this context, Medaille Trust is determined to **model a more compassionate and effective response**. Our role is not only to provide immediate refuge but also to walk alongside survivors on their recovery journey, amplify their voices, and press for systemic change.



120,000
estimated victims in the UK.



19,125
record number of victims referred



50 million
estimated victims worldwide

A little bit, goes a long way:

£5 helps us provide nappies, sanitary products and other essential items which are crucial for hygiene and dignity

£10 helps us provide every resident with a welcome basket of toiletries, often they come to us with nothing

£20 helps us provide 1 English language class for up to 15 people

Redesign and expansion: building for the future

As the needs of survivors evolve, so too must our response. Over the past year, Medaille Trust has begun a programme of **redesign and expansion** to remain resilient, relevant, and above all, survivor-centred.

Why change is needed

- **Rising demand:** Record numbers of survivors are being identified in the UK.
- **System gaps:** Too many survivors face a sharp drop in support when they leave the National Referral Mechanism.
- **New vulnerabilities:** Migration pressures, economic hardship, and organised crime are fuelling exploitation in the UK and internationally.

Our redesign

We have restructured parts of the organisation to become **more agile and survivor-focused.** Leadership is now more closely aligned with frontline services, governance and risk oversight have been strengthened, and innovation in service delivery is being prioritised.

It costs

£40 a day provides a survivor with a safe haven in one of our homes.

£1,200 a month offers a survivor secure accommodation, specialized support, and a path toward healing and independence.

£14,000 a year ensures one survivor has a place of safety, care, and hope for a brighter future.

Our expansion

We are taking bold steps to grow our impact:

- **New Liverpool Safehouse:** Opening in 2025, providing refuge in the North West and acting as a hub for community engagement.
- **Enhanced Moving On Project:** Expanding to new locations, adding specialist migration advice and reaching more survivors excluded from statutory systems.
- **Building Independence:** Equipping survivors with language skills, financial literacy, employment training, and life skills to support their transition to independent living.
- **International Reintegration:** In partnership with the UK Home Office, supporting at least 100 returning Albanians each year to return safely with training, employment, and wraparound care.

What this means for survivors

Redesign and expansion are about real people. Survivors will experience:

- Stronger, more consistent support at every stage.
- More opportunities to shape services through co-production and advocacy.
- A clearer pathway to independence, with housing, education, and employment built in.

By investing in redesign and expansion, Medaille Trust is not only responding to today's crisis but also building the foundations of a future where recovery is the expectation, not the exception.

Innovation and prevention: a look at Medaille Trust's work in Albania

In Albania, vulnerability to modern slavery is acute. Economic hardship, migration pressures, and organised crime combine to create conditions where many are at risk of exploitation. For Medaille Trust, **Albania has become a key focus** of our prevention work, recognising that tackling modern slavery requires not only supporting survivors in the UK but also addressing root causes internationally.

Since 2023, we have worked in Albania to pilot and develop new approaches to tackle modern slavery at the source, building on our vision of a world where people are free from exploitation through human trafficking and modern slavery.

In 2024/2025, this work has centred on three key areas:

- **Economic Led Development.** Medaille Trust's ELD programme in Albania directly addresses the root causes of modern slavery and human trafficking, and precarious migration by providing at-risk youth with viable, community-based economic alternatives. The programme focuses on entrepreneurship, digital innovation, and cultural tourism—empowering young people to build livelihoods that reduce vulnerability to exploitation and the influence of serious organised crime.
- **Enhancing the Local Response to Human Trafficking and Modern Slavery.** The most effective prevention programmes are delivered by and for Albanians. We work with local partners to strengthen the national response to human trafficking and modern slavery by advancing legislation, coordinating stakeholder engagement, and promoting survivor-centred practices.
- **Cross-Border Cooperation – Tackling Human Trafficking Together.** Through these strategic cross-border initiatives—justice sector collaboration, diaspora engagement, and shared learning—Medaille Trust continues to deliver an innovative and prevention-led response to modern slavery and serious organised crime.

A major achievement this year has been **supporting the drafting of a new Anti-Trafficking Law.** Medaille Trust collaborated with legal experts, civil society actors, and policymakers to shape a comprehensive legislative proposal focused on victim protection, prevention, and accountability. Targeted advocacy efforts were carried out through high-level meetings with the Foreign, Commonwealth & Development Office and diaspora academics in the UK, who facilitated dialogue with Albanian MPs and Ministers. The law is now positioned for formal submission to Parliament, with collective advocacy efforts expected to intensify following the May 2025 elections.

As a result of longstanding partnership work and developing expertise in Albania, Medaille Trust is set to begin a new partnership with the UK Home Office in 2025. This project will be working with our **Albanian partner organisations to help support 100 Albanians a year for three years to return to Albania from the UK.** The project is designed to provide wraparound support, with a focus on safe employment and training, to build the capacity of those who are being returned and protect them from the risks of exploitation.



Criminal justice conference 2024

Survivor support

Medaille Trust operates 10 safehouses and 5 community-based Moving On Project hubs which collectively supported 448 survivors in the year 2024-2025.

Across our safehouses we now **offer bedspaces for 137** survivors at any one time as part of the government's Modern Slavery Victim Care Contract. This year we have continued to have **excellent inspection reports from the Care Quality Commission,** which consistently praises the dedication, knowledge and passion of our safehouse staff. We continue to invest in our safehouses to try to create spaces which are not simply safe but can provide the best possible setting for recovery.

Our safehouses are not just shelters but are also the setting in which we provide the intensive casework to identify and best meet the differing needs of survivors. We have placed a major focus over the past few years on wellbeing, with a programme of activities often delivered by our team of amazing volunteers. This has included an allotment project, gardening, sewing, yoga, dancing, music, trips to sports matches and cooking, among many others.

This year we have begun a priority and focus on emphasising and improving our engagement with our survivors. We are working towards a better partnership and engagement such that **survivors are at the heart of designing more of our service provision.** We have also looked to give survivors opportunities to use their own voices in advocacy. This year a group of **our survivors had the opportunity to sit for over an hour with the Safeguarding Minister Jess Phillips MP to express their concerns over the current system.** Others have been interviewed (including in features for the BBC) on their experiences and what changes they would like to see in the future.



Medaille Trust survivors meet safeguarding Minister Jess Phillips MP



Safehouse pumpkin picking outing

Impact
case studies

Patrick

Patrick is 13 years old and is staying at our Coastal service with his mum. Together they were enslaved for 9 years. In that time Patrick received no formal education and when he arrived at Medaille Trust he was unable to read or write.

It was a big task to socialise and improve Patrick's confidence to help him integrate and access education. To help with that case workers supported Patrick to be able to j**oin a local football club and take swimming lessons where he has been able to make friends.** He has received funding for a bus pass and new school uniform and will soon be starting school for the first time.

We have been able to provide a laptop to help with his studies and thanks to another local small grant he is n**ow learning to ride a bike which has been donated.** Patrick's confidence has greatly improved, he is much happier and starting to be able to enjoy a more normal childhood.

David

David has been with us for five years waiting for the Home Office to resolve his case. He has complex mental health as a result of a traumatic trafficking experience and had twice been sectioned under the Mental Health Act.

Like many trafficking survivors it took David a long time to trust and build enough rapport with professionals to discuss his trauma. Over time though staff have worked closely with David and helped him on his road to recovery. With their support he started volunteering with Just-Ice, an initiative who support survivors of modern slavery. This proved a great success and he was later offered a part time role. **Today he has made friends at the cafe and attends two days per week.**

Despite ongoing challenges with his health David is now ready for the first time to move on from safehouse accommodation and is looking forward to moving into his own place and to continue with his recovery journey.



Impact
case studies

Joy

Joy came to the UK as a nanny for a family she had been working for in her home country of Nigeria. Once in the UK the relationship changed. She was physically and emotionally abused, banned from leaving the house and forced to do increasingly long hours with reduced pay.

When Joy was rescued by the police she was referred into Medaille Trust's Southern service. Joy was granted leave to remain in April 2024. She has a huge passion for childcare and was desperate for the chance to work. Through Medaille Trust's partnership with another charity, Bright Future, she was able to r**eceive a placement at a local nursery with appropriate wraparound support for safe employment that will protect her from re-exploitation.**
She is also undertaking new training and qualifications.

We are hopeful that Joy will soon be able to move on from our service and start a new life in private accommodation with safe and supportive employment in the community.

*Names have been changed to protect identities



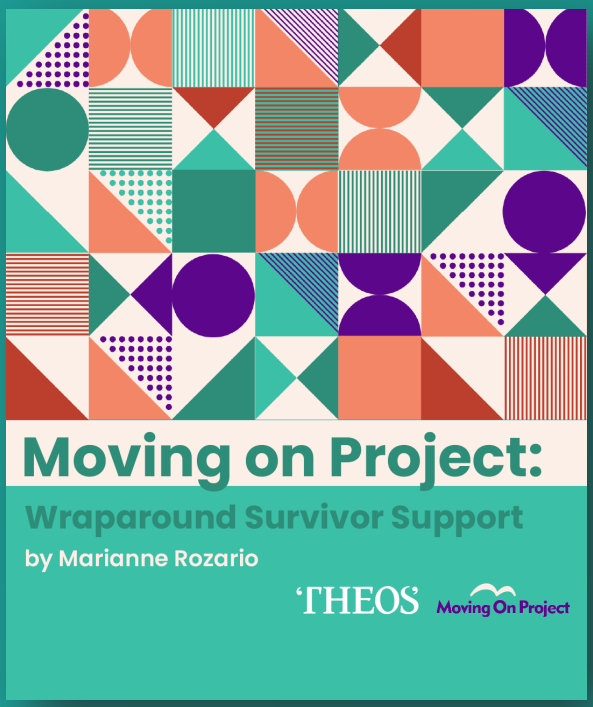
The Moving On Project

The Moving On Project (MOP) is Medaille Trust's effort to plug a huge gap that we have identified in support for survivors who find themselves outside the government's National Referral Mechanism. This may be because they have been refused support despite being at risk of exploitation, or because they have not yet felt ready to be referred for support. It also includes many people who have been recognised as legitimate victims but still require ongoing support with a variety of needs including access to housing, education, legal and migration advice.

This year MOP has supported 131 such people and undertook 275 workshops and drop in sessions. We have also innovated and expanded the sort of support we are able to offer. Thanks to a generous donation from the Benefact Trust we have been able to start our STAR-UK (Support for Trafficked Asylum-seekers and Refugees in the UK) project. This is providing specific migration advice to asylum seekers and refugees who are also at major risk of exploitation.

The MOP work has always been flexible and adapting to needs where they are identified. After five years, however, we also wanted to be able to understand the successes and weaknesses of the current project and, to that end, in partnership with the think tank Theos we commissioned a new research report Moving On Project: Wraparound Survivor Support. **The report calls for a new wider approach that better supports all survivors of trafficking,** not only those who are identified through the government's National Referral Mechanism. It highlights MOP's work as a model for a more flexible and trauma-informed approach and suggests practical approaches for the future.

We will be building on this report as we set our new strategic priorities for the project for the coming years.




Manchester MOP team

The Moving On Project

What next for MOP

The report identifies several critical weaknesses in the official government system for supporting survivors of trafficking. It highlights that **the National Referral Mechanism (NRM) is often confusing, creates barriers to accessing support, and is frequently accompanied by poor or inaccurate referrals.** These referrals are not consistently carried out in a trauma-informed manner, further compounding the difficulties survivors face.

More troubling still, the report finds that even when victims are formally recognised by the government through a positive Conclusive Grounds decision within the National Referral Mechanism (NRM), many face a sharp drop-off in support. This means that although the government has officially acknowledged their trafficking experience, survivors are often left without adequate access to safe housing, healthcare, legal and migration advice, or the psychological support they need for long-term recovery.

In response to these ongoing challenges, we are committed to expanding our Moving On Project to more effectively meet the needs of survivors. While we are already increasing our capacity to provide **specialist migration advice,** there is an urgent need for additional caseworkers, broader national reach, and enhanced support for vulnerable individuals through in-house counselling and psychotherapeutic services. Increasing the availability of move on residential spaces will also play a vital role in helping survivors transition to independent living more smoothly.

This redesign and expansion will be a major strategic priority for Medaille Trust in the coming year.



Swindon South MP Heidi Alexander visits staff and survivors at our Wiltshire MOP hub

Focus on justice

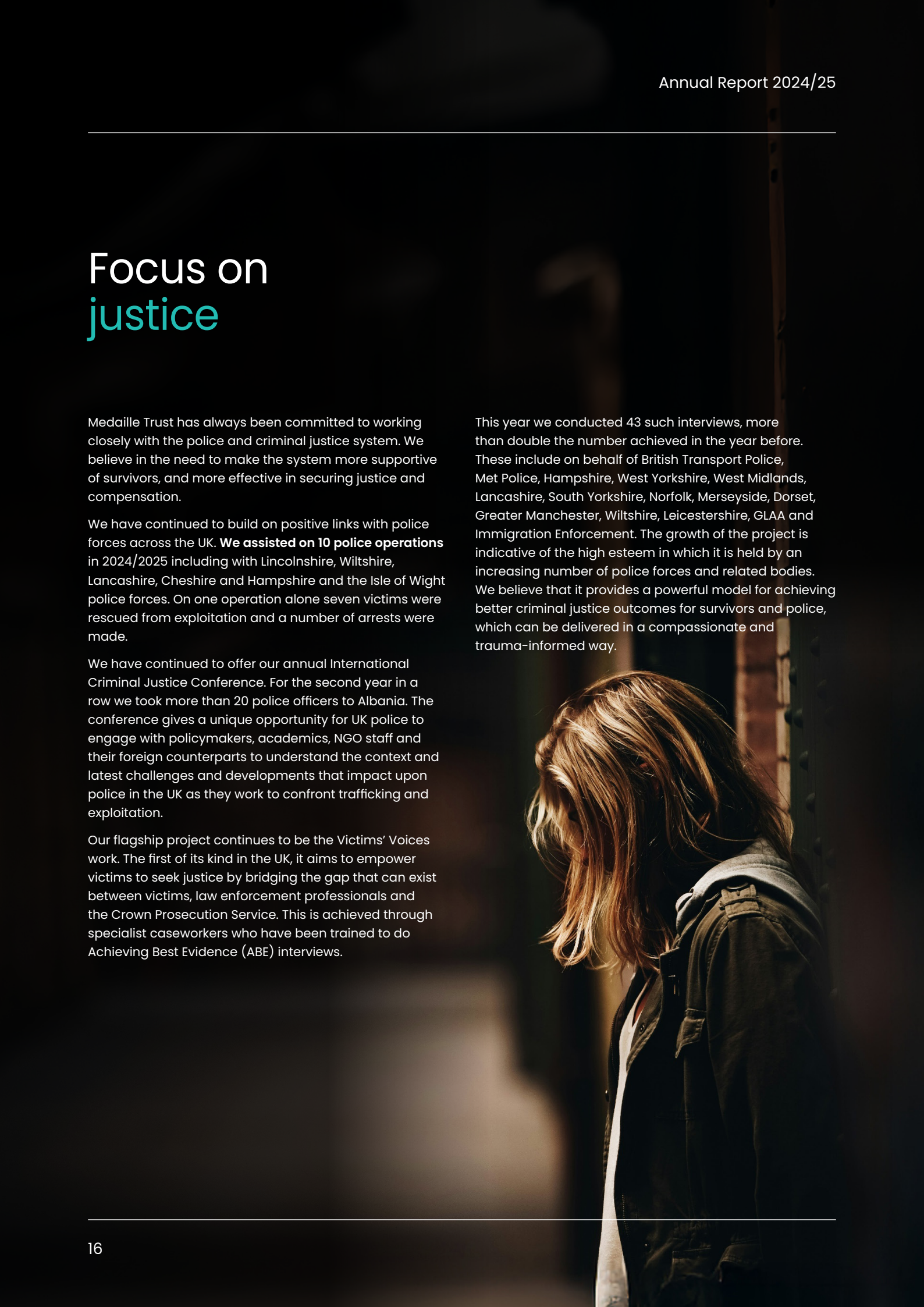
Medaille Trust has always been committed to working closely with the police and criminal justice system. We believe in the need to make the system more supportive of survivors, and more effective in securing justice and compensation.

We have continued to build on positive links with police forces across the UK. **We assisted on 10 police operations** in 2024/2025 including with Lincolnshire, Wiltshire, Lancashire, Cheshire and Hampshire and the Isle of Wight police forces. On one operation alone seven victims were rescued from exploitation and a number of arrests were made.

We have continued to offer our annual International Criminal Justice Conference. For the second year in a row we took more than 20 police officers to Albania. The conference gives a unique opportunity for UK police to engage with policymakers, academics, NGO staff and their foreign counterparts to understand the context and latest challenges and developments that impact upon police in the UK as they work to confront trafficking and exploitation.

Our flagship project continues to be the Victims' Voices work. The first of its kind in the UK, it aims to empower victims to seek justice by bridging the gap that can exist between victims, law enforcement professionals and the Crown Prosecution Service. This is achieved through specialist caseworkers who have been trained to do Achieving Best Evidence (ABE) interviews.

This year we conducted 43 such interviews, more than double the number achieved in the year before. These include on behalf of British Transport Police, Met Police, Hampshire, West Yorkshire, West Midlands, Lancashire, South Yorkshire, Norfolk, Merseyside, Dorset, Greater Manchester, Wiltshire, Leicestershire, GLAA and Immigration Enforcement. The growth of the project is indicative of the high esteem in which it is held by an increasing number of police forces and related bodies. We believe that it provides a powerful model for achieving better criminal justice outcomes for survivors and police, which can be delivered in a compassionate and trauma-informed way.



Looking ahead: bold steps for a brighter future

As we look ahead, Medaille Trust stands at a pivotal moment—one marked by both opportunity and responsibility. Modern slavery and human trafficking are not static problems; they are evolving, and so must we.

Why we are changing

- **Protections eroded:** Ten years on from the Modern Slavery Act, many safeguards have weakened. Survivors are too often left behind.
- **Government reform:** Proposed changes may significantly reshape how frontline services are delivered. We must remain agile to safeguard survivors' rights.
- **Financial pressures:** With government funding stretched, and future contracts subject to retendering, sustainability depends on diversification and organisational agility.

Our response

Our future vision is shaped by survivors' voices. A new co-production initiative will embed lived experience into our services, advocacy, and policy influence. Survivors are not only recipients of support—they are partners in creating change.

We also recognise that real change requires collaboration. By training and equipping police, social workers, healthcare staff, and other frontline professionals, we aim to improve how survivors are recognised and supported at every stage.

To deliver on this vision, we are strengthening ourselves internally. Our restructure has been difficult at times, including redundancies, but it has created a leaner, more agile organisation—one that puts survivor outcomes at the centre of every decision and is positioned strongly for the forthcoming Home Office contract retendering process (SVMS).

Our non-negotiable principle

In an uncertain landscape, our resolve is clear: **we will always put survivors first.** That principle will guide every strategic decision, every partnership, and every investment we make.

The promise ahead

The year ahead will bring challenges—but also enormous promise. With compassion, collaboration, and courage, we are building a world where exploitation has no place, and recovery is not only possible but expected.

We are ready for the next chapter, but we cannot do it alone. Help us expand safehouses, amplify survivor voices, and invest in prevention—your support today builds freedom tomorrow.



Survivors and staff at Wiltshire MOP hub

Partnerships

Partnerships for change

At Medaille Trust, we know that no single organisation can tackle modern slavery alone. **Real change happens when communities, professionals, and institutions work together with survivors at the centre.** That is why we are committed to building strong partnerships across every sector.

- **With police and law enforcement**, we provide evidence and insight that strengthens investigations and secures justice for survivors.
- **With social workers, healthcare professionals**, and local authorities, we share knowledge and training so survivors are identified earlier and supported more effectively.
- **With faith groups, businesses, and community organisations**, we build awareness, encourage ethical practice, and inspire action.
- **With international partners**, especially in Albania, we tackle the root causes of trafficking and support reintegration of survivors returning home.

Why partnerships matter

Modern slavery is complex, crossing borders, sectors, and systems. **Survivors' needs are long-term, and can include housing, healthcare, counselling, education, employment and justice.** No one organisation can provide all of this. Partnerships allow us to pool expertise, share resources, and create pathways where survivors can rebuild their lives.

Call to action

We invite you to stand with us as a partner. Whether you are a professional on the frontline, a business leader, a policymaker, or part of a community group, there is a role for you in this movement:

- Train with us to build awareness in your sector.
- Collaborate with us to strengthen survivor support pathways.
- Advocate with us to ensure survivors' voices are heard at every level.
- Invest with us to expand services and create lasting change.

Together we can create a system where survivors are not only protected but empowered, and where exploitation has no place.

Fundraising

In this challenging economic climate, we are **enormously grateful for the generosity of so many individuals, communities, and organisations who have stood with us this year.** Thanks to this commitment, Medaille Trust saw an increase in donations of £147,550 from the previous year, a powerful testament to the shared belief that modern slavery can, and must, be ended. To every donor, large and small, we extend our heartfelt thanks.

Yet while this is encouraging, fundraising has not reached the level we need to meet the growing scale of demand. Our surplus this year was made possible in part by a one-off unrestricted grant of £450,000, a generous and exceptional gift, but not one we can rely upon again. **With more survivors being identified than ever before, the need for regular and sustainable funding has never been greater.**

To strengthen our fundraising capacity for the future, we are introducing a new role in Development and Impact, which will focus on building long-term relationships with donors, trusts, and partners. This will allow us to communicate more powerfully the difference supporters make, expand our reach, and unlock new sources of income.

At the same time, our restructure has enabled us to align leadership and frontline services more closely, streamline processes, and free up capacity to invest in growth and innovation.

For all this progress, however, the reality is that our services remain under immense pressure. That is why we ask you to continue standing with us.

Every donation, whether a one-off gift, monthly donation, a community fundraiser, or a major grant, directly contributes to safe housing, specialist support, and the chance for survivors to reclaim their freedom.

Fundraising compliance

Throughout the year, Medaille Trust did not engage any third-party entities to conduct fundraising activities on our behalf. We are committed to upholding the highest standards in our internal practices. We ensure that the way we collect and look after personal information about our supporters complies with the UK data protection legislation. The Privacy Policy on our website sets out how we collect, use and retain information about supporters. We are registered with the Fundraising Regulator and adhere to the Fundraising Code of Practice in all our fundraising activities. We also comply with all GDPR legislation. We are not aware of any failures to comply with the standards and have received no complaints related to our fundraising activities.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity'.



Medaille Trust caseworker Abi running the Brighton Marathon ran on behalf of Medaille

Governance

Structure, governance & management

Our organisational structure reflects our commitment to transparency, responsiveness, and collaboration. Day-to-day operations are led by our Chief Executive Officer and senior management team, whose experience and vision drive the delivery of our strategic priorities. Our trustees continue to engage actively with our staff and services, ensuring they remain closely connected to the heart of our mission. As we look ahead to a future shaped by new government priorities and shifting policy landscapes, particularly in this, the tenth anniversary year of the Modern Slavery Act, we remain resolute. **No matter the challenge or change, survivors will always be at the centre of our decisions. Their voices, needs, and futures will lead the way forward.**

Embedding accountability through strong risk oversight

At Medaille Trust, we take a proactive and structured approach to risk management, ensuring our work remains resilient, transparent, and aligned with our mission. Our Board of trustees regularly reviews a comprehensive Risk Register that identifies and monitors key risks across four core categories: governance, operational, financial, and external.

Each risk is assessed for its potential impact and likelihood, with appropriate mitigation measures put in place to reduce exposure to an acceptable level. This process supports informed decision-making, safeguards service quality, and ensures organisational stability, even amid an evolving internal and external landscape.

By embedding accountability at every level, we remain agile and prepared to face challenges, protecting both the integrity of the charity and the people we serve.

Our board

At the heart of Medaille Trust's governance is a dedicated board of trustees who bring **diverse expertise, strong leadership, and a deep commitment to our mission.** Their role is vital in ensuring that we remain accountable, mission-driven, and equipped to respond to the evolving challenges of modern slavery and human trafficking. Through strategic oversight, active engagement, and principled decision-making, our trustees help shape the direction of the charity, always keeping the needs and voices of survivors at the centre of our work.

Recruitment & appointment

We are committed to building a diverse Board with a wide range of experience. Regular reviews help identify skill gaps and inform recruitment. When vacancies arise, the Board actively seeks individuals with the right expertise to strengthen our governance and improve effectiveness.



Yoga class at safehouse

Governance

Induction & training

New trustees are introduced to the practical work of the charity through structured inductions, including visits to safehouses and service sites. All trustees are encouraged to attend an annual away day and participate in board meetings and service visits, deepening their understanding of our mission. Each receives comprehensive documentation, including the Trust's full suite of policies and procedures.

Board committees

To ensure strong oversight and expert guidance, our Board operates through **dedicated committees in the areas of finance, safeguarding, property, and remuneration.** These committees support strategic decision-making and monitor risks via a detailed Risk Register.

Recent reviews have enhanced their effectiveness and clarified their roles:

- Finance, Audit & Risk Committee oversees financial health, audits, and risk management.
- Safeguarding Committee ensures robust safeguarding policies and proper handling of concerns.
- Property Committee advises on property-related issues and recommends actions to the Board.
- Remuneration Committee reviews salary structures and recommends pay decisions to the Board.



Medaille Trust caseworker Sara receiving young achievers award



Christmas donations at our Wiltshire moving on hub

Financial overview

This year, Medaille Trust closed its accounts with a surplus of £288,579. This outcome reflects both the generosity of our supporters and the careful management of our resources in a difficult environment.

Key factors affecting the surplus

- A **one-off unrestricted grant of £450,000**, which gave us vital breathing space.
- **Higher-than-expected property maintenance and repair costs (£200,751)**, following a greater number of inspections. This investment ensures our safehouses remain safe, compliant, and welcoming.
- **Restructuring costs of £116,481**, linked to organisational changes including some redundancies. These were difficult but necessary decisions to ensure resources are focused where they make the greatest impact—supporting survivors.

Income and funding

Our funding base remains diverse:

- **£4.13 million from contracts** (up 7.5% from last year).
- **£246,567 in voluntary donations and gifts**, despite the cost-of-living crisis.
- Significant **grants and donations for the Moving On Project**, plus smaller project grants.
- A new **three-year grant** to support reintegration of survivors returning to their home countries.

Currently, our reserves cover 2.5 months of expenditure (23%). We aim to reach 3 months by the end of 2025, and to build to 5–6 months by 2027, strengthening long-term resilience.

Expenditure and investment

We invested £463,734 in property safety and maintenance, with a three-year plan now in place to safeguard safehouses. We remain committed to fair pay, continuing our membership of the Real Living Wage Foundation, and raising minimum pay rates accordingly.

Looking ahead

While this year ended positively, the surplus was made possible in large part by a one-off donation. To remain resilient, we must continue to grow reserves and diversify income.

The upcoming retendering of the Home Office contract (SVMS) is a critical moment. We are confident in our record of delivery and impact, but we also recognise the need to restructure and innovate so that we remain competitive. These changes will ensure we continue to meet the highest standards and expand our impact into the next contract cycle.

In conclusion

Medaille Trust enters the next year in a stable position, with multi-year grants secured and a leaner structure following reorganisation. Our priority now is to grow reserves, broaden our funding base, and remain a dependable lifeline for survivors of modern slavery.

Reserves policy

In order to comply with the terms of the Trust's Home Office contract, the charity aims to have a free reserves ratio target equal to at least 25% of unrestricted expenditure. At 31st March 2025, the Trust's total net assets equalled £2,699,709 and included tangible fixed assets of £1,733,825. The tangible fixed assets comprise properties, furniture and other items of equipment which are fundamental to the charity's operations and do not represent assets that are liquid or can be expended. These assets are represented by the tangible fixed assets fund to emphasise this fact.

At 31st March 2025, the Trust's free reserves amounted to £965,884 which **equates to approximately 23% of unrestricted expenditure** and so falls short of the target. The Trust started a restructuring process before the year end which was concluded in April 2025. Following the restructuring, the Trust envisions increasing its working capital. The Trust is finalising an updated strategic plan, which will focus on attracting specific and project-based funding. The trustees, therefore, are confident that the Trust's free reserves can be replenished and that its reserves policy can be met within the next three years.



Plant therapy within a safehouse

Donate today at
www.medaille-trust.org.uk/donate
Every pound helps provide safety, dignity,
and hope for survivors of modern slavery

Provision of information to auditors

Each of the persons who are trustees at the time when the trustees' report was approved has confirmed that:

- So far as that trustee is aware, there is no relevant audit information of which the company's auditors are unaware, and
- That trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the company's auditors in connection with preparing their report and to establish that the company's auditors are aware of that information.



Art therapy within a safehouse

It costs

£40 a day provides a survivor with a safe haven in one of our homes.

£1,200 a month offers a survivor secure accommodation, specialized support, and a path toward healing and independence.

£14,000 a year ensures one survivor has a place of safety, care, and hope for a brighter future.

Legal and administrative details

Trustees:

Chair: Sister Jane Maltby

Vice Chair: Father Robert Marsh

Chairs of committees:

- Safeguarding
  - Dr Rosemary Keenan
- Property
  - Dr Barry Lynch
- Finance, Risk and Audit - Amanda Francis
- Remuneration
  - Revd Terry Tennens

Trustees: Sister Mary Fitzpatrick, Mary Gandy, Sister Philomena Bowers, Brendan Geary (appointed 19th February 2025), Colin Ward (resigned 26th July 2024), Marlene Sookdeo (resigned 22nd June 2024). The charity has no corporate trustees. None of the trustees holds property on behalf of the charity.

The Charity's professional advisors are as follows:

Auditors:

- **Crowe U.K. LLP**
  St George's House,
  56 Peter Street,
  Manchester, M2 3NQ

Bankers:

- **Barclays Bank PLC**
  31 High Row, Darlington,
  Co. Durham, DL3 7QS

Solicitors:

- **Grant Saw Solicitors LLP**
  Ground Floor,
  Wood Wharf Building,
  Horseferry Place, Greenwich,
  London, SE10 9BB

Registered office:

- **Medaille Trust**
  Cathedral Centre,
  3 Ford Street, Salford, M3 6DP

The Charity has no 'headquarters' as such, preferring not to spend its money on offices. The registered office is the office of Caritas Diocese of Salford which supplies management services to the Trust. This formal partnership is due to end in June 2025.

Trustees delegate day to day decisions to and take advice from our officers:

Key Management Personnel:

- **Dani Wardman**
  Chief Executive Officer
- **Ben Ryan**
  Executive Director: Engagement and Strategic Development (Deputy CEO)
- **Diane Cox**
  Executive Director of Operations
  left 31st July 2025
- **Vasco Carvalho**
  Executive Director of Finance and Resources
- **Treena Jones**
  Director of Fundraising
  left 31st of July 2025
- **Marcus Dawson**
  Director of Police and Justice Partnerships
  left 29th August 2025

Charity Number: 1117830
Company Number: 05965380

Statement of trustees' responsibilities in respect to the annual report and financial status

Auditors

Crowe U.K. LLP were re-appointed auditors during the year following their successful audit of 2023/24.

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Charity and company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company and of the profit or loss of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions. The records should disclose with reasonable accuracy the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

I take this opportunity to express my very sincere thanks and that of my fellow trustees, to all staff and volunteers, friends, donors and beneficiaries and our partner agencies for their continued support . On behalf of the board of the trustees.



Sister Jane Maltby Chair of Trustees

Dated 9th September 2025

Independent Auditors' report to the members of Medaille Trust

Opinion

We have audited the financial statements of Medaille Trust ('the charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework has been prepared following applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law.

Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Independent Auditors' report
(continued)

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the companies act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate and proper accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' directors' report and from the requirement to prepare a strategic report.

Independent Auditors' report
(continued)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 26, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non- compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non- compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

Independent Auditors' report
(continued)

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations was Employment Legislation.

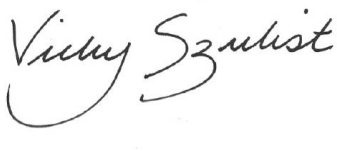
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of grant income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance and sample testing on grant revenue to supporting information.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist

For and on behalf of Crowe U.K. LLP
Statutory Auditor

St George's House, 56 Peter Street,
Manchester, M2 3NQ

Date: 10th October 2025

Statement of financial activities for the year ended 31st March 2025

	Notes	Restricted Funds	Unrestricted Funds	Total Year to 31st March 2025	Total Year to 31st March 2024
		£	£	£	£
INCOME					
Voluntary Income	1	887,117	864,073	1,751,190	1,510,166
Charitable Activities	2	-	4,131,080	4,131,080	3,842,222
Investment Income	1	-	8,999	8,999	2,626
Other Trading Activities	1	-	72,254	72,254	75
Total Income		**887,117**	**5,076,406**	**5,963,523**	**5,355,089**
EXPENDITURE					
Raising Funds			113,720	113,720	91,853
Charitable Activities		939,335	4,621,889	5,561,224	5,239,730
Total Expenditure	3	**939,335**	**4,735,609**	**5,674,944**	**5,331,583**
Net Income (Expenditure) Before Transfers		(52,218)	340,797	288,579	23,506
Transfers		(4,522)	4,522	-	-
Net Income (Expenditure) and Net Movement in Funds		**(56,740)**	**345,319**	**288,579**	**23,506**
Funds at 31 March 2024		74,694	2,354,390	2,429,084	2,405,578
Funds at 31 March 2025		17,954	2,699,709	2,717,663	2,429,084

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All amounts relate to continuing activities. All gains and losses recognised in the year are included in the Statement of Financial Activities.

Balance sheet
as at 31 March 2025

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible Assets	6	1,733,825	1,772,402
CURRENT ASSETS			
Debtors	7	549,546	741,828
Cash at Bank and in Hand		913,274	312,248
Total Current Assets		1,462,820	1,054,076
Creditors: amounts falling due within one year	8	(478,982)	(397,394)
Net Current Assets		983,838	656,682
NET ASSETS		**2,717,663**	**2,429,084**
Funds			
Unrestricted Funds - General	9	965,884	561,011
Unrestricted Funds - Tangible Fixed assets Fund	9	1,733,825	1,772,402
Unrestricted Funds - Designated	9	-	20,977
Restricted Funds	10	17,954	74,694
TOTAL FUNDS		**2,717,663**	**2,429,084**

The notes to the financial statements on pages 36 to 47 form part of these accounts. The financial statements were approved and authorised for issue by the Board on 9th September 2025



Sister Jane Maltby
Chair of Trustees

Cash flow statement
for the year ended 31st March 2025

	2025	2024
	£	£
Cash Flows from Operating Activities	619,388	(65,034)
Net Cash (Used In) Provided by Operating Activities	619,388	(65,034)
Purchase of Fixed Assets	(18,362)	(134,271)
Cash Flows from Investing Activities	(18,362)	(134,271)
Change in Cash and Cash Equivalents	601,026	(199,305)
Cash Equivalents at the Beginning of the Year	312,248	511,553
Cash Equivalents at the End of the Year	913,274	312,248

NET CASH FLOW FROM OPERATING ACTIVITIES	**2025**	**2024**
	£	£
Net Income	288,579	23,506
Depreciation of Tangible Fixed Assets	56,939	56,250
(Increase) in Debtors	192,282	(142,525)
(Decrease) / Increase in Creditors	81,588	(2,265)
Provision of Rent Free Premises	459,750	366,276
Provision of Rent Free Premises	(459,750)	(366,276)
Net Cash (Used In) Provided by Operating Activities	619,388	(65,034)

ANALYSIS OF CASH AND CASH EQUIVALENTS	**2025**	**2024**
	£	£
Cash at Bank and in Hand	913,274	312,248

Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective January 2022) – (Charities SORP (FRS102)), and the Companies Act 2006.

Medaille Trust meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated.

Company information

The charity is a company limited by guarantee (registered number 05965380) which is incorporated and domiciled in the UK.

Going concern

The trustees have reviewed the forecasts and budgets for the period ended 31st of March 2027 and are satisfied that the charity has sufficient funds to continue as a going concern.

Incoming resources

This comprises amounts receivable for the year, where the criteria of certainty, entitlement and measurement have been achieved. Donated services and facilities are recognised as an incoming resource and equivalent expense where quantifiable.

Resources expended

The company recognises expenses on the accruals basis. Governance costs are charged on a direct cost basis and include audit and legal costs.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Buildings, Fixtures, fittings & equipment 4 – 40 years. Items less than £2,500 are not capitalised.

Restricted funds

Any income given to the company for a specific purpose has been separately identified so as to ensure that it is spent as the donor dictated.

Financial instruments

The Medaille Trust Limited has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at the transaction value and subsequently measured at amortised cost using an effective interest method. Financial assets are held at amortised cost comprise cash and bank in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors.

Accounting policies (continued)

Pension costs

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

Critical accounting judgments and key sources of estimation uncertainty

In the application of the entity's accounting policies, the trustees are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.



Notes to the accounts
for the year ended 31 March 2025

1a. Voluntary Income 2025

	Restricted Funds 2025	Unrestricted Funds 2025	Total Funds 2025	Total funds 2024
Voluntary Income	**£**	**£**	**£**	**£**
Donations and Gifts	68,861	177,673	246,534	566,696
Grants	358,506	686,400	1,044,906	577,194
Donation - Provision of Rent Free Premises	459,750		459,750	366,276
Total Voluntary Income	**887,117**	**864,073**	**1,751,190**	**1,510,166**
Investment Income				
Interest Receivable		8,999	8,999	2,626
Total Investment Income		**8,999**	**8,999**	**2,626**
Other Income				
Insurance Claims Pay Out		29,158	29,158	-
Other income		43,096	43,096	75
Total Other Trading Income		**72,254**	**72,254**	**75**

The Trust has been given the use of five properties rent free. The value of this benefit in kind to the Trust is equivalent to the single room rate of housing benefit in the location concerned that the Trust would otherwise have to rent.

1b. Voluntary Income 2024

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024
Voluntary Income	**£**	**£**	**£**
Donations and Gifts	15,075	551,621	566,696
Grants	527,506	49,688	577,194
Donation - Provision of Rent Free Premises	366,276		366,276
Total Voluntary Income	**908,857**	**601,309**	**1,510,166**

Donations and Grants

Our income comes from a mix of **donations** and **grants**. Donations are voluntary gifts from individuals, companies, and communities, and are often unrestricted, giving us the flexibility to respond where the need is greatest. Grants are usually larger awards from trusts, foundations, or government, and are often restricted to specific projects or outcomes, providing stability but less flexibility. Both are essential: **grants fund major programmes, while donations give us the freedom to go beyond statutory provision and put survivors first.**

Notes to the accounts
for the year ended 31 March 2025

2. Incoming Resources From Charitable Activities

	Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	2025	2025	2025	2024
	£	£	£	£
Provision of Practical and Emotional Support	-	4,131,080	4,131,080	3,842,222
Totals	-	**4,131,080**	**4,131,080**	**3,842,222**

All charitable activity income in 2025 related to unrestricted income. Provision of practical and emotional support above relates to the provision of support under the charity's contracts with partner agencies and is all unrestricted in both years.

Notes to the accounts
for the year ended 31 March 2025

3a. Total Resources Expended 2025

	Activities Undertaken Directly	Support Costs	Governance Costs	2025 Total	2024 Total
	£	£	£	£	£
Raising Funds	-	113,720		113,720	91,853
Charitable Activities					
Provision of Practical and Emotional Support	5,276,987	216,119	68,118	5,561,224	5,239,730
Totals	**5,276,987**	**329,839**	**68,118**	**5,674,944**	**5,331,583**

Governance costs include payments to the auditors of £11,000 (2024: £12,000) for audit fees, £57,117 (2024: £39,531) to others for professional services and £408 (2024: £737) relating to travel expenses and training. Other support costs of £216,119 (2024: £214,041) comprise outsourced general management costs of £66,826 (2024: £80,422) and administrative costs of £149,293 (2024: £133,619).

3b. Total Resources Expended 2024

	Activities Undertaken Directly	Support Costs	Governance Costs	Total
	£	£	£	£
Raising Funds	-	91,853		91,853
Charitable Activities				
Provision of Practical and Emotional Support	4,974,158	214,041	51,531	5,239,730
Totals	**4,974,158**	**305,894**	**51,531**	**5,331,583**

Professional Fees
Audit and account services, legal advice, Health and safety consultant and other specialist consultants.

Debtors
Debtors are paid in arrears .

Notes to the accounts
for the year ended 31 March 2025

4. Employees and the Cost of Key Management Personnel

Staff costs were as follows	2025	2024
	£	£
Wages and Salaries	2,937,339	2,838,532
Social Security Cost	267,845	257,118
Other Pension Costs	59,717	57,173
Restructuring Costs	116,481	-
Totals	**3,381,382**	**3,152,823**

The key management personnel of the charity comprise the senior management team and are listed on page 25.
The total employee benefits of the key management personnel of the charity were £382,514 (2024: £391,994).
The average number of employees in the year was 119 (2024: 117). Two employees (2024: nil) earned between £60,000 - £70,000 in the year. Nil employee (2024: one) earned between £90,000-£100,000.

Analysis	2025	2024
Management	16	17
Support Workers	103	100

During the year termination payments were made which amounted to £116,481 (2024: £-Nil).

5. Trustees

Trustees received no remuneration (2024: £nil) but 2 trustees (2024: 4) were reimbursed for £408 (2024: £737) of travel expenses during this period.

Notes to the accounts
for the year ended 31 March 2025

6. Tangible Fixed Assets

	Fixtures, Fittings, and Equipment	Freehold Land & Buildings	Total
	£	£	£
Cost			
At 1 April 2024	54,962	1,901,584	1,956,546
Additions	12,684	5,678	18,362
Disposals	-	-	-
At 31 March 2025	67,646	1,907,262	1,974,908
Depreciation			
At 1 April 2024	26,368	157,776	184,144
Charge for the Year	5,136	51,803	56,939
At 31 March 2025	31,504	209,579	241,083
Net Book Value			
Net Book Value 31 March 2024	28,594	1,743,808	1,772,402
Net Book Value 31 March 2025	**36,142**	**1,697,683**	**1,733,825**

All fixed assets are held for charitable use.

Notes to the accounts
for the year ended 31 March 2025

7. Debtors

	2025	2024
	£	£
Contractual Debtors	491,944	677,971
Prepayments and Accrued Income	57,602	63,857
At 31st March	**549,546**	**741,828**

8. Creditors: Amounts Falling Due Within One Year

	2025	2024
	£	£
Expense Creditors	61,641	111,608
Deferred Income and Accruals	219,231	196,956
Social Security and Other Taxes	81,629	63,361
Other Creditors	116,481	25,469
At 31st March	**478,982**	**397,394**

Notes to the accounts
for the year ended 31 March 2025

9a. Unrestricted Funds 2025	1-Apr-24	Incoming	Outgoing	Transfer	31-Mar-25
	£	£	£	£	£
General Fund (or free reserves)	561,011	5,063,722	(4,735,609)	76,760	965,884
Tangible Fixed Assets Fund	1,772,402	12,684		(51,261)	1,733,825
Designated Funds:					
Property Project Fund	-	-	-	-	-
Service Development Prevention Project Fund	20,977	-	-	(20,977)	-
Accumulated Funds	**2,354,390**	**5,076,406**	**(4,735,609)**	**4,522**	**2,699,709**

9b. Unrestricted Funds 2024	1-Apr-23	Incoming	Outgoing	Transfer	31-Mar-24
	£	£	£	£	£
General Fund (or free reserves)	34,004	4,445,701	(4,338,716)	420,022	561,011
Tangible Fixed Assets Fund	1,694,380	-	-	78,022	1,772,402
Designated Funds:					
Property Project Fund	200,000	-	(51,956)	(148,044)	-
Service Development Prevention Project Fund	44,540	531	(24,094)	-	20,977
Working Capital and Contingency Funds	350,000	-	-	(350,000)	-
Accumulated Funds	**2,322,924**	**4,446,232**	**(4,414,766)**	**-**	**2,354,390**

Notes to the accounts
for the year ended 31 March 2025

Policy on reserves

The trustees have decided that the following reserves are needed in order to ensure the continued operation of our services and activities.

General Fund (or free reserves)

In order to comply with the terms of the Trust's Home Office contract, the charity aims to have a free reserves ratio target equal to at least 25% of unrestricted expenditure.

Designated reserves

The following designated reserves will be held:

1. **Tangible fixed assets fund**
   This represents the amount of the Trust's tangible fixed assets which comprise properties, furniture and other items of equipment which are fundamental to the charity's operations and do not represent assets that are liquid or can be expended. These assets are represented by the tangible fixed assets fund to emphasise this fact.

2. **Property Project Fund**
   This represents the amount of the Trust's accumulated net income which the trustees have committed to:

   a) specific approved capital projects to increase operational capacity, including the purchase of property and the provision of additional rooms or facilities in properties already owned by the Trust; or

   b) capital projects which are not yet finalised but which are expected to be approved in the following 12 months; or

   c) the improvement of any of our existing facilities, whether owned or not. This will include health and safety works.

   The value of this reserve will be approved at each year-end and will increase / reduce during the year due to income and expenditure. Revisions may be approved during the year, for example if a major unplanned project is approved; or if a planned project is cancelled.

3. **Service development**
   Prevention Project Fund
   This represents the amount of the Trust's accumulated net income which the trustees have committed to underwrite the expected costs of services and activities which are not funded by contracts.

   The value of this reserve will be approved at each year-end and will reduce during the year as expenditure is incurred. Revisions may be approved during the year.

Restricted reserves

Donations and grants which are received for a specific purpose or purposes – including those received as a result of appeals or applications which are for specific purposes – will be held in a restricted reserve so that they can only be expended on those purposes.

10a. Restricted Funds 2025	1-Apr-24	Income	Expenditure	Transfer	31-Mar-25
	£	£	£	£	£
Northern	-	11,955	(10,750)	-	1,205
Southern	-	942	(508)	-	434
Mersey	-	12,881	(7,284)	(4,522)	1,075
Central	-	2,339	(81)	-	2,258
London West	-	29,939	(29,939)	-	-
London East	146	773	-	-	919
Coastal	-	7,974	(5,792)	-	2,182
Bursary	18,756	140	(18,896)	-	-
Moving On Project	55,792	360,424	(406,335)	-	9,881
Provision of Rent Free Premises	-	459,750	(459,750)	-	-
Accumulated Funds	**74,694**	**887,117**	**(939,335)**	**(4,522)**	**17,954**

Regional restricted funds

Each Regional restricted fund represents funds received for the specific purpose of being utilised by that service. These are solely restricted to the service they are received in but not restricted to any specific use unless restricted separately.

Bursary

These funds have been received to provide bursaries to our services users.

Moving On Project

These funds have been received to extend the duration of our Moving On Project via specific fundraising campaigns and grants to enable the continuation of the project.

Provision of rent free premises

The reserve represents the benefit in kind given by four religious orders and one individual in the form of the use of buildings rent free. The benefit is exhausted in the year by rent paid in kind.

10b. Restricted Funds 2024	1-Apr-23	Income	Expenditure	Transfer	31-Mar-24
	£	£	£	£	£
Northern	-	-	-	-	-
Southern	7,194	-	(7,194)	-	-
Mersey	9,056	-	(9,056)	-	-
Central	-	-	-	-	-
London West	1,459	5,000	(6,459)	-	-
London East	-	240	(94)	-	146
Coastal	-	-	-	-	-
Bursary	30,168	-	(11,412)	-	18,756
Moving On Project	34,777	537,341	(516,326)	-	55,792
Provision of Rent Free Premises	-	366,276	(366,276)	-	-
Accumulated Funds	**82,654**	**908,857**	**(916,817)**	**-**	**74,694**

Notes to the accounts
for the year ended 31 March 2025

11. Analysis of Net Assets Between Funds

Fund Balances at 31 March 2025 are presented by:

	Restricted Funds	Designated Funds	Unrestricted Funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	-	1,733,825	-	1,733,825
Net Current Assets	17,954	-	965,884	983,838
Accumulated Funds	**17,954**	**1,733,825**	**965,884**	**2,717,663**

Fund Balances at 31 March 2024 are presented by:

	Restricted Funds	Designated Funds	Unrestricted Funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	-	1,772,402	-	1,772,402
Net Current Assets	74,694	20,977	561,011	656,682
Accumulated Funds	**74,694**	**1,793,379**	**561,011**	**2,429,084**

12. Operating Lease Commitments

At 31 March 2025 the charity had total future minimum lease payments under non-cancellable operating leases as follows:

Land and Buildings		
	2025	**2024**
Due within:	**£**	**£**
1 Year	50,788	50,742
1-2 Years	25,394	25,372
Total	**76,182**	**76,114**

Notes to the accounts for the year ended 31 March 2025

13. Related Party Transactions

Dr Barry Lynch is a trustee of CSJB CIO. The trustees of CSJB CIO made grants of £858,267 (2024: £400,000) to the charity in this year.

Sister Mary Fitzpatrick is a trustee of Faithful Companions of Jesus who provide a safehouse at an annual peppercorn rent rate. The trustees of Faithful Companions of Jesus do not have any pecuniary interest in the arrangement. Faithful Companions of Jesus also carried out property upkeep and refurbishments in the year with a total cost of £25,425 (2024: £70,594).

Sister Jane Maltby is a previous trustee of Society of Sacred Heart who provide a safehouse at an annual peppercorn rent rate.

Mary Gandy is a employee of Caritas Social Action Network (CSAN) of which Medaille Trust is a member and pays a yearly fee of £3,950 (2024: £3,950)

14. Post Balance Sheet Event

Restructuring costs of **£116,481** have been recognised in these accounts in accordance with FRS 102. Although the payments were made in April 2025, the obligation to incur these costs existed at 31 March 2025, and therefore they are correctly included within the results for the year ended on that date.

15. Grants and One-off Income

This year's results include a number of significant grants. Several of these came from the **same charitable source**, but were awarded under different grant streams. While they have been vital in sustaining projects such as the Moving On Project, these awards should be regarded as **one-off in nature** and cannot be assumed to continue in future years.

In addition, the accounts reflect a **major unrestricted donation of £450,000** from the **Congregation of St John the Baptist (CSJB)**. This extraordinary act of generosity has been transformational, allowing us to strengthen our financial position and absorb the costs of essential restructuring and property maintenance. However, it is important to note that this was a **one-time gift**, not a recurring source of income.

These one-off grants and donations have provided much-needed breathing space in a challenging year, but they also highlight the importance of **building sustainable income streams**. To remain resilient, Medaille Trust must continue to diversify funding, grow regular donations, and secure long-term partnerships that provide consistency beyond exceptional gifts.

It costs

£40 a day provides a survivor with a safe haven in one of our homes.

£1,200 a month offers a survivor secure accommodation, specialized support, and a path toward healing and independence.

£14,000 a year ensures one survivor has a place of safety, care, and hope for a brighter future.

Donate today at
www.medaille-trust.org.uk/donate
Every pound helps provide safety, dignity, and hope for survivors of modern slavery

MEDAILLE TRUST
REFUGE AND FREEDOM FROM MODERN SLAVERY

www.medaille-trust.org.uk

MEDAILLE TRUST

England & Wales - Charity number 1117830

Accounts



MEDAILLE TRUST
REFUGE AND FREEDOM FROM MODERN SLAVERY

Annual Report & Accounts 2023/24

MEDAILLE TRUST

www.medaille-trust.org.uk

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Welcome from the Chair of Trustees



Sister Jane Maltby
Chair of Trustees

As I extend a very warm welcome to all our supporters, I am very aware that this has been a year of change within Medaille. First of all, I would like to thank my predecessor Simon Young, who completed his tenure as Chair in October 2023. During his four years in office, he oversaw the review and updating of the governance, financial and legal obligations of the Trust, in line with the requirements of Charity Law and the Companies Act 2006. We are very grateful for his leadership and his commitment to the work of Medaille and wish him good health and every happiness into the future.

In introducing myself as the new Chair, I am happy to have been closely associated with Medaille since 2017. As a Roman Catholic Religious sister of the Society of the Sacred Heart, I have been associated with anti-slavery work for many years, and in 2017 collaborated with the Arise Foundation in its survey of religious men and women working on the front-line in England. I am honoured to have this new opportunity to understand more deeply the mission and tasks of Medaille, and to ensure the well-being of the Trust.

The most significant change of the year has been the resignation of Garry Smith as he moved on to take up responsibilities within his Church, The Salvation Army. We again wish him every success and happiness in his new role, thanking him for his commitment to the aims of the Trust and to all his staff and colleagues. His energy and creativity during six years of service have seen the growth and development of the work of the Trust in different areas, including new initiatives such as the project in Albania.

Following a recruitment process we have been delighted to appoint Dani Wardman as our new CEO. We look forward to welcoming her warmly, knowing that she brings with her a wealth of experience and expertise in both management and governance. Her specific background has been in working with vulnerable women, as well as devising safeguarding objectives and training for religious men and women in ministry. Dani will not be taking up her role until June 2024, Dani has plans to visit all the safe houses and projects, to familiarise herself with the issues and challenges faced at local and central level.

I would particularly like to thank the senior management team together with all members of staff, who, especially during this period of transition and change, have worked hard and with commitment to the highest professional standards. I thank too our service users for all the ways in which they teach and inspire us.

The Trustees look forward to continuing a fruitful partnership that will take Medaille forward in new ways, as we seek to fulfil our mission to provide refuge and a new life to so many trafficked and disempowered women and men.



Sister Jane Maltby
Chair of Trustees


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MAGAZINE

Goodbye from outgoing CEO - Garry Smith



Garry Smith
Chief Executive

As I take this opportunity to look back on 2023/2024, I'm aware that I'm writing this as my tenure as CEO comes to a close. I hope you will therefore forgive me a bit of self-indulgence as I look back not only over the last year but the whole six years of my time with the organisation.

Looking back over the time since I joined in January 2018, much has changed. Yet throughout the periods of change we have stayed true to the principles and values embedded in Medaille since it was founded by Sister Ann Teresa SSJA, in 2006.

We have distilled our three strategic aims into three Ps – Prevent, Protect, Pursue and this Annual Report will look in more detail at the accomplishments over the last year in these three areas.

When I joined, our prevention work was primarily focused on awareness-raising talks in the UK and collaboration with a partner charity in Albania. In September 2023, we enhanced our prevention efforts in Albania by appointing our first Country Manager there. Subsequently, we became a member of a coalition of organisations working in Albania to prevent human trafficking, known as the United Response Against Trafficking (URAT). Additionally, our awareness-raising efforts in the UK have expanded, largely due to the tireless work of the teams in our Moving On Project hubs. They conduct these activities alongside their work of supporting victims of modern slavery in the community.

As a designated NGO first responder organisation, Medaille is able to serve as the first line of protection for potential victims of modern slavery in the UK. In 2018, official government statistics show that we made four referrals into the National Referral Mechanism (NRM); in 2023/2024, this increased to 45 potential victims being referred into the NRM.

In the 2017-18 Annual Report, we reported that we had expanded our safe house beds to 109. As of 2023-24, the number stands at 137 beds – an increase of over 25%. This means we can now provide refuge and support to more survivors than ever.

In addition, since 2020 we have been able to offer support and protection for survivors in the community through our Moving On Project. Our hubs in London, West Midlands, Manchester, Hampshire and Wiltshire work with survivors both inside and outside of the NRM.

Our pursuit of justice work is now unrecognisable from 2018, when we were mainly providing intelligence summaries for police forces.
Now we have our Victims' Voices project, launched in May 2021, with caseworkers trained to take evidence through video recorded interviews that are admissible in court. This project goes from strength to strength and is now enhanced through a new partnership with the Gangmasters and Labour Abuse Authority (GLAA), launched in early 2024. This sits alongside the direct support we can give on police operations and our now renowned International Criminal Justice Conference which was held for the first time in Albania in 2023, receiving overwhelmingly positive feedback from those who attended.

I have no doubt that the work of Medaille Trust will continue to go from strength to strength, due to the unwavering commitment of those who work for Medaille and those who support us. I would like to take this opportunity, for one last time, to say a huge thank you to all who have supported our work prayerfully, practically and financially over the last year and throughout the whole of my time at the helm.

With very best wishes



Garry Smith
CEO Medaille Trust
22/1/18 to 31/3/24

Introduction

The Trustees present their report and accounts for the year ended 31 March 2024. The accounts have been prepared in accordance with the accounting policies set out in the accounts and comply with Medaille Trust's Articles, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities" (FRS102). The principal activity of the Charity is the provision of support for those who have been victims of human trafficking. This support is given by providing safe housing and such other support as may be necessary.

Structure, governance & management

Medaille Trust is both a limited company and a registered charity. All Trustees are directors of the company and vice versa. New Trustees are largely recruited by personal recommendation. There are currently no vacancies, but as and when these arise the board will actively recruit for those with suitable skills and experience to fill them. Once recruited, Trustees undergo a structured induction process.

The Chair of Trustees maintains close contact with the CEO to whom the day-to-day operational management is delegated. The Trust is governed by Articles of Association lodged with Companies House.

Recruitment & appointment of Trustees

The organisation seeks to ensure that there is diversity of experience among the Trustees. Regular meetings identify the strengths and weaknesses amongst the skill set of the Trustees and the Board has actively and successfully recruited new members to improve efficiency.

Trustee induction & training

New Trustees become familiar with the practical work of the charity through their presence at meetings and visits to safe houses. All Trustees are invited and encouraged to attend an annual away day, board meetings and visit all services in order to familiarise themselves with the charity and its work. A variety of documents exist to be used when Trustees are inducted, and all are provided with a full set of the Trust's Policies and Procedures.

Organisational structure

The Trustees meet on a regular, formal, basis, at least four times per year but more often when required. During the year, the Trustees met on four separate occasions.

At the quarterly meetings, the Trustees approve the Charity's Strategy and areas for activity and monitor progress against key action plans. In addition, they receive reports from the Chief Executive Officer to enable them to monitor the management of the day-to-day activities (which they have delegated to that officer and the supporting managers) and provide formal approval for proposed action where necessary. In addition, the Risk Register is reviewed at each meeting and any significant budget variations.

None of the Trustees have any beneficial interest in the Company.

The Charity receives support services from Caritas Diocese of Salford, which works from a similar ethos and has many years' experience of health and social care. The objectives and activities of the Charity are to provide care for others in need and are therefore compatible with the objectives and activities of this Charity.

Internal control - managing risk

The Trustees have reviewed the Charity's risk management procedures. In the course of the review the Trustees determine the major risks to which the Charity is exposed, the potential impact if an individual risk materialises and what mitigating actions are in place, or need to be put in place, in order to reduce each risk to a level which the Trustees consider to be acceptable.

They have recorded this position in a Risk Register and encapsulated the necessary risk mitigation action. This Plan classifies the risks into the following four categories:

- Governance - which incorporates the risks at a strategic level, issues of compliance and Board management.
- Operational - which incorporates those risks which impact on the Trust's services thereby damaging the ability to provide a quality assured service.
- Financial - being those risks which could lead to a significant reduction in the Charity's assets.
- External - incorporating those risks, largely beyond the control of the Trust such as changes in legislation that might impact adversely on the Trust.

Committees of the board

The Board has reviewed and enhanced the effectiveness of its committees, which has resulted in updates to their structure and functioning. The remit of the committees include:

- Finance, Audit and Risk Committee is responsible for reviewing the financial position of the charity; overseeing the annual external audit and reviewing the risk register in order to identify, assess and monitor significant risks the organisation may face.
- Safeguarding Committee is responsible for reviewing policies and procedures, managing safeguarding concerns, and ensuring they are handled properly and accurately recorded.
- Property Committee to consider issues relating to the trust's property and to make recommendation to the board.
- Remuneration Committee to review remuneration policies and make recommendations to the board.

Remuneration

To deliver our charitable aims and meet the needs of people affected by human trafficking and modern slavery, Medaille Trust employs a committed and skilled workforce, alongside the vital support we receive from volunteers.

We are committed to making sure we pay our team a fair and appropriate salary, while making sure we have the financial resources to do so. We are a real living wage employer. This is also informed by the external job markets and the level of pay needed to attract people with the required skills.

Before the start of a new financial year, the Remuneration Committee meet to discuss levels of pay and make recommendations to the Board of Trustees.

2023-24 in numbers

297
service users and dependent children supported in our safehouses

314
service users supported through our Moving On Project

75
workshops delivered by our Moving On Project

143
awareness talks delivered

45
times we acted as a First Responder

15
police operations supported

20
ABE interviews conducted

Where we work



Vision, Values and Strategic Objectives

Values

Medaille Trust is a client-focussed charity that equips victims of modern slavery to become survivors.

We will act with:

- **Respect**
  Embracing the diversity and human dignity of our team and our clients, we will treat everyone with respect both inside and outside our organisation
- **Collaboration**
  Recognising that combating modern slavery is not something we can do alone, we will work in partnership with organisations and individuals that share our aims and values
- **Compassion**
  Understanding that modern slavery is deeply traumatic, we will demonstrate an awareness of, and sensitivity towards, colleagues and clients at all times
- **Empowerment**
  Equipping clients and staff to develop their lives and careers, we will ensure appropriate support and frameworks are in place to facilitate this
- **Passion**
  Fostering a drive and determination to eradicate modern slavery, we will approach our work with deep care and commitment.

Vision

Our vision is a world where people are free from exploitation through human trafficking and modern slavery.

Strategic objectives

Our current strategy runs from 2020-2025 and focuses on seven areas of development (objectives) to enable us to meet the challenges of responding to modern slavery effectively and sustainably.

The seven strategic objectives are:

- **Protection**
  We will equip more victims of modern slavery to become survivors and improve our quality of support for victims
- **Prosecution**
  We will continue to develop the support we offer to law enforcement agencies in getting justice for survivors
- **Prevention**
  We will enable programmes to discourage and prevent trafficking from source countries, and broaden our reach in educating and equipping UK opinion formers and members of the public on modern slavery
- **People**
  We will attract, develop and retain talented people to support our values-driven culture
- **Profile**
  We will increase the profile of Medaille Trust as a leading anti-trafficking organisation in order to better fulfil our mission
- **Property**
  We will ensure our properties are both safe and fit for purpose for those who live and work there
- **Partnerships**
  We will work in partnership with organisations and individuals that share our values in pursuit of our strategic objectives.



How we make a difference

1 Prevent

we raise awareness about modern slavery and support initiatives both in the UK and globally to help prevent those who are vulnerable from falling prey to traffickers and exploitation.

2 Protect

we offer protection 365 days of the year to victims of modern slavery - including their dependants - from initial assistance following police raids, to providing safe and comfortable accommodation for up to 137 victims every day, through to ongoing support in the community, helping equip survivors to live independent lives.

3 Pursue

we work with law enforcement agencies to prosecute the perpetrators of modern slavery and human trafficking crimes, causing disruption to supply chains, reinforcing deterrents and seeking justice for survivors.







Prevent

The number of confirmed potential victims of modern slavery continues to rise. In 2023, the National Referral Mechanism (NRM) received 17,004 referrals, the highest number of annual referrals since the NRM began.

Preventing modern slavery before it occurs is one of our highest priorities. We do this in a number of ways.

Our advocacy and media work focuses on promoting awareness, influencing policies, and shaping public opinion. During the past year, we featured in the media 37 times, double that of the previous year. We have made significant progress in increasing our profile within the Catholic Church and with Christian audiences. Our articles have been featured in The Tablet, Catholic Universe, and Pastoral Review, Independent Catholic News and Catholic Network. Additionally, we have placed comment pieces in the wider Christian press, such as Premier Magazine and Woman Alive Magazine.

We have also been building on our advocacy and campaigning connections. including membership of the expanding Coalition Against Slavery. The wider sector has been greatly concerned with proposed legislative changes to modern slavery policy over the past 12 months and we have worked closely with partner organisations to raise concerns with parliamentarians.

To further increase our profile and raise awareness of modern slavery, during the year we appointed a new Social Media Coordinator. This has helped us expand our social media audience by more than 10%, which includes a 45% increase in followers on LinkedIn.

Delivering awareness talks continued to play a key role in helping to prevent modern slavery. During the past year, 143 awareness sessions and talks were delivered by our Moving On Project team, reaching an audience of 1,625 individuals. This included sessions to healthcare professionals, schools, churches and general community groups.

By raising awareness of the scale and nature of modern slavery in the UK, we aim to educate people on how to spot the signs within their own communities. This includes empowering individuals to appropriately report any victims they may encounter, with the hope of making communities more resilient and preventing further exploitation.





Focus on Albania

Modern slavery in Albania is a significant issue and it remains the top source country for people trafficked to the UK. This is due to a number of reasons including economic challenges, social vulnerabilities, weak law enforcement, the prevalence of organised crime and a lack of support services for victims.

For more than ten years, we have worked in partnership with Mary Ward Loreto by part funding the work they do in supporting those most at risk of being trafficked in Albania. During the past year, we made the decision to strengthen our commitment to developing preventive initiatives within the country and in September 2023, we appointed our first Albania Country Manager, Ana Stakaj.

Our work now spans a wide range of programmes, from strengthening criminal justice responses, to promoting economic empowerment and facilitating cross-border collaborations.

Criminal Justice Conference

In October 2023, we held our annual International Criminal Justice Conference in Albania for the first time. It brought together representatives of the UK Border Force, the Home Office, police officers from Warwickshire, West Yorkshire, Lancashire, Merseyside and Leicestershire police forces, Albanian State Police, National Crime Agency, Interpol Tirana and the Interior Ministry.

Expert speakers provided insights into the challenges of human trafficking, illegal migration, and organised crime in Albania. Contributions from the UK police on their experiences with Albanian criminal groups added valuable perspectives to the discussions. This emphasised the complexity of these issues across different jurisdictions.

We have already begun organising the 9th International Criminal Justice Conference in Albania, scheduled for October 2024.

Criminal justice work

During 2023/2024, we actively collaborated with partners in Albania to identify and address the legislative barriers to preventing human trafficking and supporting those affected by it. Our advocacy strategy focused on a victim-centred approach and improved measures for collecting evidence to support prosecutions.

Economic-led development programme

A mapping exercise completed by the Country Manager highlighted the importance of developing strategies that create a lasting impact on community resilience and sustainable growth. We have identified a number of start-up initiatives that need guidance, have the potential for success, and are managed by locally driven young people who can contribute significantly to their communities. We hope that further work and investment in 2024/2025 will lead to a sustainable future for these initiatives, offering local employment opportunities for Albanians.

During the last quarter of 2023/2024, the Country Manager identified three potential initiatives within north-western Albania, a region of high poverty and inequality. The projects range from providing young people with digital skills to social economy development and promoting camping and outdoor activities.

Cross-border collaboration

In February 2023, Medaille Trust teamed up with the Bakhita Centre for Research on Slavery, Exploitation and Abuse to deliver a shared learning event, attended by 37 practitioners and researchers. Its focus was on cultural competency, both in preventive work and in service delivery.

Protect

Ever since our founder, Sister Ann Teresa, ventured out in the evening with a flask of coffee to share with street sex workers in Southampton, protection for vulnerable individuals has been at the heart of our work.

Protecting people affected by modern slavery gives them hope of a life free from exploitation. We achieve this in several ways.

We are one of only a small number of voluntary organisations designated as a First Responder. This means we are able to refer potential victims of modern slavery into the National Referral Mechanism (NRM), the official identification and support framework. For many, this is a crucial first step in their journey of recovery.

The referral mechanism is underpinned by a complex process. The first stage is ascertaining whether there are reasonable grounds to believe that the individual is a potential victim of modern slavery. A positive reasonable grounds decision opens up access to safe house accommodation or community support and financial benefits.

During 2023/2024, we referred 45 potential victims into the NRM. More than 90% of referrals made received positive reasonable grounds decisions, which is much higher than the national average for first responding.

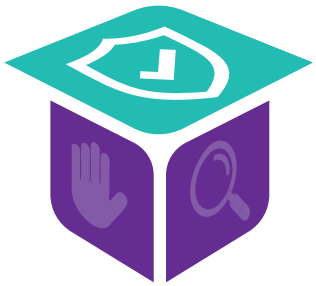
The main protection work we undertake is delivered directly to survivors, either within our safe houses or through our Moving On Project.

Open 24 hours a day, 365 days a year, our safe houses provide a safe and supportive environment in which survivors can begin the process of recovery. We have ten safe houses across England including four houses for male survivors and four houses for female survivors. We also have two dedicated safe houses for families affected by modern slavery.

We have capacity for up to 137 survivors at any one time. During the year, we supported 248 adults and 39 dependent children, maintaining occupancy levels of more than 92%.

Our Moving On Project supports men and women affected by modern slavery who are living in the community. We do not duplicate government-funded support services but help survivors who may have involuntarily been left without specialist support. This includes individuals who have exited the NRM; those who have chosen not to enter into the NRM; and those identified as being at risk of becoming victims of modern slavery.

We have five outreach hubs across the country: in Manchester, West Midlands, Wiltshire, London and Hampshire. During 2023/2024, we delivered one-to-one casework support to 128 individuals. An additional 186 individuals attended our group workshops or drop-ins.



Case study

Melesse's story: a journey to freedom and independence

Melesse* spent 20 years of her life in domestic servitude. She was not paid, rarely fed, and forced to sleep on the floor with the dogs. After being rescued during a police raid, she spent the next 10 years living in supported accommodation. Now, 30 years later, with our support Melesse is finally living independently in her own home and looking forward to the future.

Born in Ethiopia, Melesse was trafficked to the Middle East before coming to the UK. Although she can't recall parts of her past due to a brain injury she sustained, we know that she was referred into the National Referral Mechanism and placed in a Medaille safehouse before moving to NASS accommodation. She received telephone support from a local charity and was referred to our outreach project for more intensive community-based support in 2021.

Initially, our team focused on addressing Melesse's urgent needs, including health-related issues and support during her asylum claim appeal, which granted her 5 years to remain. Upon leaving NASS accommodation, with our assistance, Melesse secured long-term housing and learned essential life skills, such as managing household tasks and accessing community resources independently.

One of Melesse's significant achievements was learning to live independently, which initially posed a considerable challenge. Through ongoing support and encouragement, she gradually gained confidence and acquired the necessary skills to navigate daily tasks and access support when needed. Attending the group workshops organised by our team and ESOL classes provided additional opportunities for socialisation, skill-building, and personal development, positively impacting her mental health and well-being.

Although her future as a refugee remains uncertain, Melesse is now better equipped to face the challenges ahead and continue her journey of freedom and independence.

* Name has been changed



Pursue

In pursuing justice for victims of modern slavery, our flagship project is 'Victims' Voices'. The first of its kind in the UK, it aims to empower victims to seek justice by bridging the gap that can exist between victims, law enforcement professionals and the Crown Prosecution Service. This is achieved through specialist caseworkers who have been trained to do Achieving Best Evidence (ABE) interviews.

Too often, victims feel afraid to openly discuss their experiences, particularly with police and law enforcement agencies. This fear is often rooted in mistrust of authority, shame, painful memories, emotional trauma, and perceived stigma. Our ground-breaking project provides a safe space for victims to share their traumatic experiences with trusted individuals, enabling them to feel more comfortable and empowered.

We now have 23 caseworkers trained to carry out ABE interviews to a full evidential standard. In the past 12 months, we conducted 20 ABE interviews. These were in support of West Yorkshire, South Wales, Greater Manchester, Leicestershire, Northamptonshire, Cheshire, Lancashire, Kent, Northumbria, Essex and Metropolitan police forces.

We also work alongside police on operations where they suspect there are victims of modern slavery. This can be at a range of locations including business premises and residential addresses and at airports and ship docks. Our role is to offer guidance and support to victims so that they are aware of the options available to them.

During 2023/2024, we assisted on 15 separate operations, in Hampshire, West Midlands, Merseyside, Surrey, Wiltshire, Cheshire and Lancashire, supporting representatives from the police, National Crime Agency and Border Force.





Partnerships

Medaille Trust recognises that no one organisation can end modern slavery on its own and therefore we are committed to working with organisations that share our values, a selection of which are shown by their logos below.

Fundraising

In this challenging economic climate we are enormously grateful for the support we received from such a wide range of people and organisations and for the loyalty displayed by our existing supporters. Without this help and support from individuals, companies, grant giving bodies and other organisations, Medaille Trust would not have been able to continue delivering our vital support to those being exploited into modern slavery across the UK nor step in at times of crisis – as we have with our first responder service which helps those identified as potential victims take the first steps to safety. To all our supporters – THANK YOU every donation we receive makes a difference. It transforms the lives of the men and women we work with.

Our fundraising activity this year, raised £1,137,124 – an increase from the previous year. The majority of our fundraising efforts revolve around securing grants from trusts and foundations, as well as receiving voluntary contributions from individuals, companies, and religious communities.

Fundraising compliance

Throughout the year, Medaille Trust did not engage any third-party entities to conduct fundraising activities on our behalf. Under the guidance of our Director of Fundraising, we are committed to upholding the highest standards in our internal practices. We ensure that the way we collect and look after personal information about our supporters complies with the UK data protection legislation. The Privacy Policy, on our website, sets out how we collect, use and retain information about supporters. We are registered with the Fundraising Regulator and adhere to the Fundraising Code of Practice in all our fundraising activities. We also comply with all GDPR legislation. We are not aware of any failures to comply with the standards and have received no complaints related to our fundraising activities.

Public benefit

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commision's guidance on public benefit, including the guidance 'public benefit: running a charity'.



Financial review

During the year, the Trust achieved a turnover of £5,355,089, representing a 15% increase on last year's income. Despite significant increases in costs on many services and products the Trust purchases, the Trust still managed to generate a surplus of £23,506, although this was lower than the surplus of £98,949 achieved in the previous year.

Our sources of funds primarily comprise public funds received through contracts, grants towards our Moving On Project, as well as private charitable donations from various sources. This diverse funding base contributes to the financial stability of our charity.

Contract fulfilment amounted to £3,842,222, showing an increase from £3,218,107 in the previous year. This growth can be attributed to the availability of more accommodation spaces at the Trust's locations, allowing us to help a larger number of individuals.

Throughout the year, our properties have benefited from works to enhance the safety and well-being of our service users to the value of £411,710 which continues to demonstrate our commitment to providing a secure environment for our service users.

The Moving On Project has been funded by a substantial donation, a couple of significant grants, and our fundraising initiatives. This strategic approach demonstrates our proactive management of funding challenges to ensure project continuity.

In terms of charitable donations, we received a total of £566,696 in the current year, up from £184,373 in the previous year. Notably, these donations included a large donation of £400,000 for which we are extremely grateful. Our dedicated fundraising team is continuously working hard amidst a difficult fundraising environment.

Remaining committed to fair remuneration, the Trust continues to be a member of the Real Living Wage Foundation. From April 2023, we conducted a benchmarking exercise to align staff wages, allowing for an increase of up to 10% based on role and industry averages. This step demonstrates our dedication to providing equitable remuneration to our valued employees.

In the year, the Trust has updated its charity objects to include our planned work overseas and those changes are now reflected at the Charity Commission and at Companies House.

In conclusion, this financial review provides a comprehensive overview of the Trust's performance, showcasing our ability to navigate challenges while maintaining a small surplus. It emphasizes our strategic investments in maintaining our facilities, the utilisation of various funding sources, the increase in charitable donations received, and our commitment to fair remuneration for our staff.

Reserves policy

In order to comply with the terms of the Trust's Home Office contract, the charity aims to have a free reserves ratio target equal to at least 25% of unrestricted expenditure.

At 31st March 2024, the Trust's total net assets equalled £2,429,084 and included tangible fixed assets of £1,772,402. The tangible fixed assets comprise properties, furniture and other items of equipment which are fundamental to the charity's operations and do not represent assets that are liquid or can be expended. These assets are represented by the tangible fixed assets fund to emphasise this fact.

In addition, at 31 March 2024, the Trust had designated £20,977 as a service development fund available to underwrite the expected costs of services and activities which are not funded by contracts.

At 31st March 2024, the Trust's free reserves amounted to £561,011 which equates to approximately 12.5% of unrestricted expenditure and so falls short of the target. Subsequent to the year end, the Trust has been notified of a one-off significant donation of £450,000 which will help replenish free reserves and working capital. In addition, over the next few years, as the Trust implements its updated strategic plan, it is hoped that there will be greater clarity around specific projects and services which might attract specific funding. With the Trust's fundraising team now well established, there is confidence that applications for such funding will be viewed positively by funders. The Trustees, therefore, are confident that the Trust's free reserves can be replenished and that its reserves policy can be met within the next three years.



Plans for the future

Medaille Trust will develop and implement a new strategic plan following the recruitment of a new CEO, Dani Wardman. The Trust has already set up some processes to facilitate this initiative including a strategy working group comprised of Trustees and the Executive Team. The planning will take place throughout 2024 and will review the current strategy, alongside opportunities, gaps and the changing funding and political landscape. The new strategy will be implemented in 2025 and will look at short, medium and long term objectives.

The Trust continues to be aware of the necessity of diversifying its income and reducing dependency on a single funding stream. To this end the Trust will focus its efforts on support from religious communities, trust funders, grants, legacies, gifts, corporate sponsorship, donors, gifts in kind and individual givers/ supporters as well as looking for opportunities to generate its own income.

Our work with the Home Office Modern Slavery Victim Care Contract will continue and remains our biggest source of income. It is confirmed that the Home Office contract, facilitated by The Salvation Army, will be extended through to 2026. During the period 2024-2025 the new contract will be drawn up before a tender process is released in 25-26, therefore we will be focusing efforts on supporting the development of the new contract and ensuring it meets the needs of our residents within our safehouses and those working with us in the community.

At home our community 'Moving On' projects continue from strength to strength. Our first responding service to those needing referring to the National Referral Mechanism ran at a 90% success rate (far above the national average for first responding) and our Achieving Best Evidence Interview service is in high demand from local police forces. Overseas, our work in Albania continues to be impactful and this year sees the launch of a series of projects that will start to yield results in the next 12-18 months, however all of these projects need to be funded with targeted fundraising which will be one of the primary goals moving into 24-25. In the coming year we will explore opportunities further.



Provision of information to auditors

Each of the persons who are Trustees at the same time when the Trustees' report is approved has confirmed that:

- So far as that trustee is aware, there is no relevant audit information of which the company's auditors are unaware, and
- That trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the company's auditors in connection with preparing their report and to establish that the company's auditors are aware of that information.



Legal and administrative details

Chair: Sister Jane Maltby

Vice Chair: Father Robert Marsh

Chair of committees:
Safeguarding - Dr Rosemary Keenan (appointed 1st November 2023)

Property - Dr Barry Lynch

Finance, Risk and Audit - Amanda Francis (appointed 7th February 2024)

Remuneration - Rvd Terry Tennens

Trustees:

Marlene Sookdeo

Sister Mary Fitzpatrick

Sister Philomena Bowers (appointed 1st November 2023)

Colin Ward (appointed 1st November 2023)

Mary Gandy

Benedict Ryan (resigned 4th May 2023)

Simon Young (Chair of Trustees) (resigned 25th October 2023)

Olivia Darby (resigned 14th October 2023)

The charity has no corporate Trustees. None of the Trustees holds property on behalf of the charity.

The Charity's professional advisors are as follows:-

Auditors:

Crowe U.K. LLP
St George's House
56 Peter Street
Manchester
M2 3NQ

Bankers:

Barclays Bank PLC
31 High Row
Darlington
Co. Durham
DL3 7QS

Solicitors:

Grant Saw Solicitors LLP
Ground Floor
Wood Wharf Building
Horseferry Place
Greenwich
London
SE10 9BB

Registered office:

Medaille Trust, c/o Caritas Diocese of Salford, Cathedral Centre, 3 Ford Street, Salford, M3 6DP

The Charity has no 'headquarters' as such, preferring not to spend its money on offices. The registered office is the office of Caritas Diocese of Salford which supplies management services to the Trust.

Trustees provide the policy framework within which executive decisions are taken. Trustees delegate day to day decisions to and take advice from our officers:

Key Management Personnel:

Dani Wardman (CEO) appointed 1st June 2024

Garry Smith (CEO) resigned 31.03.2024

Benedict Ryan (Executive Director: Engagement and Strategic Development (Deputy CEO) appointed 1st July 2023

Diane Cox (Executive Director of Operations)

Mark Bhagwandin (Director of Communication and Advocacy) end of contract 30th September 2023

Vasco Carvalho (Executive Director of Finance and Resources)

Treena Jones (Director of Fundraising)

Marcus Dawson (Director of Police and Justice Partnerships)

Charity Number: 1117830

Company Number: 5965380

Statement of Trustees' responsibilities in respect to the annual report and financial status

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Charity and company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company and of the profit or loss of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions, disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

Crowe U.K. LLP
were re-appointed auditors during the year following their successful audit of 2023/24.

Thanks

I take this opportunity to express my very sincere thanks and that of my fellow Trustees, to all staff and volunteers, friends, donors and beneficiaries and our partner agencies for their continued support .

On behalf of the board of the Trustees



Sister Jane Maltby
Chair of Trustees

Dated 6th November 2024

Independent Auditors' report
to the members of Medaille Trust

Opinion

We have audited the financial statements of Medaille Trust ('the charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law.

Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 25, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non- compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to

the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations was Employment Legislation.

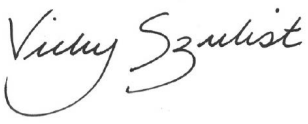
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of grant income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance and sample testing on grant revenue to supporting information.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vicky Szulist
Partner

For and on behalf of Crowe U.K. LLP
Statutory Auditor

St George's House,
56 Peter Street,
Manchester, M2 3NQ

Date: 9th December 2024

Statement of financial activities
for the year ended 31 March 2024

	Notes	Restricted Funds	Unrestricted Funds	Total Year to 31st March 2024	Total Year to 31st March 2023
		£	£	£	£
INCOME					
Voluntary Income	1	908,857	601,309	1,510,166	1,417,301
Charitable Activities	2	-	3,842,222	3,842,222	3,218,107
Investment Income	1	-	2,626	2,626	1,243
Other Trading Activities	1	-	75	75	345
Total Income		**908,857**	**4,446,232**	**5,355,089**	**4,636,996**
EXPENDITURE					
Raising Funds		-	91,853	91,853	68,335
Charitable Activities		916,817	4,322,913	5,239,730	4,469,712
Total Expenditure	3	**916,817**	**4,414,766**	**5,331,583**	**4,538,047**
Net Income (Expenditure) Before Transfers		(7,960)	31,466	23,506	98,949
Transfers		-	-	-	-
Net Income (Expenditure) and Net Movement in Funds		**(7,960)**	**31,466**	**23,506**	**98,949**
Funds at 31 March 2023		82,654	2,322,924	2,405,578	2,306,629
Funds at 31 March 2024		74,694	2,354,390	2,429,084	2,405,578

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006. All amounts relate to continuing activities. All gains and losses recognized in the year are included in the Statement of Financial Activities.

Balance sheet as at 31 March 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible Assets	6	1,772,402	1,694,381
CURRENT ASSETS			
Debtors	7	741,828	599,303
Cash at Bank and in Hand		312,248	511,553
Total Current Assets		1,054,076	1,110,856
Creditors: amounts falling due within one year	8	(397,394)	(399,659)
Net Current Assets		656,682	711,197
NET ASSETS		**2,429,084**	**2,405,578**
Funds			
Unrestricted Funds - General	9	561,011	34,004
Unrestricted Funds - Tangible Fixed assets Fund	9	1,772,402	1,694,380
Unrestricted Funds - Designated	9	20,977	594,540
Restricted Funds	10	74,694	82,654
TOTAL FUNDS		**2,429,084**	**2,405,578**

The notes to the financial statements on pages 33 to 45 form part of these accounts.
The financial statements were approved and authorised for issue by the Board on 6th November 2024

Dani Wardman
Chief Executive

Sister Jane Maltby
Chair of Trustees

Cash flow statement
for the year ended 31 March 2024

	2024	2023
	£	£
Cash Flows from Operating Activities	(65,034)	241,639
Net Cash (Used In) Provided by Operating Activities	(65,034)	241,639
Purchase of Fixed Assets	(134,271)	(650,504)
Cash Flows from Investing Activities	(134,271)	(650,504)
Change in Cash and Cash Equivalents	(199,305)	(408,865)
Cash Equivalents at the Beginning of the Year	511,553	920,418
Cash Equivalents at the End of the Year	312,248	511,553

NET CASH FLOW FROM OPERATING ACTIVITIES	**2024**	**2023**
	£	£
Net Income	23,506	98,949
Depreciation of Tangible Fixed Assets	56,250	37,013
(Increase) in Debtors	(142,525)	(67,840)
(Decrease) / Increase in Creditors	(2,265)	173,517
Provision of Rent Free Premises	366,276	363,164
Provision of Rent Free Premises	(366,276)	(363,164)
Net Cash Provided by Operating Activities	(65,034)	241,639

ANALYSIS OF CASH AND CASH EQUIVALENTS	**2024**	**2023**
	£	£
Cash at Bank and in Hand	312,248	511,553

Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective January 2022) – (Charities SORP (FRS102)), and the Companies Act 2006.

Medaille Trust meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated.

Company information

The charity is a company limited by guarantee (registered number 5965380) which is incorporated and domiciled in the UK.

Going concern

The Trustees have reviewed the forecasts and budgets for the period ended 31st March 2026 and are confident that the charity is a going concern.

Incoming resources

This comprises amounts receivable for the year, where the criteria of certainty, entitlement and measurement have been achieved. Donated services and facilities are recognised as an incoming resource and equivalent expense where quantifiable.

Resources expended

The company recognises expenses on the accruals basis. Governance costs are charged on a direct cost basis and include audit and legal costs.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Buildings, Fixtures, fittings & equipment 4 – 40 years straight line. Items less than £1,000 are not capitalised.

Restricted funds

Any income given to the company for a specific purpose has been separately identified so as to ensure that it is spent as the donor dictated.

Financial instruments

The Medaille Trust Limited has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at the transaction value and subsequently measured at amortised cost using an effective interest method. Financial assets are held at amortised cost comprise cash and bank in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors.

Accounting policies (continued)

Pension costs

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

Critical accounting judgments and key sources of estimation uncertainty

In the application of the entity's accounting policies which are described on page 33, the Trustees are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Notes to the accounts
for the year ended 31 March 2024

1a. Voluntary Income 2024

	Restricted Funds	Unrestricted Funds	Total Funds	Total funds
	2024	2024	2024	2023
Voluntary Income	£	£	£	£
Donations and Gifts	15,075	551,621	566,696	184,373
Grants	527,506	49,688	577,194	831,339
Donation - Provision of Rent Free Premises	366,276		366,276	363,164
Fundraising				38,425
Total Voluntary Income	**908,857**	**601,309**	**1,510,166**	**1,417,301**
Investment Income				
Interest Receivable		2,626	2,626	1,243
Total Investment Income		**2,626**	**2,626**	**1,243**
Other Trading Income				
Income from Other Sources		75	75	345
Total Other Trading Income		**75**	**75**	**345**

The Trust has been given the use of five properties rent free. The value of this benefit in kind to the Trust is equivalent to the single room rate of housing benefit in the location concerned that the Trust would otherwise have to rent.

1b. Voluntary Income 2023

	Restricted Funds	Unrestricted Funds	Total Funds
	2023	2023	2023
Voluntary Income	£	£	£
Donations and Gifts	50,783	133,590	184,373
Grants	828,039	3,300	831,339
Donation - Provision of Rent Free Premises	363,164		363,164
Fundraising	34,000	4,425	38,425
Total Voluntary Income	**1,275,986**	**141,315**	**1,417,301**

Notes to the accounts
for the year ended 31 March 2024

2. Incoming Resources From Charitable Activities

	Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	2024	2024	2024	2023
	£	£	£	£
Provision of Practical and Emotional and Support	-	3,842,222	3,842,222	3,218,107
Totals	**-**	**3,842,222**	**3,842,222**	**3,218,107**

All charitable activity income in 2024 related to unrestricted income. Provision of practical and emotional support above relates to the provision of support under the charity's contracts with partner agencies and is all unrestricted in both years.

Notes to the accounts
for the year ended 31 March 2024

3a. Total Resources Expended 2024

	Activities Undertaken Directly	Support Costs	Governance Costs	2024 Total	2023 Total
	£	£	£	£	£
Raising Funds	-	91,853	-	91,853	68,335
Charitable Activities					
Provision of Practical and Emotional Support	4,974,158	214,041	51,531	5,239,730	4,469,712
Totals	**4,974,158**	**305,894**	**51,531**	**5,331,583**	**4,538,047**

Governance costs include payments to the auditors of £12,000 (2023: £12,000) for audit fees, £39,531 (2023:£33,525) to others for professional services and £737 (2023: £338) relating to travel expenses and training. Other support costs of £214,041 (2023: £174,342) comprise outsourced general management costs of £80,422 (2023:£80,422) and administrative costs of £133,619 (2023: £93,920).

3b. Total Resources Expended 2023

	Activities Undertaken Directly	Support Costs	Governance Costs	Total
	£	£	£	£
Raising Funds	-	68,335	-	68,335
Charitable Activities				
Provision of Practical and Emotional Support	4,234,955	174,342	60,415	4,469,712
Totals	**4,234,955**	**242,677**	**60,415**	**4,538,047**

Notes to the accounts
for the year ended 31 March 2024

4. Employees and the Cost of Key Management Personnel

Staff costs were as follows	2024	2023
	£	£
Wages and Salaries	2,838,532	2,212,554
Social Security Cost	257,118	201,737
Other Pension Costs	57,173	47,038
Totals	**3,152,823**	**2,461,329**

The key management personnel of the charity comprise the senior management team and are listed on page 24. The total employee benefits of the key management personnel of the charity were £391,994 (2023: £329,287). The average number of employees in the year was 117 (2023: 108). Nil employee (2023: one) earned between £60,000 - £70,000 in the year. One employee (2023: nil) earned between £90,000-£100,000.

Analysis	2024	2023
Management	17	17
Support Workers	100	91

5. Trustees

Trustees received no remuneration (2023: £nil) but were reimbursed for £737 (2023: £338) of travel expenses during this period.

Notes to the accounts
for the year ended 31 March 2024

6. Tangible Fixed Assets			
	Freehold Land & Buildings	**Fixtures, Fittings, and Equipment**	**Total**
	£	**£**	**£**
Cost			
At 1 April 2023	54,962	1,767,313	1,822,275
Additions	-	134,271	134,271
At 31 March 2024	54,962	1,901,584	1,956,546
Depreciation			
At 1 April 2023	21,347	106,547	127,894
Charge for the Year	5,021	51,229	56,250
At 31 March 2024	26,368	157,776	184,144
Net Book Value			
Net Book Value 31 March 2023	33,615	1,660,766	1,694,381
Net Book Value 31 March 2024	**28,594**	**1,743,808**	**1,772,402**

All fixed assets are held for charitable use.

Notes to the accounts
for the year ended 31 March 2024

7. Debtors

	2024	2023
	£	£
Contractual Debtors	677,971	560,644
Prepayments and Accrued Income	63,857	38,659
At 31st March	**741,828**	**599,303**

8. Creditors: Amounts Falling Due Within One Year

	2024	2023
	£	£
Expense Creditors	111,608	115,411
Deferred Income and Accruals	196,956	208,610
Social Security and Other Taxes	63,361	53,065
Other Creditors	25,469	22,573
At 31st March	**397,394**	**399,659**

Notes to the accounts
for the year ended 31 March 2024

9a. Unrestricted Funds 2024

	1-Apr-23	Incoming	Outgoing	Transfer	31-Mar-24
	£	£	£	£	£
General Fund (or free reserves)	34,004	4,445,701	(4,338,716)	420,022	561,011
Tangible Fixed Assets Fund	1,694,380	-	-	78,022	1,772,402
Designated funds:					
Property Project Fund	200,000	-	(51,956)	(148,044)	-
Service Development Prevention Project Fund	44,540	531	(24,094)	-	20,977
Working Capital and Contingency Funds	350,000	-	-	(350,000)	-
Accumulated Funds	**2,322,924**	**4,446,232**	**(4,414,766)**		**2,354,390**

9b. Unrestricted Funds 2023

	1-Apr-22	Incoming	Outgoing	Transfer	31-Mar-23
	£	£	£	£	£
General Fund (or free reserves)	459,294	3,361,010	(3,701,097)	(85,203)	34,004
Tangible Fixed Assets Fund	850,889	-	-	843,491	1,694,380
Designated Funds:					
Property Project Fund	434,662	-	-	(234,662)	200,000
Service Development Prevention Project Fund	50,000	-	(5,460)	-	44,540
Working Capital and Contingency Funds	450,000	-	-	(100,000)	350,000
Accumulated Funds	**2,244,845**	**3,361,010**	**(3,706,557)**	**423,626**	**2,322,924**

Notes to the accounts
for the year ended 31 March 2024

Policy on Reserves

The Trustees have decided that the following reserves are needed in order to ensure the continued operation of our services and activities.

General Fund (or Free Reserves)

In order to comply with the terms of the Trust's Home Office contract, the charity aims to have a free reserves ratio target equal to at least 25% of unrestricted expenditure.

Designated Reserves

The following designated reserves will be held:

1. **Tangible Fixed Assets fund**
   This represents the amount of the Trust's tangible fixed assets which comprise properties, furniture and other items of equipment which are fundamental to the charity's operations and do not represent assets that are liquid or can be expended. These assets are represented by the tangible fixed assets fund to emphasise this fact.

2. **Property Project fund**
   This represents the amount of the Trust's accumulated net income which the Trustees have committed to:

   a) specific approved capital projects to increase operational capacity, including the purchase of property and the provision of additional rooms or facilities in properties already owned by the Trust; or

   b) capital projects which are not yet finalised but which are expected to be approved in the following 12 months; or

   c) the improvement of any of our existing facilities, whether owned or not. This will include health and safety works.

   The value of this reserve will be approved at each year-end and will reduce during the year as expenditure is incurred. Revisions may be approved during the year, for example if a major unplanned project is approved; or if a planned project is cancelled.

3. **Service Development Prevention Project fund**
   This represents the amount of the Trust's accumulated net income which the Trustees have committed to underwrite the expected costs of services and activities which are not funded by contracts.

   The value of this reserve will be approved at each year-end and will reduce during the year as expenditure is incurred. Revisions may be approved during the year.

Restricted Reserves

Donations and grants which are received for a specific purpose or purposes – including those received as a result of appeals or applications which are for specific purposes – will be held in a restricted reserve so that they can only be expended on those purposes.

Notes to the accounts
for the year ended 31 March 2024

10a. Restricted Funds 2024

	1-Apr-23	Income	Expenditure	Transfer	31-Mar-24
	£	£	£	£	£
Northern					
Southern	7,194	-	(7,194)	-	-
Mersey	9,056	-	(9,056)	-	-
Central	-	-	-	-	-
London West	1,459	5,000	(6,459)	-	-
London East	-	240	(94)	-	146
Coastal	-	-	-	-	-
Bursary	30,168	-	(11,412)	-	18,756
Moving On Project	34,777	537,341	(516,326)	-	55,792
Provision of Rent Free Premises	-	366,276	(366,276)	-	-
Accumulated Funds	**82,654**	**908,857**	**(916,817)**		**74,694**

MOVING ON PROJECT
These funds have been received to extend the duration of our Moving On Project via specific fundraising campaigns and grants to enable the continuation of the project.

PROVISION OF RENT FREE PREMISES
The reserve represents the benefit in kind given by four religious orders and one individual in the form of the use of buildings rent free. The benefit is exhausted in the year by rent paid in kind.

REGIONAL RESTRICTED FUNDS
Each Regional restricted fund represents funds received for the specific purpose of being utilised by that service. These are solely restricted to the service they are received in but not restricted to any specific use unless restricted separately.

BURSARY
These funds have been received to provide bursaries to our services users.

10b. Restricted Funds 2023

	1-Apr-22	Income	Expenditure	Transfer	31-Mar-23
	£	£	£	£	£
Northern					
Southern	4,837	9,292	(6,936)	-	7,193
Mersey	17,023	423,626	(7,967)	(423,626)	9,056
Central	-	-	-	-	-
London West	-	6,000	(4,541)	-	1,459
London East	-	-	-	-	-
Coastal	-	-	-	-	-
Bursary	-	34,750	(4,582)	-	30,168
Moving On Project	39924	439154	(444300)	-	34778
Provision of Rent Free Premises	-	363,164	(363,164)	-	-
Accumulated Funds	**61,784**	**1,275,986**	**(831,490)**	**(423,626)**	**82,654**

Notes to the accounts
for the year ended 31 March 2024

11. Analysis of Net Assets Between Funds

Fund Balances at 31 March 2024 are presented by:

	Restricted Funds	Designated Funds	Unrestricted Funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	-	1,772,402	-	1,772,402
Net Current Assets	74,694	20,977	561,011	656,682
Accumulated Funds	**74,694**	**1,793,379**	**561,011**	**2,429,084**

Fund Balances at 31 March 2023 are presented by:

	Restricted Funds	Designated Funds	Unrestricted Funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	-	1,694,380	-	1,694,380
Net Current Assets	82,654	594,540	34,004	711,198
Accumulated Funds	**82,654**	**2,288,920**	**34,004**	**2,405,578**

12. Operating Lease Commitments

At 31 March 2023 the charity had total future minimum lease payments under non-cancellable operating leases as follows:

Land and Buildings	**2024**	**2023**
Due within:	**£**	**£**
1 Year	50,742	49,336
1-2 Years	25,372	24,668
Total	**76,114**	**74,004**

Notes to the accounts
for the year ended 31 March 2024

13. Related Party Transactions

Dr Barry Lynch is a trustee of CSJB CIO. The Trustees of CSJB CIO made donations of £400,000 (2023: £300,000) to the charity in this year.

Subsequent to the year end, the Trustees of CSJB CIO have informed the Trust that they will be making a further donation in 2024/2025 of £450,000 (see note 14)

Sister Mary is a trustee of Faithful Companions of Jesus who provide a safe house at an annual peppercorn rent rate. The Trustees of Faithful Companions of Jesus do not have any pecuniary interest in the arrangement. Faithful Companions of Jesus also carried out property upkeep and refurbishments in the year with a total cost of £70,594 (2023: £233,845).

Sister Jane is a previous trustee of Society of Sacred Heart who provide a safe house at an annual peppercorn rent rate.

14. Post Balance Sheet Event

Subsquent to the year end, the trust has been notified by the Trustees of CSJBB CIO that it is to receive a further donation of £450,000 in 2024/2025







MEDAILLE TRUST

REFUGE AND FREEDOM FROM MODERN SLAVERY

www.medaille-trust.org.uk

MEDAILLE TRUST

England & Wales - Charity number 1117830

Accounts



MEDAILLE TRUST

REFUGE AND FREEDOM FROM MODERN SLAVERY

ANNUAL REPORT & ACCOUNTS 2022/23

www.medaille-trust.org.uk

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WELCOME

FROM THE CHAIR OF TRUSTEES AND CHIEF EXECUTIVE



Simon Young
Chair of Trustees



Garry Smith
Chief Executive

As we take this opportunity to look back at the 2022-23 financial year, we reflect on how Medaille Trust continues to deliver the legacy of our founder, Sister Ann Teresa SSJA, who sadly passed away just as this financial year was about to commence. Building on the work started by our founder in Southampton in 1997, which led to the launch of Medaille Trust as a stand-alone charity in 2006, we continue to focus on those whose lives have been exploited by the greed of others.

We are now midway through our five-year strategy, developed in 2020, and continue to focus our delivery on three areas:

Prevent - through raising awareness of human trafficking, supporting economic development initiatives in source countries, and working with survivors to prevent re-trafficking, we aim to improve identification of potential victims and offer alternative solutions to vulnerable people.

Protect – through our work as an NGO First Responder, the provision of safe-house accommodation, and outreach services, we offer survivors opportunities to recover from their past and rebuild their future.

Pursue – through our Victims' Voices project and International Law Enforcement Conference, we support survivors to pursue justice and promote best practice in victim care.

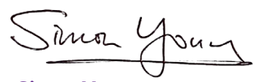
Of course, the fight against modern slavery is not something we can take on alone and we continue to be grateful for the partnerships we are part of, some long-standing and some new.

As a charity we have focussed this year greatly on staff well-being, recognising that those who work at the frontline in difficult and demanding roles, and those who work behind the scenes to support and enable the work, are precious to fulfilment of our mission. The 2022-23 financial year therefore saw the introduction of a number of new initiatives to support staff wellbeing.

In December 2022 we carried out a further anonymous staff survey, facilitated independently through Best Companies, and were delighted to see our rating improve to 2* "Outstanding". When Best Companies announced their quarterly sector league tables in February 2023, Medaille Trust was listed as the 4th best charity to work for in the UK.

We continue to be inspired by the vision of our founder, although she was quick to recognise that modern slavery cannot be defeated by the actions of one person alone. The achievements outlined in this annual report are the result of an extraordinary concerted and collaborative effort: the courage and determination of our clients, the dedication and resilience of our staff, volunteers and partners, and the belief shown in us by our funders and supporters.

We are sincerely grateful to everyone who has played their part in 2022-23 and hope this report will inspire you to get involved in the work of freeing lives from slavery and exploitation. We are very grateful for all who continue to support our work prayerfully, practically and financially.



Simon Young
Chair of Trustees



Garry Smith
Chief Executive



INTRODUCTION

The Trustees present their report and accounts for the year ended 31 March 2023. The accounts have been prepared in accordance with the accounting policies set out in the accounts and comply with the Medaille Trust's Articles, the Companies Act 2006, Charities Act 2011 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", (FRS102). The principal activity of the Charity is the provision of support for those who have been victims of human trafficking. This support is given by providing safe housing and such other support as may be necessary.

STRUCTURE, GOVERNANCE & MANAGEMENT

Medaille Trust is both a limited company and a registered charity. All Trustees are directors of the company and vice versa. New Trustees are largely recruited by personal recommendation. There are currently no vacancies, but as and when these arise the Board will actively recruit for those with suitable skills and experience to fill them. Once recruited, Trustees undergo a structured induction process.

The Chair of Trustees maintains close contact with the CEO to whom the day-to-day operational management is delegated. The Trust is governed by Articles of Association lodged with Companies House.

RECRUITMENT & APPOINTMENT OF TRUSTEES

The organisation seeks to ensure that there is diversity of experience among the Trustees. Regular meetings identify the strengths and weaknesses amongst the skill set of the Trustees and the Board has actively and successfully recruited new members to improve the efficiency of the board.

TRUSTEE INDUCTION & TRAINING

Prospective Trustees become familiar with the practical work of the charity through their presence at meetings and visits to safe houses and outreach hubs. All Trustees are invited and encouraged to attend an annual away day, Board meetings and visit all services in order to familiarise themselves with the charity and its work. A variety of documents exist to use when Trustees are inducted and all are provided with a full set of the Trust's Policies and Procedures.

ORGANISATIONAL STRUCTURE

The Trustees meet on a regular, formal, basis, at least four times per year but more often when required. During COVID-19 restrictions, meetings were held by video-conference but since the lifting of restrictions we have adopted a hybrid model with some trustees meeting face to face and others joining via video conference.

At the regular quarterly meetings, the Trustees approve the Charity's Strategy and areas for activity and monitor progress against key action plans. In addition, they receive reports from the Chief Executive Officer to enable them to monitor the management of the day-to-day activities (which they have delegated to that officer and the supporting Service Managers) and provide formal approval for proposed action where necessary. In addition, the Risk Register and any significant budget variations are reviewed at each meeting.

None of the Trustees have any beneficial interest in the Company.

The Charity receives management services and support from Caritas Diocese of Salford, which works from a similar ethos and has many years' experience of health and social care. The objectives and activities of that Charity are to provide care for others in need and are therefore compatible with the objectives and activities of this Charity.

INTERNAL CONTROL - MANAGING RISK

The Trustees have reviewed the Charity's risk management procedures. In the course of the review the Trustees determine the major risks to which the Charity is exposed, the potential impact if an individual risk materialises and what mitigating actions are in place, or need to be put in place, in order to reduce each risk to a level which the Trustees consider to be acceptable.

They have recorded this position in a Risk Register and encapsulated the necessary risk mitigation action. This Plan classifies the risks into the following four categories:

- **Governance** - which incorporates the risks at a strategic level, issues of compliance and Board management.
- **Operational** - which incorporates those risks which impact the Trust's services thereby damaging the ability to provide a quality assured service.
- **Financial** - being those risks which could lead to a significant reduction in the Charity's assets.
- **External** - incorporating those risks, largely beyond the control of the Trust such as changes in legislation that might impact adversely on the Trust.

The principal specific risk to which the charity is currently exposed is financial.

The pay of key managers and other staff is set by the Board of Trustees before the new financial year. The trustees apply three criteria in deciding the level of pay:

- The impact of each post on the Trust's stated objective of the elimination of human trafficking/modern slavery
- The external jobs market and the level of pay needed to attract managers with the required skills
- The financial resources and financial sustainability of the Trust

COMMITTEES OF THE BOARD

The Board have set up an Audit and Risk Committee which meets periodically to assess various areas of risk, including any issues identified by our external auditors.
A Remuneration Committee has also been set up which meets as and when necessary to consider various aspects of staff remuneration and terms and conditions of employment.

2022-23 IN NUMBERS

290
Clients supported in Safe Houses

342
Clients supported in Moving On Project

189
Workshops delivered in Moving On Project Hubs

122
Drop-in Sessions delivered in Moving On Project Hubs

121
Awareness-raising Talks delivered

52
Times acted as First Responder

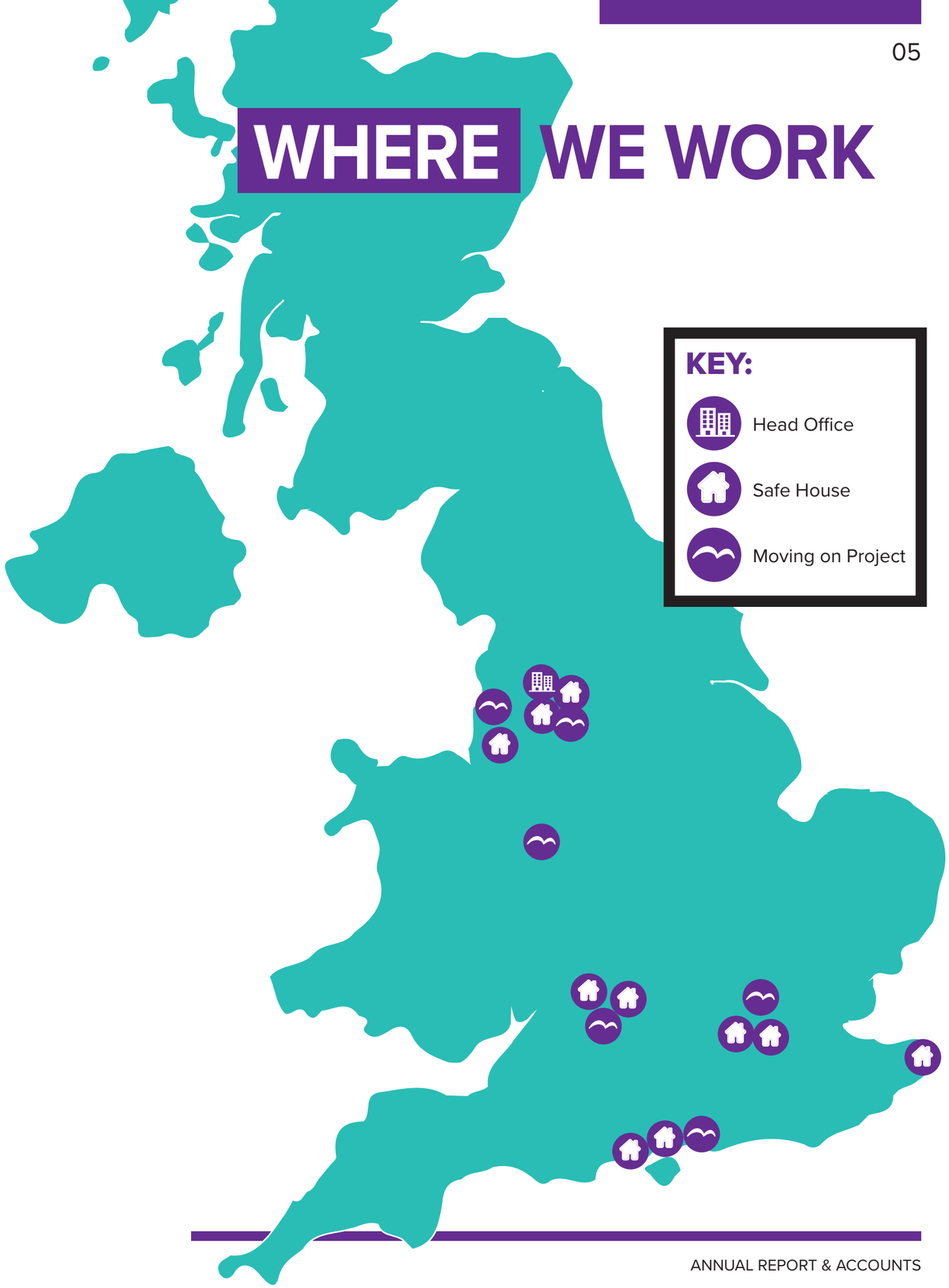
23
Volunteers worked alongside our paid staff

10
Police Operations supported

8
ABE interviews conducted

5
Enterprises in Albania supported through our Entrepreneurship Academy

WHERE WE WORK



VISION, VALUES AND STRATEGIC OBJECTIVES

VALUES

Medaille Trust is a client-focussed charity that equips victims of modern slavery to become survivors.

We will act with:

- **RESPECT**
  Embracing the diversity and human dignity of our team and our clients, we will treat everyone with respect both inside and outside our organisation
- **COLLABORATION**
  Recognising that combating modern slavery is not something we can do alone, we will work in partnership with organisations and individuals that share our aims and values
- **COMPASSION**
  Understanding that modern slavery is deeply traumatic, we will demonstrate an awareness of, and sensitivity towards, colleagues and clients at all times
- **EMPOWERMENT**
  Equipping clients and staff to develop their lives and careers, we will ensure appropriate support and frameworks are in place to facilitate this
- **PASSION**
  Fostering a drive and determination to eradicate modern slavery, we will approach our work with deep care and commitment.

VISION

Our vision is a world where people are free from exploitation through human trafficking and modern slavery.

STRATEGIC OBJECTIVES

Our current strategy runs from 2020-2025 and focuses on seven areas of development (objectives) to enable us to meet the challenges of responding to modern slavery effectively and sustainably.

The seven strategic objectives are:

- **PROTECTION**
  We will equip more victims of modern slavery to become survivors and improve our quality of support for victims
- **PROSECUTION**
  We will continue to develop the support we offer to law enforcement agencies in getting justice for survivors
- **PREVENTION**
  We will enable programmes to discourage and prevent trafficking from source countries, and broaden our reach in educating and equipping UK opinion formers and members of the public on modern slavery
- **PEOPLE**
  We will attract, develop and retain talented people to support our values-driven culture
- **PROFILE**
  We will increase the profile of Medaille Trust as a leading anti-trafficking organisation in order to better fulfil our mission
- **PROPERTY**
  We will ensure our properties are both safe and fit for purpose for those who live and work there
- **PARTNERSHIPS**
  We will work in partnership with organisations and individuals that share our values in pursuit of our strategic objectives.

HOW WE MAKE A DIFFERENCE

1 PREVENT

we raise awareness about modern slavery and support initiatives both in the UK and globally to help **prevent** those who are vulnerable, from falling prey to traffickers and exploitation

2 PROTECT

we offer **protection** 365 days of the year to victims of modern slavery - including their dependants - from initial assistance following police raids, to providing safe and comfortable accommodation for up to 133 victims every day, through to ongoing support in the community, helping equip survivors to live independent lives.

3 PURSUE

we work with law enforcement agencies to **prosecute** the perpetrators of modern slavery and human trafficking crimes, causing disruption to supply chains, reinforcing deterrents and seeking justice for survivors.



PREVENT

The number of confirmed potential victims of modern slavery continues to rise. As the Government's own website reports:

"There were 16,938 potential victims of modern slavery referred to the Home Office in 2022, representing a 33% increase compared to the preceding year (12,706) and the highest number since the National Referral Mechanism (NRM) began in 2009."

Medaille Trust continues to work to try to prevent people entering into or being trapped in exploitative situations. Our prevention work has a number of different strands.

Firstly we raise awareness of modern slavery in communities across England. 121 such sessions were delivered in the 2022-23 financial year, which included sessions in the Catholic Archdiocese of Birmingham as part of our continuing "Look up!" partnership, sessions to healthcare professionals, schools, churches and general community groups. By raising awareness of the issue and teaching people to spot the signs of modern slavery we hope that citizens will be empowered to appropriately report any potential victims that they may encounter and further exploitation may be prevented.

Secondly, our Moving On Project provided services in six geographic locations that wrap around the statutory NRM services, working with both those who are vulnerable to being trafficked, are already in potential exploitative situations and those who have exited the NRM but remain vulnerable to being re-trafficked due to their circumstances.

Thirdly, we focused on the number one source country for modern slavery victims in the UK – Albania. As the Government website acknowledged:

"Albanian nationals overtook UK nationals as the most commonly referred nationality in 2022"

We recognise that poverty and a lack of job opportunities in Albania are a driver to people accepting offers from traffickers to come to the UK. We therefore built on over ten years of partnership work with Mary Ward Loreto in Albania to reach out, through them, to other NGOs working in the country in order to identify potential enterprises to join an Entrepreneurship Academy. The Academy is funded by Medaille Trust and facilitated by New Paradigm Ventures, a social enterprise experienced in delivering similar courses worldwide. The academy received 24 applications and five enterprises were chosen to go through the course with a view to producing sustainable business and finance plans. The course was completed in May 2023.

Source: https://www.gov.uk/government/statistics/modern-slavery-national-referral-mechanism-and-duty-to-notify-statistics-uk-end-of-year-summary-2022/modern-slavery-national-referral-mechanism-and-duty-to-notify-statistics-uk-end-of-year-summary-2022

Source: https://www.gov.uk/government/statistics/modern-slavery-national-referral-mechanism-and-duty-to-notify-statistics-uk-end-of-year-summary-2022/modern-slavery-national-referral-mechanism-and-duty-to-notify-statistics-uk-end-of-year-summary-2022

CASE STUDY

The Entrepreneurship Academy was launched in October 2022 by CEO Garry Smith who ran a launch event for nine Albanian NGOs in partnership with MD of Ethical Good, Duncan Parker. Speaking at the event Duncan said: *"we know that one of the drivers of modern slavery is poverty and often people will feel forced to accept spurious offers of employment in the UK because they feel they have no hope of employment by staying in Albania".*

The Entrepreneurship Academy aimed to support five enterprises in Albania to produce sustainable business plans. This would help them thrive and offer employment opportunities to local people, giving them hope for a future and reducing the risk of being exploited in the UK.

One of the five enterprises accepted for the academy is run by QSNNN, an NGO based in Fushë-Arrëz in the North of Albania – an area notorious for recruitment by traffickers because of the lack of opportunity in the area. QSNNN is already supporting the community in a variety of ways, but wanted to develop their social enterprise which purchased fruit, vegetables and herbs from local growers, dried them and then packaged them for sale in local markets.

Joseph Bistransky from QSNNN said *"we know we already had a business model that was supporting growers, but we felt that with support this could be even stronger and allow us to support more local growers and also provide much needed income for our own NGO to support our other programmes".*

At the town hall session at the culmination of the academy, QSNNN presented their newly developed business plan. It demonstrated how, with a small investment to purchase a commercial dryer, they could increase their capacity and prolong the season for their work, which in turn would grow their income.

Given the volume of people being trafficked from this part of Albania, along with the demonstrated potential impact on the local community, Medaille Trust has chosen to partner with QSNNN to support their work in order to try to prevent more people being trafficked to the UK.

CEO Garry Smith said *"I am excited to see how this partnership will develop over the coming years. The prevention of human trafficking is a key strand of our work and to partner with a respected NGO who are already working at the heart of one of the most vulnerable communities in Albania is a real privilege and a great opportunity to help in the global fight against modern slavery"*





PROTECT

Ever since our founder, Sister Ann Teresa SSJA, ventured out in the evening, after completing her day job as a school teacher, with a flask of coffee to share with street sex workers in Southampton, protection for vulnerable individuals has been at the heart of our work.

Our protection work can start when we accompany the police on operations where they suspect there are victims of modern slavery. Working alongside police officers, our team will be there to offer protection, support and reassurance to anyone liberated in the operation.

Often the best way to protect a potential victim of modern slavery is to refer them into the National Referral Mechanism (NRM) the statutory system of support for potential victims. Most referrals into the NRM are by statutory agencies – the police, Border Force, Local Authorities etc. However a select group of NGOs, which includes Medaille Trust, have been entrusted to also act as First Responders which gives our trained staff the ability to make a referral. During the 2022-23 financial year we acted as a First Responder 52 times – this is more than twice as many referrals as we made in 2021-22 (25). For those 52 individuals this was the critical first step in helping them to be protected from further exploitation and start their journey of recovery.

The main protection work that we carry out is the work we do directly with survivors – both those referred to our safe houses under the NRM through our partnership with The Salvation Army who hold the Modern Slavery Victim Care Contract from the Home Office. We also have the Moving On Project which was set up to work with females following a positive Conclusive Grounds decision and their exit from the NRM, but has recently grown to also support male victims in certain areas and also carries out pre-NRM work with those deemed to be at risk of becoming victims of modern slavery.

In total we supported 632 survivors of modern slavery in 2022-23 across our residential and community based projects. The work that we do is tailored to the needs of individuals and is delivered both directly by our trained staff team, supported by volunteers, and also in partnership with statutory and voluntary agencies.

Our safe houses are more than just a bed; we are there to support each resident with their individual needs, both in the short and medium term. Through an initial needs-based assessment, we aim to identify the detailed support needs of each individual, which may include:

- Physical health needs
- Psychological and emotional needs
- Cultural and spiritual needs
- Practical needs (e.g. interpretation services)
- Access to legal advice and representation
- Access to specialist services, such as substance dependency services

We also organise a range of activities, both within the safe house and the community, aimed at boosting self-esteem, building confidence, and improving social skills, while reducing the risks of stress, depression and anxiety.

CASE STUDY

Ian (not his real name) had endured a difficult childhood in Lithuania having been brought up in an orphanage where he witnessed staff abusing other children. When he became an adult, Ian formed a relationship with a lady who became his girlfriend. One evening whilst driving to a restaurant with his girlfriend and her father, their vehicle was involved in a road traffic accident and sadly both Ian's girlfriend and her father died as a result of injuries sustained in the accident. Both his experiences in the orphanage and the trauma from the fatal accident caused Ian to have mental health issues throughout his life. He did go on to marry and have a daughter, but when his relationship broke down he decided to come to the UK.

An agent in Lithuania assisted Ian to find employment and accommodation in the UK and he was told to go to an address in Wolverhampton. He worked for another Lithuanian collecting secondhand clothes for a charity, however no wages were forthcoming and his boss was hostile towards him eventually physically assaulting Ian one time so badly that Ian sustained serious injuries to his back and ribs.

After he eventually escaped he was found destitute by The Salvation Army's homeless team in Bradford and was referred into the National Referral Mechanism (NRM) and taken to a Medaille Trust safe house for his protection and support.

Whilst there, our team noticed that Ian's skin had taken on a yellowish colour and they supported him to get medical help. Ian was subsequently diagnosed with multiple issues including Hepatitis C, asthma, a heart condition, back problems, high blood pressure and he was also critically underweight.

The team supported him throughout his medical appointments and also in helping him with his English language lessons and to get legal help with regards to firming up his immigration status.

After being with us for about 18 months, Ian's health deteriorated further and he was eventually taken into hospital where he was regularly visited by our team. His health continued to deteriorate and sadly Ian passed away in hospital in May 2023.

Our team, although obviously upset by Ian's passing, helped to arrange his funeral as he had no next of kin and also arranged for a church service in his memory where they and the other clients who had been Ian's friends were able to celebrate his life and mourn his passing.

Although this was a sad outcome, we know that for the last 18 months of his life Ian was protected and supported and knew that he was safe.





PURSUE

In her final annual report, Dame Sara Thornton the Independent Anti-Slavery Commissioner again outlined that the pursuit of justice was a key priority, she stated:

"Law enforcement activity and prosecutions remain critical to eradicating slavery. Every publicised, successful prosecution is a likely deterrent to perpetrators and provides hope to victims. It is therefore important that the increase in police activity, prosecutions and convictions are reported"

During 2022-23 we trained a further 10 caseworkers as part of Victims' Voices, to carry out Achieving Best Evidence (ABE) interviews of victims of modern slavery who are witnesses to crime to a full evidential standard (i.e. using the same equipment and to the same standard as a police officer would). We are continuing to network with police forces across the country in order to establish our reputation and credibility in this field. It is a ground-breaking project which has not been tried previously. The early results continue to be promising and the feedback from those using the service has been positive.

"I was very impressed with Medaille. The response times were great, communication excellent and Medaille contacted the victims directly to arrange the ABE.

I had two victims in London who had been exploited in Blackpool, however by the time we received the report they were in London.

For my colleague and I to complete this ABE, we would have had to stay overnight in London, arrange an ABE room at one of the Metropolitan police stations, arrange access for interpreters etc. My head hurts just thinking about it. This would have been a great expense, a lot of arranging and taken a lot of our time up arranging and going down to London.

I contacted Medaille who responded very quickly. I sent them a brief regarding the allegations as I was aware. They arranged for the 2 ABE's. All I did was to arrange the translator which was no hassle through our portal at work. Medaille produced the appropriate secure discs for me which I was able to review.

Excellent service. I will definitely use again. It saved Lancashire Police money and time which is a win win."

Detective Sergeant Jen Mills – Lancashire Constabulary

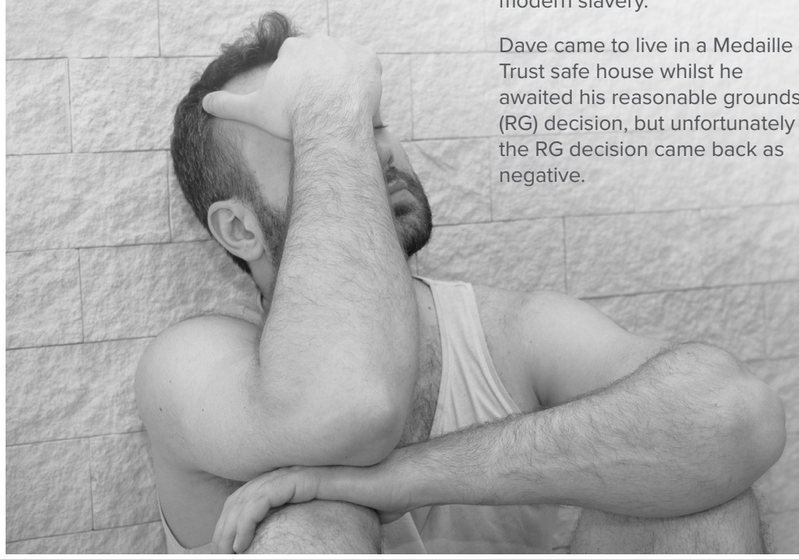
In addition to ABE interviews to aid prosecution, the same skills and equipment have been used to successfully appeal on behalf of potential victims who have received a negative Reasonable Grounds decision.

In addition to Victims' Voices, we continued to support the Police on operations enabling them to carry out investigative work whilst we provided direct support to victims. We also again held our International Police and Justice Conference in Slovenia where UK and European law enforcement professionals came together to share best practice and intelligence and to build networks with each other and the Medaille team.

CASE STUDY

Dave is a UK citizen who contacted the Police to say he was a victim of modern slavery and had been exploited across the UK. At the time he presented himself, he was described by law enforcement as being dirty and smelly. The police felt he hadn't eaten or drunk properly in a while, and he was asking the Police for water.

He had been targeted by a criminal group because of his availability for labour. He was put up to live in squalid conditions not within a house, on condition he worked for them. The crime group alleged that he owed them a significant amount of money due to issues with his work for them, over a sustained period of time.



He was in complete fear of the criminal fraternity and their associates. He was paid a pitiful amount of money, which after outgoings, resulted in him being paid nothing. His bank details and banking cards "vanished" and he had no means of contacting the bank. He had no proper use of a bathroom to clean, or use of a kitchen to cook, whilst he was under the control of his exploiters.

Dave was extremely fearful and not willing to provide Police the specifics around his treatment and the people controlling him just in case they came after him. He was destitute, and Police completed the appropriate forms to refer him into the National Referral Mechanism (NRM) as a potential victim of modern slavery.

Dave came to live in a Medaille Trust safe house whilst he awaited his reasonable grounds (RG) decision, but unfortunately the RG decision came back as negative.

Our team made contact with the Police forces concerned and began engaging with Dave. It was agreed that if he was willing to be interviewed by Medaille Trust ABE team, in an evidential format then we could do so. In the interim his stay with us was extended, to afford him a degree of protection, so he could begin to rebuild his life.

As a result our team interviewed him on video as part of our ABE Victims' Voices pilot. In this environment he gained the confidence and trust to open up about his experiences and provided substantially more information, agreeing for us to hand over this on to law enforcement in the evidential format, knowing that the case may well go to court.

This has provided the Police with sufficient evidence and they have now reopened the investigation with new evidence gathered by our ABE team, to pursue the criminals involved. With this additional evidence / information the Police resubmitted the NRM for reconsideration and this time it came back as positive which has enabled Dave to continue to work with the team to help rebuild his life.

The Police investigation is ongoing.

PARTNERSHIPS

Medaille Trust recognises that no one organisation can end modern slavery on its own and therefore we are committed to working with organisations that share our values, a selection of which are shown by their logos below.

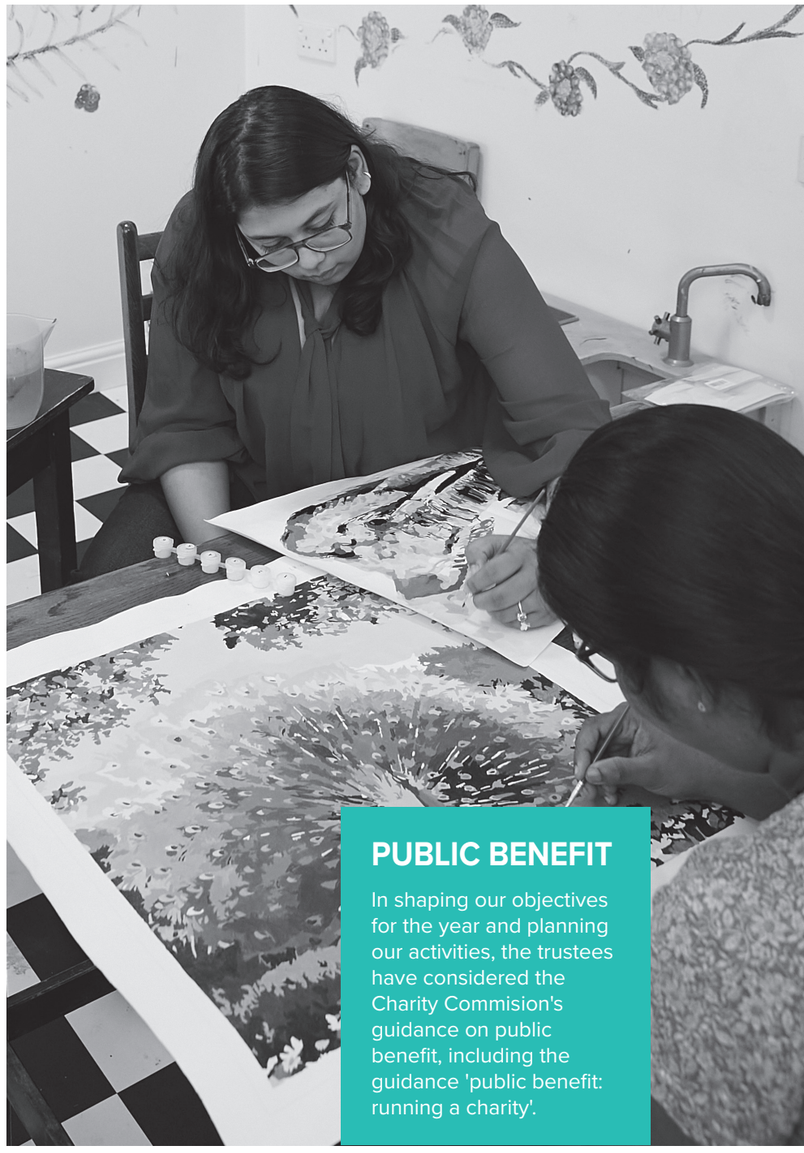
In addition we partner with all Police Forces across the UK and a number of grant making trusts, individuals and religious orders who would prefer to remain anonymous. We are grateful to all organisations and individuals who have supported our work.

FUNDRAISING

Medaille Trust's approach to fundraising is changing as we look to further develop our charitable activities outside of those funded by the Modern Slavery Victim Care Contract. While we have never adopted an intrusive approach to fundraising, we are developing new ways in which to communicate with or supporters and grow our income streams, within the parameters outlined in the Fundraising Regulator's Code of Fundraising Practice and all Data Protection legislation.

The majority of our fundraising is centred on trusts and foundations and voluntary donations from individuals, companies and religious communities. We produce a magazine three times a year and there is an opportunity within to make a donation to the Trust. We also have a small number of regular donors who give through direct debit or standing order.

During the year, Medaille Trust did not employ any third parties to conduct fundraising on its behalf and we did not have any corporate partnerships in place. We are registered with the Fundraising Regulator and we have extensive Privacy Policies available on our website, including how we collect and store personal information. We also have a Complaints Policy. During the year no complaints were received.



PUBLIC BENEFIT

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commision's guidance on public benefit, including the guidance 'public benefit: running a charity'.

FINANCIAL REVIEW

During the year, the Trust achieved a turnover of £4,636,996, representing a decrease from the previous year's £5,112,529. Despite facing challenges such as inflation, rising costs of light and power, and designated works to expand our services, the Trust still managed to generate a surplus of £98,949, although this was lower than the surplus of £542,413 achieved in the previous year.

To enhance the safety and well-being of our service users, the Trust allocated £650,503 to create additional rooms. This investment reflects our commitment to providing a secure environment for our service users.

Our sources of funds primarily comprise public funds received through contracts and a grant awarded at the beginning of 2021, which concluded in June 2022, as well as private charitable donations from various sources. This diverse funding base contributes to the financial stability of our charity.

Contract fulfilment amounted to £3,218,107, showing an increase from £3,092,608 in the previous year. This growth can be attributed to the availability of more accommodation spaces at the Trust's locations, allowing us to help a larger number of individuals.

Throughout the year, we utilized the property project reserve, originally established to generate additional spaces, to create eight more rooms at one of our properties. Additionally, we secured the rental of another property with nine rooms towards the end of the year. These initiatives reflect our commitment to expanding our facilities and accommodating the growing demand for our services.

The revenue from the final grant fulfilment for the Moving on Project decreased to £177,658, compared to £677,365 in the previous year. To bridge the project's funding shortfall, we relied on a substantial donation, a significant grant, and our reserves. This strategic approach demonstrates our proactive management of funding challenges to ensure project continuity.

In terms of charitable donations, we received a total of £184,373 in the current year, down from £354,381 in the previous year but restricted grants are up by almost the same amount. Notably, these donations included a large grant of £381,198 earmarked for capital works and a restricted donation of £261,496 specifically dedicated to the Moving on Project. We greatly appreciate this surge in donations, considering the escalating costs, particularly related to light and power expenses.

Remaining committed to fair compensation, the Trust continues to be a member of the Real Living Wage Foundation. From April 2023 onwards, we conducted a benchmarking exercise to align staff wages, allowing for an increase of up to 10% based on role and industry averages. This step demonstrates our dedication to providing equitable remuneration to our valued employees.

In conclusion, this financial review provides a comprehensive overview of the Trust's performance, showcasing our ability to navigate challenges while maintaining a surplus. It emphasizes our strategic investments in expanding our facilities, the utilization of various funding sources, the increase in charitable donations received, and our commitment to fair compensation for our staff.

RESERVES POLICY

As of March 31st, 2023, the Trust maintains a total reserves balance of £2,405,558. Among these reserves, £82,654 is classified as restricted, and £2,288,920 is designated for specific projects, as detailed in note 9 of the financial statements. At the end of the year, the Trust's free reserves stood at £33,984. It is important to note that a substantial donation of £399,994 was received in May 2023.

The reserves serve various purposes, including working capital, contingency funds, property maintenance and enhancements, investments in fixed assets, and the advancement of service development activities that are not supported by contracts. Due to the contract delivery requirements, we have a free reserves ratio target of 25% or above of free or designated reserves for continuity purposes over our total unrestricted expenditure. For the year ending on 31st of March 2023 this target was £926,639.

The target reserves will be achieved by looking at cost savings across the trust, partnership with regular large donors and specific targeted fundraising.

PLANS FOR THE FUTURE

Looking ahead, the Trust recognizes the need for further works due to the aging of its properties and the maintenance obligations outlined in the leases. Consequently, plans are underway to incrementally increase reserves in the upcoming financial years to accommodate these anticipated expenses.

In line with this, the Home Office has initiated market engagement activities for the procurement of the next contract, commencing from June 2023. The Trust is actively involved in this process, ensuring a smooth transition and continued provision of services.

While the Home Office contract remains the Trust's primary source of income, facilitated through The Salvation Army, there is a recognized need to explore opportunities for diversifying income sources. This strategic approach aims to enhance financial stability and reduce dependency on a single funding stream.

Furthermore, the Trust has embarked on international prevention projects, which are still in their early stages. To extend the reach and impact of these initiatives, it is recommended to allocate an additional £100,000 over the next three years. This investment will enable the Trust to expand and develop these projects, contributing to the fulfillment of its mission on a global scale.



PROVISION OF INFORMATION TO AUDITORS

Each of the persons who are Trustees at the same time when the Trustees' report is approved has confirmed that:

- So far as that trustee is aware, there is no relevant audit information of which the company's auditors are unaware, and
- That trustees have taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the company's auditors in connection with preparing their report and to establish that the company's auditors are aware of that information.



LEGAL AND ADMINISTRATIVE DETAILS

TRUSTEES:

Simon Young
(Chair of Trustees)

Sister Jane Maltby
(Vice Chair of Trustees)

Sister Teresa Lenehan
(Resigned 31/12/2022)

Reverend Terry Tennens

Sister Henrietta Curran
(Resigned 20/02/2023)

Dr Barry Lynch

Olivia Darby

Marlene Sookdeo

Sister Mary Fitzpatrick
(Chair of Audit and Risk Committee)

Benedict Ryan

Father Robert Marsh

Mary Gandy

The charity has no corporate Trustees. None of the Trustees holds property on behalf of the charity.

The Charity's professional advisors are as follows:-

AUDITORS:

Crowe U.K. LLP
The Lexicon
Mount Street
Manchester
M2 5NT

REGISTERED OFFICE:

Medaille Trust, c/o Caritas Diocese of Salford, Cathedral Centre, 3 Ford Street, Salford, M3 6DP

The Charity has no 'headquarters' as such, preferring not to spend its money on offices. The registered office is the office of Caritas Diocese of Salford which supplies management services to the Trust.

Trustees provide the policy framework within which executive decisions are taken. Trustees delegate day to day decisions to and take advice from our officers:

BANKERS:

Barclays Bank PLC
31 High Row
Darlington
Co. Durham
DL3 7QS

KEY MANAGEMENT PERSONNEL:

Garry Smith (CEO)

Diane Cox
(Director of Operations)

Marcus Dawson
(Director of Police and Justice Partnerships)

Mark Bhagwandin
(Director of Communication and Advocacy)

Vasco Carvalho
(Director of Finance)

Treena Jones
(Director of Fundraising)

SOLICITORS:

Grant Saw Solicitors LLP
Ground Floor
Wood Wharf Building
Horseferry Place
Greenwich
London
SE10 9BB

Charity Number: 1117830

Company Number: 5965380

STATEMENT OF TRUSTEES' RESPONSIBILITIES

in respect to the annual report and financial status

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Charity and company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the profit or loss of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions, disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

Crowe U.K. LLP were re-appointed auditors during the year following their successful audit of 2022/23.

THANKS

I take this opportunity to express my very sincere thanks and that of my fellow Trustees, to all staff and volunteers, friends, donors and beneficiaries and our partner agencies for their continued support .

On behalf of the board of the Trustees

Simon Young
Chair of Trustees



Dated 9th August 2023

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF MEDAILLE TRUST

OPINION

We have audited the financial statements of Medaille Trust ('the charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law.

Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF MEDAILLE TRUST (CONTINUED)

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement set out on page 20, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non- compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: **www.frc.org.uk/auditorsresponsibilities**. This description forms part of our auditor's report.

EXTENT TO WHICH THE AUDIT WAS CONSIDERED CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were Employment Legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of grant income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance and sample testing on grant revenue to supporting information.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Michael Jayson
Senior Statutory Auditor

Date 11 August 2023

For and on behalf of Crowe U.K. LLP Statutory Auditor

The Lexicon Mount Street Manchester M2 5NT

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Restricted Funds	Unrestricted Funds	Total Year to 31 March 2023	Total Year to 31 March 2022
Income		£	£	£	£
Voluntary income	1	1,275,986	141,315	1,417,301	2,019,663
Charitable activities	2	-	3,218,107	3,218,107	3,092,608
Investment income	1	-	345	345	154
Other trading activities	1	-	1,243	1,243	104
Total income		1,275,986	3,361,010	4,636,996	5,112,529
Expenditure					
Raising funds		-	68,335	68,335	18,768
Charitable activities		831,490	3,638,222	4,469,712	4,551,348
Total expenditure	3	831,490	3,706,557	4,538,047	4,570,116
Net incoming resources before transfers		444,496	(345,547)	98,949	542,413
Transfers		(423,626)	423,626	-	-
Net incoming resources		20,870	78,079	98,949	542,413
Funds at 31 March 2022		61,784	2,244,825	2,306,609	1,764,196
Funds at 31 March 2023		82,654	2,322,904	2,405,558	2,306,609

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All amounts relate to continuing activities. All gains and losses recognised in the year are included in the Statement of Financial Activities.

BALANCE SHEET
AS AT 31 MARCH 2023

	Notes	2023		2022	
Fixed assets		£	£	£	£
Tangible assets	6		1,694,380		1,080,889
Current assets					
Debtors	7	599,284		531,444	
Cash at bank and in hand		511,553		920,418	
Total current assets		1,110,837		1,451,862	
Creditors: amounts falling due within one year	8	(399,659)		(226,142)	
Net current assets			711,178		1,225,720
Net assets			2,405,558		2,306,609
Funds					
Unrestricted funds – general	9		33,984		459,274
Unrestricted funds – designated	9		2,288,920		1,785,551
Restricted funds	10		82,654		61,784
Total funds			2,405,558		2,306,609

The notes to the financial statements on pages 29 to 41 form part of these accounts.

The financial statements were approved and authorised for issue by the Board on 9th August 2023

Garry Smith
Chief Executive

Simon Young
Trustee

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	2023	2022
	£	£
Cash flows from operating activities	241,639	(133,954)
Net cash provided by operating activities	241,639	(133,954)
Purchase of fixed assets	(650,503)	-
Cash flows from investing activities	(650,503)	-
Change in cash and cash equivalents	(408,864)	(133,954)
Cash Equivalents at the beginning of the Year	920,418	1,054,372
Cash Equivalents at the end of the Year	511,553	920,418

NET CASH FLOW FROM OPERATING ACTIVITIES	2023	2022
	£	£
Net incoming resources	98,949	542,413
Depreciation of tangible fixed assets	37,013	26,715
(Increase)/Decrease in debtors	(67,840)	(6,165)
Increase in creditors	173,517	(46,917)
Provision rent free premises	363,164	337,917
Provision rent free premises	(363,164)	(337,917)
Donation in kind	-	(650,000)
Net cash provided by operating activities	241,639	(133,954)

ANALYSIS OF CASH AND CASH EQUIVALENT	2023	2022
	£	£
Cash at bank and in hand	511,553	920,418

ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

BASIS OF PREPARATION
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective January 2022) – (Charities SORP (FRS102)), and the Companies Act 2006.

The Medaille Trust meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated.

COMPANY INFORMATION
The charity is a company limited by guarantee (registered number 5965380) which is incorporated and domiciled in the UK.

GOING CONCERN
The trustees have reviewed the forecasts and budgets for the period ended 31 August 2023 and are confident that the charity is a going concern.

INCOMING RESOURCES
This comprises amounts receivable for the year, where the criteria of certainty, entitlement and measurement have been achieved. Donated services and facilities are recognised as an incoming resource and equivalent expense where quantifiable.

RESOURCES EXPENDED
The company recognises expenses on the accruals basis. Governance costs are charged on a direct cost basis and include audit and legal costs.

TANGIBLE FIXED ASSETS AND DEPRECIATION
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Buildings, Fixtures, fittings & equipment 4 – 40 years straight line. Items less than £1,000 are not capitalised.

RESTRICTED FUNDS
Any income given to the company for a specific purpose has been separately identified so as to ensure that it is spent as the donor dictated.

FINANCIAL INSTRUMENTS
The Medaille Trust Limited has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic Financial Instruments are initially recognised at the transaction value and subsequently measured at amortised cost using an effective interest method. Financial assets are held at amortised cost comprise cash and bank in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors.

ACCOUNTING POLICIES (CONTINUED)

PENSION COSTS

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

CRITICAL ACCOUNTING JUDGMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the entity's accounting policies which are described on page 20, the Trustees are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

1a. Voluntary income 2023	Restricted Funds 2023	Unrestricted Funds 2023	Total Funds 2023	Total Funds 2022
Voluntary Income	£	£	£	£
Donations and gifts	50,783	133,590	184,373	354,381
Grants	828,039	3,300	831,339	677,365
Fundraising	34,000	4,425	38,425	-
Donation of property	-	-	-	650,000
Donation – provision of rent free premises	363,164	-	363,164	337,917
Voluntary income 2023	1,275,986	141,315	1,417,301	2,019,663

The trust has been given the use of six properties rent free. The value of this benefit in kind to the trust is equivalent to the single room rate of housing benefit in the location concerned that the trust would otherwise have to rent.

Investment income				
Interest receivable	-	345	345	154
Investment income		345	345	154
Other trading income				
Income from other sources	-	1,243	1,243	104
Other trading income		1,243	1,243	104

1b. Voluntary income 2022	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022
Voluntary Income	£	£	£
Donations and gift	87,328	267,053	354,381
Donations of property	-	650,000	650,000
Grants	677,365	-	677,365
Donation – provision of rent free premises	337,917	-	337,917
Voluntary Income	1,102,610	917,053	2,019,663

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

2. Incoming resources from charitable activities	Restricted Funds	Unrestricted Funds	Total Funds 2023	2022
	£	£	£	
Provision of practical and emotional support	-	3,218,107	3,218,107	3,092,608
	-	3,218,107	3,218,107	3,092,608

All charitable activity income in 2023 related to unrestricted income.

Provision of practical and emotional support above relates to the provision of support under the charity's contracts with partner agencies and is all unrestricted in both years.

3a. Total resources expended 2023	Activities undertaken directly	Support costs	Governance costs	2023 Total	2022 Total
	£	£	£	£	£
Raising funds	-	68,335	-	68,335	18,768
Charitable activities					
Provision of practical and emotional support	4,234,955	174,342	60,415	4,469,712	3,967,017
	4,234,955	242,677	60,415	4,538,047	3,985,785

Governance costs include payments to the auditors of £12,000 (2022: £8,622) for audit fees, £48,077 (2022: £45,119) to others for professional services and £338 (2022: £357) relating to travel expenses and training. Other support costs of £174,342 (2022: £153,373) comprise outsourced general management costs of £80,422 (2022: £130,063) and administrative costs of £93,920 (2022: £23,309).

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

3b. Total resources expended 2022	Activities undertaken directly	Support costs	Governance costs	2022 Total
	£	£	£	£
Raising funds	-	18,768	-	18,768
Charitable activities				
Provision of practical and emotional support	4,343,877	153,373	54,098	4,551,348
	4,343,877	172,141	54,098	4,570,116

4. Employees and the cost of key management personnel

Staff costs were as follows	2023	2022
	£	£
Wages and Salaries	2,212,554	2,081,381
Social Security Cost	201,737	173,217
Other Pension costs	47,038	39,694
	2,461,329	2,294,292

The key management personnel of the charity comprise the senior management team and are listed on page 19. The total employee benefits of the key management personnel of the charity were £329,287 (2022: £218,769).

The average number of employees in the year was 137 (2022: 99). 1 employee (2022: one) earned between £60,000 - £70,000 in the year.

Analysis was: -	2023	2022
Management	17	13
Support Workers	120	82
	137	95

During the year termination payments were made which amounted to £Nil (2022: £6,582).

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

5. Trustees

Trustees received no remuneration (2022: £nil) but were reimbursed for £338 (2022: £357) of travel expenses during this period.

6. Tangible fixed assets

	Freehold Land & Buildings	Fixtures, fittings and equipment	Total
	£	£	£
Cost			
At 1 April 2022	1,116,809	54,963	1,171,772
Additions	650,503	-	650,503
At 31 March 2022	1,767,312	54,963	1,822,275
Depreciation			
At 1 April 2022	74,556	16,326	90,882
Charge for the year	31,992	5,021	37,013
At 31 March 2022	106,548	21,347	127,895
Net book value			
At 31 March 2023	1,660,764	33,616	1,694,380
At 31 March 2022	1,042,253	38,637	1,080,890

All fixed assets are held for charitable use.

7. Debtors

	2023	2022
	£	£
Trade debtors	560,624	506,584
Prepayments and accrued income	38,660	24,860
At 31 March 2023	599,284	531,444

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

8. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	115,411	25,381
Deferred income and accruals	208,610	126,792
Social Security and other taxes	53,065	46,936
Other creditors	22,573	26,583
	399,659	225,692

9a. Unrestricted Funds 2023

	1 April 2022	Incoming	Outgoing	Transfer	31 March 2023
	£	£	£	£	£
Unrestricted Funds - General	459,274	3,361,010	(3,701,097)	(85,203)	33,984
Designated reserves:					
Property Project	434,662	-	-	(234,662)	200,000
Service Development	50,000	-	(5,460)	-	44,540
Working Capital	350,000	-	-	-	350,000
Contingency	100,000	-	-	(100,000)	-
Tangible Fixed Asset	850,889	-	-	843,491	1,694,380
Accumulated Fund	2,244,825	3,361,010	(3,706,557)	423,626	2,322,904

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

9b. Unrestricted Funds 2022	1 April 2021	Incoming	Outgoing	Transfer	31 March 2022
	£	£	£	£	£
Unrestricted Funds - General	297,987	3,359,919	(3,021,571)	(177,061)	459,274
Designated funds:					
Minimum Reserves	500,000	-	-	(500,000)	-
Health and Safety Reserves	200,000	-	(228,104)	28,104	-
Tangible fixed asset reserve	427,604	650,000	(26,715)	(200,000)	850,889
Capital Projects	200,000	-	(45,814)	(154,186)	-
Albanian Liaison	50,000	-	-	(50,000)	-
Property Project	-	-	-	434,662	434,662
Service Development	-	-	-	50,000	50,000
Working Capital	-	-	-	350,000	350,000
Contingency	-	-	-	100,000	100,000
Accumulated Fund	1,675,591	4,009,919	(3,322,204)	(618,481)	2,244,825

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

DESIGNATED FUNDS

TANGIBLE FIXED ASSET RESERVE

This reserve is to cover future depreciation charges.

PROPERTY PROJECT

This represents the amount of the Trust's accumulated net income which the Trustees have committed to:

a) specific approved capital projects to increase operational capacity, including the purchase of property and the provision of additional rooms or facilities in properties already owned by the Trust; or

b) capital projects which are not yet finalised but which are expected to be approved in the following 12 months; or

c) the improvement of any of our existing facilities, whether owned or not. This will include health and safety works.

The value of this reserve will be approved at each year-end and will reduce during the year as expenditure is incurred. Revisions may be approved during the year, for example if a major unplanned project is approved; or if a planned project is cancelled.

SERVICE DEVELOPMENT

This represents the amount of the Trust's accumulated net income which the Trustees have committed to underwrite the expected costs of services and activities which are not funded by contracts.

The value of this reserve will be approved at each year-end and will reduce during the year as expenditure is incurred. Revisions may be approved during the year.

WORKING CAPITAL

This represents the amount which the Trustees have determined is necessary to cover the difference between debtors and creditors at each month-end. Since our debtors are usually greater than creditors, part of the Trust's accumulated net income is needed to cover this difference, and is not available to be spent on other purposes.

The value of this reserve will be approved at each year-end and will not normally fluctuate during the year.

CONTINGENCY RESERVE

This represents the amount of the Trust's accumulated net income which the Trustees wish to hold in order to cover unexpected short-term costs or income reductions.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

10a. Restricted Funds 2023	1 April 2022	Incoming	Outgoing	Transfer	31 March 2023
	£	£	£	£	£
Northern	-	-	-	-	-
Southern	4,837	9,292	(6,936)	-	7,193
Central	-	-	-	-	-
Mersey	17,023	423,626	(7,967)	(423,626)	9,056
London West	-	6,000	(4,541)	-	1,459
London East	-	-	-	-	-
Coastal	-	-	-	-	-
Bursary	-	34,750	(4,582)	-	30,168
Moving On Project	39,924	439,154	(444,300)	-	34,778
Provision of rent free premises	-	363,164	(363,164)	-	-
Accumulated Fund	61,784	1,275,986	(831,490)	(423,626)	82,654

MOVING ON PROJECT
These funds have been received to extend the duration of our Moving On Project via specific fundraising campaigns and grants to enable the continuation of the project.

BURSARY
These funds have been received to provide bursaries to our services users.

PROVISION OF RENT FREE PREMISES
The reserve represents the benefit in kind given by four religious orders and one individual in the form of the use of buildings rent free. The benefit is exhausted in the year by rent paid in kind.

REGIONAL RESTRICTED FUNDS
Each Regional restricted fund represents funds received for the specific purpose of being utilised by that service. These are solely restricted to the service they are received in but not restricted to any specific use unless restricted separately.

MERSEY
Restricted funds received met the fulfillment criteria of being used in our capital project at Mersey. As the condition is met, the transfer of the funds has been made to the relevant designation.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

10b. Restricted Funds 2022	1 April 2021	Incoming	Outgoing	Transfer	31 March 2022
	£	£	£	£	£
Nationwide Central	1,368	-	(1,368)	-	-
Zahn	14,000	-	(14,000)	-	-
Clewer Trust	11,702	-	(11,702)	-	-
Sisters of the Holy Cross	10,000	-	(10,000)	-	-
St Anthony's - Mersey	20,000	-	(20,000)	-	-
St Anthony's - London East	8,000	-	(8,000)	-	-
Charles Plater Trust	23,535	-	(6,512)	(17,023)	-
Provision of rent free premises	-	337,917	(337,917)	-	-
John Slater Northen	-	-	(5,000)	5,000	-
Kent Police	-	17,564	(17,564)	-	-
Northern	-	7,985	(7,985)	-	-
Southern	-	6,837	(2,000)	-	4,837
Central	-	6,087	(6,087)	-	-
Mersey	-	5,000	(5,000)	17,023	17,023
London West	-	340	(340)	-	-
London East	-	600	(600)	-	-
Moving On Project	-	720,280	(793,837)	113,481	39,924
Accumulated Fund	88,605	382,330	(454,075)	118,481	61,784

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

11. Analysis of Net Assets between Funds

Fund Balances at 31 March 2023 are presented by:	Restricted Funds	Designated Funds	Unrestricted Funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	-	1,694,380	-	1,694,380
Net Current Assets	82,654	594,540	33,984	711,178
Accumulated Fund	82,654	2,288,920	33,984	2,405,558

Fund Balances at 31 March 2022 are presented by:	Restricted Funds	Designated Funds	Unrestricted Funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	-	850,889	230,000	1,080,889
Net Current Assets	61,784	934,662	229,274	1,225,720
Accumulated Fund	61,784	1,785,551	459,274	2,306,609

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

12. Operating Lease Commitments

At 31 March 2023 the charity had total future minimum lease payments under non-cancellable operating leases as follows:

Land and buildings

	2023	2022
Due within:	£	£
1 Year	49,336	27,788
1-2 Years	24,668	13,894
Total	74,004	41,682

13. Related Party Transactions

Dr Barry Lynch is a trustee of CSJB CIO. The trustees of CSJB CIO made donations of £300,000 (2022: £100,000) to the charity in this year.

Sister Mary Fitzpatrick is a trustee of Faithful Companions of Jesus who provide a safe house at below market rent. The trustees of Faithful Companions of Jesus do not have pecuniary interest in the arrangement. Faithful Companions of Jesus also did property upkeep and refurbishments in the year of a total £233,845 (2022: £117,347).

14. Capital Commitments	2023	2022
Due within:	£	£
Contracted for, but not provided in the financial statements	-	-



MEDAILLE TRUST

REFUGE AND FREEDOM FROM MODERN SLAVERY

Medaille Trust, Cathedral Centre,
3 Ford Street, Salford M3 6DP
Visit: medaille-trust.org.uk
Email: enquiries@medaille-trust.org.uk

Medaille Trust is a registered charity, number 1117830



MEDAILLE TRUST

England & Wales - Charity number 1117830

Accounts



ANNUAL REPORT & ACCOUNTS 2021/22

MEDAILLE TRUST
REFUGE AND FREEDOM FROM MODERN SLAVERY

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WELCOME

FROM THE CHAIR OF TRUSTEES AND CHIEF EXECUTIVE



Simon Young
Chair of Trustees



Garry Smith
Chief Executive

Looking back at the past twelve months we are tremendously proud of the work we do and what we've achieved, continuing to provide not only a safe haven every day for victims rescued from slavery and human trafficking, but instilling hope and equipping those within our care to go on and live fulfilled, empowered lives in their chosen communities.

Back in 2020 we developed a new five-year strategy to re-focus our activities in the face of the ever-changing and challenging context of modern-day slavery. As a result, we committed to three further P's – People, Property and Profile - to support delivery of the four existing ones – Protection, Prevention, Prosecution and Partnerships, enabling us to continually improve the support we offer our clients. At the time we could not have anticipated the arrival of a global pandemic and the lengths to which our services would need to adapt in response to it.

Sadly, the trade in human exploitation did not cease because of Covid-19, and neither did our resolve to support victims.

In spite of multiple lockdowns and restrictions being imposed, 2021-22 saw us expand, innovate and diversify our services, opening a brand-new safe house in the south of England, increasing capacity in existing shelters and launching seven new hubs in England to extend our work with female survivors in the community - the latter being made possible through the awarding of a £1million grant from the Tampon Tax Fund.

In 2021-22 we launched a pioneering initiative called Victims' Voices, training 24 staff members to gather legally admissible video evidence from survivors who would otherwise be reluctant to speak directly with police about their experiences, and offering to support them throughout the judicial process. Prosecution of the perpetrators of this heinous crime is an important step in a survivor's recovery from the trauma of slavery, with those successfully brought to justice acting as a deterrent to other traffickers and gangmasters and facilitating further disruption to their supply chains.

We also continued to speak up for victims through our advocacy programmes, launching a new podcast series to mark anti-slavery day. The Tattooists against Traffickers campaign aimed to highlight the role of branding in modern slavery, and how tattooists could play a vital role in both spotting the signs of trafficking and helping survivors reclaim their bodies.

Modern slavery cannot be defeated by the actions of one person alone. These achievements are the result of an extraordinary concerted and collaborative effort: the courage and determination of our clients, the dedication and resilience of our staff, volunteers and partners, and the belief shown in us by our funders and supporters. We are sincerely grateful to everyone who has played their part in 2021-22 and hope this report will inspire you to get involved in the work of freeing lives from slavery and exploitation.

We are very grateful for all who continue to support our work prayerfully, practically and financially.

Simon Young
Chair of Trustees

Garry Smith
Chief Executive

INTRODUCTION

The Trustees present their report and accounts for the year ended 31 March 2022. The accounts have been prepared in accordance with the accounting policies set out in the accounts and comply with the Medaille Trust's Articles, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", (FRS102). The principal activity of the Charity is the provision of support for those who have been victims of human trafficking. This support is given by providing safe housing and such other support as may be necessary.

STRUCTURE, GOVERNANCE & MANAGEMENT

The Medaille Trust is both a limited company and a registered charity. All Trustees are directors of the company and vice versa. New Trustees are largely recruited by personal recommendation, there are currently no vacancies, but as and when these arise the board will actively recruit for those with suitable skills and experience to fill them. Once recruited Trustees undergo a structured induction process.

The Chair of Trustees maintains close contact with the CEO to whom the day-to-day operational management is delegated. The Trust is governed by Articles of Association lodged with Companies House.

RECRUITMENT & APPOINTMENT OF TRUSTEES

The organisation seeks to ensure that there is diversity of experience among the Trustees. Regular meetings identify the strengths and weaknesses amongst the skill set of the Trustees and the Board has actively and successfully recruited new members to improve the efficiency of the board.

TRUSTEE INDUCTION & TRAINING

Prospective Trustees become familiar with the practical work of the charity through their presence at meetings and visits to safe houses. All Trustees are invited and encouraged to attend an annual away day, Board meetings and visit all services in order to familiarise themselves with the charity and its work. A variety of documents exist to use when Trustees are inducted and all are provided with a full set of the Trust's Policies and Procedures.

ORGANISATIONAL STRUCTURE

The Trustees meet on a regular, formal, basis, at least four times per year but more often when required. During COVID-19 restrictions meetings were held by video-conference but since the lifting of restrictions we have adopted a hybrid model with some trustees meeting face to face and others joining via video conference.

At the regular quarterly meetings, the Trustees approve the Charity's Strategy and areas for activity and monitor progress against key action plans. In addition, they receive reports from the Chief Executive Officer to enable them to monitor the management of the day-to-day activities (which they have delegated to that officer and the supporting Service Managers) and provide formal approval for proposed action where necessary. In addition, the Risk Register is reviewed at each meeting and any significant budget variations.

None of the Trustees have any beneficial interest in the Company.

The Charity receives management services and support from Caritas Diocese of Salford , which works from a similar ethos and has many years' experience of health and social care. The objectives and activities of that Charity are to provide care for others in need and are therefore compatible with the objectives and activities of this Charity.

INTERNAL CONTROL - MANAGING RISK

The Trustees have reviewed the Charity's risk management procedures. In the course of the review the Trustees determine the major risks to which the Charity is exposed, the potential impact if an individual risk materialises and what mitigating actions are in place, or need to be put in place, in order to reduce each risk to a level which the Trustees consider to be acceptable.

They have recorded this position in a Risk Register and encapsulated the necessary risk mitigation action. This Plan classifies the risks into the following four categories:

- **Governance** - which incorporates the risks at a strategic level, issues of compliance and Board management.
- **Operational** - which incorporates those risks which impact the Trust's services thereby damaging the ability to provide a quality assured service.
- **Financial** - being those risks which could lead to a significant reduction in the Charity's assets.
- **External** - incorporating those risks, largely beyond the control of the Trust such as changes in legislation that might impact adversely on the Trust.

The principal specific risk to which the charity is currently exposed is financial.

The pay of key managers and other staff is set by the board of trustees before the new financial year. The trustees apply three criteria in deciding the level of pay:

- The impact of each post on the trust's stated objective of the elimination of human trafficking/modern slavery
- The external jobs market and the level of pay needed to attract managers with the required skills
- The financial resources and financial sustainability of the trust

COMMITTEES OF THE BOARD

The board have set up an Audit and Risk Committee which meets periodically to give a focus on various areas of risk, including any issues identified by our external auditors. A Remuneration committee has also been set up which meets as and when necessary to consider various aspects of staff remuneration and terms and conditions of employment.



2021-22 IN NUMBERS

430
total number of victims we supported in 2021-22

14
number of Police operations we supported

25
number of times we acted as a first responder

1
new safe house

224
number of victims supported in our safehouses

206
numbers referred to the Moving On Project (MOP)

7
new geographical hubs opened providing community-based support to female survivors

24
staff trained to collect legally admissible evidence to aid prosecution of perpetrators



WHERE WE WORK



VISION, VALUES AND STRATEGIC OBJECTIVES

VALUES

Medaille Trust is a client-focussed charity that equips victims of modern slavery to become survivors.

We will act with:

- **RESPECT**
  Embracing the diversity and human dignity of our team and our clients, we will treat everyone with respect both inside and outside our organisation
- **COLLABORATION**
  Recognising that combating modern slavery is not something we can do alone, we will work in partnership with organisations and individuals that share our aims and values
- **COMPASSION**
  Understanding that modern slavery is deeply traumatic, we will demonstrate an awareness of, and sensitivity towards, colleagues and clients at all times
- **EMPOWERMENT**
  Equipping clients and staff to develop their lives and careers, we will ensure appropriate support and frameworks are in place to facilitate this
- **PASSION**
  Fostering a drive and determination to eradicate modern slavery, we will approach our work with deep care and commitment.

VISION

Our vision is a world where people are free from exploitation through human trafficking and modern slavery.

STRATEGIC OBJECTIVES

Our current strategy runs from 2020-2025 and focuses on seven areas of development (objectives) to enable us to meet the challenges of responding to modern slavery effectively and sustainably.

The seven strategic objectives are:

- **PROTECTION**
  We will equip more victims of modern slavery to become survivors and improve our quality of support for victims
- **PROSECUTION**
  We will continue to develop the support we offer to law enforcement agencies in getting justice for survivors
- **PREVENTION**
  We will enable programmes to discourage and prevent trafficking from source countries, and broaden our reach in educating and equipping UK opinion formers and members of the public on modern slavery
- **PEOPLE**
  We will attract, develop and retain talented people to support our values-driven culture
- **PROFILE**
  We will increase the profile of Medaille Trust as a leading anti-trafficking organisation in order to better fulfil our mission
- **PROPERTY**
  We will ensure our properties are both safe and fit for purpose for those who live and work there
- **PARTNERSHIPS**
  We will work in partnership with organisations and individuals that share our values in pursuit of our strategic objectives.



HOW WE MAKE A DIFFERENCE

1. PROTECTION

we offer **protection** 365 days of the year to victims of modern slavery - including their dependants - from initial assistance following police raids, to providing safe and comfortable accommodation for up to 116 victims every day, through to ongoing support in the community, helping equip survivors to live independent lives.

2. PROSECUTION

we work with law enforcement agencies to **prosecute** the perpetrators of modern slavery and human trafficking crimes, causing disruption to supply chains, reinforcing deterrents and seeking justice for survivors.

3. PREVENTION

we raise awareness about modern slavery and support initiatives both in the UK and globally to help **prevent** those who are vulnerable from falling prey to traffickers and exploitation

4. PARTNERSHIPS

we **partner** with government and public-sector agencies, churches, charities, businesses and individuals to combat, and bring an end to, modern slavery.

We achieve this difference by **supporting** and **empowering** our clients and those that work alongside them; by **advocating** on behalf of those we support to influence policy-making and discourse around modern slavery ensuring survivor voices are at its heart; and **collaborating** with others to unite against human exploitation.

1 PROTECTION

FIRST RESPONSE

As a charity, our aim is to provide an end-to-end service, providing immediate support to modern slavery victims during their rescue. Medaille Trust is one of only a small number of NGOs designated as First Responders. This means we can be called upon to help identify and support potential victims of modern slavery. Not every organisation working in this sector has this role. Although it's a vital role, we receive no funding for it. We acted as a First Responder 25 times in 2021-22.

SAFE HOUSES

Medaille Trust has supported victims of human trafficking and modern slavery for 15 years. We have been a specialist partner with the government's Modern Slavery Victim Care Contract since its commencement in 2011, providing a safe haven for those fleeing exploitation.

We operate nine safe houses in England for men, women and families, accommodating up to 116 victims. In each house, our trained staff help rebuild lives: assisting with asylum claims, organising medical treatment, reconnecting victims with their loved ones, supporting clients to develop new skills and moving on into employment and independent living.

In January 2021, as part of our strategy to enhance our property portfolio, we purchased a new shelter in the diocese of Portsmouth – the location of Medaille Trust's first safe house in 2006. The new facility forms part of a larger, more holistic, service in the area, encompassing the original safe house plus a brand-new outreach project. The project helps female victims move on from safe-house accommodation and successfully integrate into the community through the provision of more extensive support.



WHAT HAPPENED IN OUR SAFE HOUSES IN 2021?

WE ADAPTED TO COVID-19

In common with the rest of England, safe house staff and clients adapted to life under coronavirus restrictions, implementing new staffing and health & safety policies to protect staff and clients and keep outbreaks to a minimum. Staff worked hard to create and modify activity programmes for residents and their children running craft and karaoke sessions, online ESOL classes, social events, with clients also sharing their own skills such as manicuring and baking to keep everyone occupied.

WE IMPROVED WELL-BEING AND SELF-CONFIDENCE

Our safe houses provided a range of opportunities to promote wellbeing and self-confidence among our clients. These ranged from Wellbeing Wednesdays with Yoga and Cooking & Nutrition classes, confidence-building workshops, therapeutic gardening projects, celebration of Black History Month and opportunities to volunteer. When restrictions allowed, safe houses also organised day trips to places such as the seaside, a zoo, and created gardening spaces for residents to relax and reflect in.



WE BUILT STRONG PARTNERSHIPS

So much of what we do is possible through the support of partners. This year our safe houses have worked with a number of charities, NGO's, and Councils to provide much needed assistance to our clients to enable them both to heal and grow in confidence, as well as much-needed practical support. This has included the donation of sewing machines and sewing tutorials, cycling tuition, Fitbit health monitoring devices to aid healthier lifestyles, a grant to cover the costs of an Access to Nursing course for one client, working with local housing departments to find accommodation beyond the safe house, and cross-border agencies to successfully repatriate clients to a long-term place of safety.

WE HELPED OUR CLIENTS MOVE ON

Whether that be supporting our clients to secure employment, or by helping them move into education or training, assisting with asylum claims or financial independence, our specialist caseworkers helped our clients to set and reach their goals.

TACU'S STORY
SURVIVOR STORY

Following police intervention, Tacu came to stay in one of our safe houses. He had been a victim of 'cuckooing'. It is a term used for when drug dealers take over a vulnerable person's home and through threats of – or actual – violence, coerce them into selling drugs. As a result, Tacu was drug-dependent and struggled with his mental health.

During his rest and recovery period, Tacu overcame many challenges. He used this time to improve his mental wellbeing and to address and reduce his debt. This placed him in a better position to achieve his goals of becoming financially independent and transition from safe-house accommodation. Upon leaving, Tacu brought flowers and chocolates for the staff to say 'thank you' for the support they had provided.

He said:

"My life has changed because of Medaille Trust and my special caseworker. Today, I am debt-free, my health is fixed and I feel better and happy. Medaille has given me hope. I believe in myself again. I'm not afraid anymore. I have faith again. I have a beautiful house and I am very grateful. I'm ready to start a new life."



DIG FOR FREEDOM PROJECT CASE STUDY

In our Southern and Mersey services, brilliant volunteers worked with our staff and clients to bring the power of nature into our safe houses through gardening.

Since its inception, the allotment in our **Southern service** has been a great help to clients. They have found the activity of planting, caring, and harvesting fruits and vegetables a very rewarding experience. As client movement was inhibited by the Covid-19 lockdown, the allotment was a vital help, even though it was unusable for long periods. As a result, our current clients have been able to follow through all the growing seasons. After their hard work, clients look forward to enjoying a drink and a snack together. Thanks to generous support from the Charles Plater Trust and the hard work of Allotment Coordinator Emily, the allotment project at **Mersey** started to reap many rewards. Emily and the clients spent the first few months preparing the ground and planting vegetables. Herbs were planted in the garden along with garlic, peppers, peas, beans, mixed salad leaves, courgettes, tomatoes, beetroot, sweetcorn, chard, strawberries, raspberries, blackberries, gooseberries, carrots, parsnips, brussel sprouts, spring onions and shallots. Moving from one season to another, clients enjoyed the taste of home grown produce, and even donated some of the harvest of lettuce to the local food bank. Picnic benches were installed for clients to enjoy the nice weather in the garden and maintain the vegetable plants by weeding and pruning.



Moving On Project

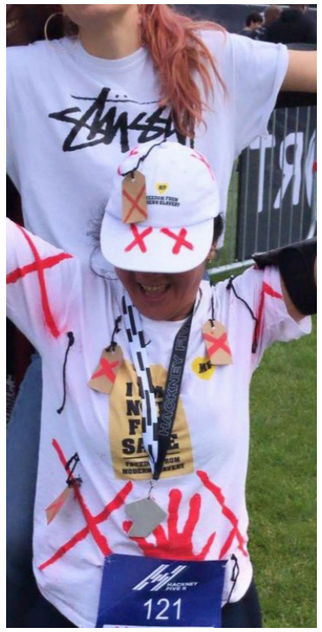
Thanks to a £1 million grant from the Tampon Tax Fund we were able to commence delivery of our Moving On Project (MOP), alongside partners, the Snowdrop Project.

The MOP is an extensive community-based outreach programme for women across England who have suffered abuse, violence and exploitation as a result of human trafficking and modern slavery. Currently, once they leave a safe house, survivors have no guaranteed access to long-term support which can leave them vulnerable to re-exploitation and further harm.

We launched project hubs in seven locations across England over the year, linking up with our Central, Coastal, London East, London West and Southern services, and expanded our work with female survivors in the North West and the West Midlands. The types of support we offer include:

- **Casework and befriending:** conducting needs assessment and support plans to meet the needs and aspirations of each individual
- **Physical and mental wellbeing:** helping women to access counselling and signposting to appropriate health services for support with complex mental and physical health problems
- **Education and employment:** helping women access education, training and employment courses and community volunteering opportunities
- **Community integration:** running monthly activity classes and drop-in sessions and helping women participate in community activities
- **Access to justice:** supporting women throughout the process and conducting legally admissible interviews
- **Independent living:** helping women to understand their rights and entitlements and empowering them to advocate for themselves

Almost 50% of survivors in the community had four or more self-declared support needs



> Life is hard for people without papers. When I first left the safe house and I didn't have a caseworker, I was so depressed I called every day asking for my support worker. When I was brought to MOP it was like the stress in my head was taken away."
>
> **Quote from client (London Hub)**

2 PROSECUTION

Victims' Voices was launched in May, empowering modern slavery survivors to pursue judicial outcomes against their perpetrators.

This ground-breaking initiative involved training 24 selected caseworkers to undertake interviews with survivors of modern slavery that meet 'achieving best evidence' (ABE) standards. This means the evidence gathered can be used in criminal proceedings on behalf of police and law enforcement. The project aims to empower more women to seek justice through providing opportunities to tell their story in a comfortable environment, at their own time and pace. Experiences show that some survivors find it difficult to give evidence, either because of distrust of authority, stigma regarding forms of exploitation - in particular sex work - and fear of repercussions for family and friends back home. By using experienced case workers, who are not police officers or authority figures, in familiar surroundings, survivors who would not otherwise have given evidence or supported criminal prosecutions, will be able to seek justice. This new approach will help to address the current imbalance in the criminal justice system where convictions for modern slavery offences remain persistently low.

Extract from: INDEPENDENT ANTI-SLAVERY COMMISSIONER ANNUAL REPORT 2021-2022

> I have also been monitoring the Medaille Trust's 'Victims' Voices' project that supports survivors to engage with the criminal justice system. The project began last year and has successfully trained 24 staff members across a series of safe houses to support survivors and digitally record 'best evidence' interviews that can be used in criminal proceedings. Ten interviews have been recorded so far of which seven have supported police to pursue prosecutions in relation to domestic servitude, forced and compulsory labour and sexual exploitation. The Trust intends to continue embedding the skills across safe houses to encourage survivor recovery and bring perpetrators to justice.
>
> **Dame Sara Thornton, Anti-Slavery Commissioner**



3 PREVENTION

ADVOCACY

An important aspect of Medaille's work is advocacy, using our first-hand knowledge and experience of modern slavery to speak out with, and on behalf of, the victims we support.

In 2021 we continued to raise awareness of this horrific trade in order to influence consumer behaviour, policy-making and legislation.

TATTOOISTS AGAINST TRAFFICKING

In July, our CEO Garry Smith gave a TEDX Talk at Bristol University entitled' Debranding & Freedom from Modern Slavery', highlighting Medaille Trust's recent work alongside tattoo artists to reveal how traffickers use branding to assert their authority and ownership over their victims. He shared how, in collaboration with the tattoo community, we were able to offer survivors the chance to reclaim their bodies through the transformation of unwanted tattoos into expressions of hope and freedom. The talk has been viewed over 1500 times.

To mark World Day against Trafficking in Persons, we produced a short film (**www.medaille-trust.org.uk/tattoos/tattooists-against-traffickers**) telling one client's story of finding freedom through her de-branding.

ANTI-SLAVERY DAY 2021

For Anti-Slavery Day on 18th October, we launched a series of five short podcasts which aimed to shine a light on the experience of modern slavery using the power of words.

Each podcast featured a short monologue, telling the story of modern slavery from a different perspective; from the survivor, to the perpetrator, their supporters and their family. The monologues were produced by Alison Porter at the University of Warwick and featured professional actors who volunteered to be a part of the production. Each podcast includes a discussion on the issues raised in the monologue, featuring different guests each time.

We also joined forces with the Coalition to Stop Slavery to call for a formalised process to include survivors in consultations on anti-slavery legislation and policy, urging supporters to contact their local MPs.



4 PARTNERSHIPS

Medaille Trust recognises that no one organisation can end modern slavery on its own and therefore we are committed to working with organisations that share our values, a selection of which are shown by their logos below.

FUNDRAISING

The charity has never adopted an intrusive approach to fundraising. We do not cold call nor send unsolicited direct mail, as we believe both these techniques to be unethical and counterproductive. We have an ‘opt-in’ approach to communications and we only contact supporters who have given their permission for us to do so.

The majority of our fundraising is centred on trusts and foundations and voluntary donations. We produce a magazine three times a year which tells our supporters about our work. There is an opportunity for supporters to make a donation to the Trust, should they wish to do so.

We also have a small number of regular donors who give through direct debit or standing order. To assist in our bid writing to trusts and foundations, we contracted a Fundraising Consultant for 9 months of the year. We have plans to diversify our funding streams over the next couple of years, in order to achieve to achieve our strategic ambitions.

We are registered with the Fundraising Regulator and we have extensive Privacy Policies available on our website, including how we collect and store personal information. We also have a Complaints Policy. During the year, no complaints were received.

PUBLIC BENEFIT

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commision's guidance on public benefit, including the guidance 'public benefit: running a charity'.



FINANCIAL REVIEW

The Trust had a turnover in the year of £5,112,529 (2021: £3,919,768) and generated a surplus of £542,413 (2021: £182,114). The surplus experienced is mainly due to the very generous transfer of ownership of one of our tenanted properties from Community of St John Baptist General Purposes CIO. Had we not received the donated property, we would have had an expected deficit, which was predicted, due to the large amounts of designated funds at the Year-end of 2021 for capital and health and safety works at our various properties.

The principal sources of funds for the charity this year can be split between the public funds received, both from our contract and the grant awarded at the beginning of 2021, the private charitable donations from all sources and the donation of the property.

The contract fulfilment was £3,092,608 (2021: £3,049,320). This was slightly lower than expected due to less accommodation available at one of our locations. The capital designated reserve was created to generate the extra spaces needed and we expect these works to be completed by the middle of 2022/2023 year. The full year of grant fulfilment for our Moving on project has contributed an extra £677,365 (2021: £102,306) in revenue.

We are extremely grateful to all trusts, religious organisations and donors for the donations received in the year of £354,381 (2021: £333 274) and the small increase is a likely indicative of the increase of cost of living signs from the second half of the year.

The Trust continues to be a member of the Real Living Wage Foundation and we can also say we managed to increase our staff wages by 3% at the end of the year, mainly due to ever increasing costs of living in the country but also due to market rates being more attractive on job adverts, as the whole country continues to experience shrinkage of job market forces available or trained to do our work.

Our properties continued to be a focal point in the financial year. Besides the designated reserve of £200,000 for health and safety works in the year, we spent an extra £43,800 designated during the year and another £202,668 in various repairs in our properties bringing the total spent in our properties in the year to £446,468.

RESERVES POLICY

The Trust’s total reserve as at 31st March 2022 are £2,306,609, of which £61,784 are restricted and £1,785,551 are designated for a variety of projects as detailed in note 9 to the financial statements. Of the remaining unrestricted funds, £230,000 relate to fixed assets, meaning free reserves are £229,274.

The Trustees are currently re-assessing the target level of free reserves. As part of this process, they will be compiling an action plan as to how and when the target level should be achieved.

PLANS FOR THE FUTURE

Whilst most property priority jobs were finished in 2021, we embark the new year searching for partnerships with our landlords and other organisations to even better prepare our properties on environmental solutions and make our properties even better places for our people.

New systems have been introduced from 1st of April for better control, reporting and analysis of all of the Trust's funds, including differentiating the expenditure throughout the Trust's funds in Staff, Clients, Service and overheads.

We are now looking at our plan of the Trust's funds at the end of 2023 and 2024 to enable further projects which will enhance our strategy to prevent people being trafficked, protect people who have been exploited and enable justice to be attained for those we support. In this regard we are investigating the following:

Prevention – following the initial piloting of an economic empowerment trafficking prevention project in Albania which will commence in the autumn of 2022, we will look to evaluate the success of the model and if appropriate expand its implementation both within Albania and other countries.

Protection – we will continue to look for appropriate opportunities to expand our protection work by adding additional safehouses and Moving On Project hubs and to expand our capacity in supporting Police Operations and by acting as a first responder.

Prosecution – we will continue to develop our pioneering Victims' Voices programme by evaluating its success and developing partnerships with additional police forces.



PROVISION OF INFORMATION TO AUDITORS

Each of the persons who are trustees at the same time when the Trustees' report is approved has confirmed that:

- So far as that trustee is aware, there is no relevant audit information of which the company's auditors are unaware, and
- That trustees have taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the company' auditors in connection with preparing their report and to establish that the company's auditors are aware of that information.



LEGAL AND ADMINISTRATIVE DETAILS

TRUSTEES:

Simon Young
(Chair of Trustees)

Sister Jane Maltby
(Vice Chair of Trustees)

Sister Teresa Lenehan

Reverend Terry Tennens

Sister Henrietta Curran

Dr Barry Lynch

Olivia Darby

Marlene Sookdeo

Sister Mary Fitzpatrick
(Appointed 5/5/21)
– Chair of Audit and Risk Committee

Benedict Ryan
(Appointed 5/5/21)

Father Robert Marsh
(Appointed 9/2/22)

Mary Gandy
(Appointed 9/2/22)

The charity has no corporate Trustees. None of the Trustees holds property on behalf of the charity.

The Charity's professional advisors are as follows:-

AUDITORS:
Crowe U.K. LLP
The Lexicon
Mount Street
Manchester
M2 5NT

BANKERS:
Barclays Bank PLC
31 High Row
Darlington
Co. Durham
DL3 7QS

SOLICITORS:
Grant Saw Solicitors LLP
Ground Floor
Wood Wharf Building
Horseferry Place
Greenwich
London
SE10 9BB

Charity Number: 1117830

Company Number: 5965380

REGISTERED OFFICE:

Medaille Trust, c/o Caritas Diocese of Salford, Cathedral Centre, 3 Ford Street, Salford, M3 6DP

The Charity has no 'headquarters' as such, preferring not to spend its money on offices. The registered office is the office of Caritas Diocese of Salford which supplies management services to the trust.

Trustees provide the policy framework within which executive decisions are taken. Trustees delegate day to day decisions to and take advice from our officers:

KEY MANAGEMENT PERSONNEL:

Garry Smith (CEO)

Diane Cox
(Director of Operations)

Stephen Hay
(Director of Police and Justice Partnerships)
– resigned 30/11/21

Jude Ashmore
(Director of Police and Justice Partnerships) - joined 4/1/21, resigned 15/7/22

Marcus Dawson (Director of Police and Justice Partnerships) - joined 11/7/22

Rebecca Langton
(Director of Communications and Advocacy)
– maternity leave from 1/3/22

Mark Bhagwandin
(Director of Communication and Advocacy) - joined 31/1/22

Vasco Carvalho
(Director of Finance)
- appointed 31/3/22

Treena Jones
(Director of Fundraising)
- appointed 31/3/22

STATEMENT OF TRUSTEES' RESPONSIBILITIES

in respect to the annual report and financial status

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Charity and company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the profit or loss of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions, disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

Crowe U.K. LLP were re-appointed auditors during the year following their successful audit of 2020/21.

THANKS

I take this opportunity to express my very sincere thanks and that of my fellow Trustees, to all staff and volunteers, friends, donors and beneficiaries and our partner agencies for their continued support .

On behalf of the board of the Trustees

Simon Young
Chair of Trustees



Dated 10th of August 2022

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF MEDAILLE TRUST

OPINION

We have audited the financial statements of Medaille Trust ('the charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law.

Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion based on thework undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF MEDAILLE TRUST (CONTINUED)

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement set out on page 23, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non- compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: **www.frc.org.uk/auditorsresponsibilities**. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were Employment Legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance and sample testing on revenue to supporting information.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Michael Jayson
Senior Statutory Auditor

Date 24 August 2022

For and on behalf of Crowe U.K. LLP Statutory Auditor

The Lexicon Mount Street
Manchester M2 5NT

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Restricted Funds	Unrestricted Funds	Total Year to 31 March 2022	Total Year to 31 March 2021
Income		£	£	£	£
Voluntary income	1	1,102,610	917,053	2,019,663	861,937
Charitable activities	2	-	3,092,608	3,092,608	3,049,320
Investment income	1	-	154	154	7,476
Other trading activities	1	-	104	104	1,035
Total income		1,102,610	4,009,919	5,112,529	3,919,768
Expenditure					
Raising funds		-	18,768	18,768	87,714
Charitable activities		1,247,912	3,303,436	4,551,348	3,649,940
Total expenditure	3	1,247,912	3,322,204	4,570,116	3,737,654
Net incoming resources before transfers		(145,302)	(687,715)	542,413	182,114
Transfers		118,481	(118,481)	-	-
Net incoming resources		(26,821)	569,234	542,413	182,114
Funds at 31 March 2021		88,605	1,675,591	1,764,196	1,582,082
Funds at 31 March 2022		61,784	2,244,825	2,306,609	1,764,196

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All amounts relate to continuing activities. All gains and losses recognised in the year are included in the Statement of Financial Activities.

BALANCE SHEET
AS AT 31 MARCH 2022

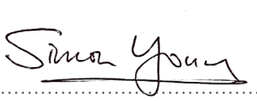
	Notes	2022		2021	
Fixed assets		£	£	£	£
Tangible assets	6		1,080,889		457,604
Current assets					
Debtors	7	531,444		525,279	
Cash at bank and in hand		920,418		1,054,372	
Total current assets		1,451,862		1,579,651	
Creditors: amounts falling due within one year	8	(226,142)		(273,059)	
Net current assets			1,225,720		1,306,592
Net assets			2,306,609		1,764,196
Funds					
Unrestricted funds – general	9		459,274		297,987
Unrestricted funds – designated	9		1,785,551		1,377,604
Restricted funds	10		61,784		88,605
Total funds			2,306,609		1,764,196

The notes to the financial statements on pages 31 to 43 form part of these accounts.

The financial statements were approved and authorised for issue by the Board on 10th August 2022



Garry Smith
Chief Executive



Simon Young
Trustee

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
	£	£
Cash flows from operating activities	(133,954)	65,899
Net cash provided by operating activities	(133,954)	65,899
Purchase of fixed assets	-	(315,604)
Net cash provided by investing activities	-	(315,604)
Change in cash and cash equivalents in the year	(133,954)	(249,705)
Cash and cash equivalents at the beginning of the year	1,054,372	1,304,077
Cash and cash equivalents at the end of the year	920,418	1,054,372

NET CASH FLOW FROM OPERATING ACTIVITIES	2022	2021
	£	£
Net incoming resources	542,413	182,114
Depreciation of tangible fixed assets	26,715	20,247
Increase in debtors	(6,165)	(166,730)
Increase in creditors	(46,917)	30,268
Donation in kind	(650,000)	-
Net cash provided by operating activities	(133,954)	65,899

ANALYSIS OF CASH AND CASH EQUIVALENT	2022	2021
	£	£
Cash at bank and in hand	920,418	1,054,372

ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

BASIS OF PREPARATION

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 October 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The Medaille Trust meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated.

COMPANY INFORMATION

The charity is a company limited by guarantee (registered number 5965380) which is incorporated and domiciled in the UK.

GOING CONCERN

During the Coronavirus pandemic, all nine safe houses remained fully operational and therefore there was no material effect on the Trust's income or cash flow. The trustees have reviewed the forecasts and budgets for the period ended 31 August 2023 and are confident that the charity is a going concern.

INCOMING RESOURCES

This comprises amounts receivable for the year, where the criteria of certainty, entitlement and measurement have been achieved. Donated services and facilities are recognised as an incoming resource and equivalent expense where quantifiable.

RESOURCES EXPENDED

The company recognises expenses on the accruals basis. Governance costs are charged on a direct cost basis and include audit and legal costs.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Buildings, Fixtures, fittings & equipment 4 – 40 years straight line. Items less than £1,000 are not capitalised.

RESTRICTED FUNDS

Any income given to the company for a specific purpose has been separately identified so as to ensure that it is spent as the donor dictated.

FINANCIAL INSTRUMENTS

The Medaille Trust Limited has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic Financial Instruments are initially recognised at the transaction value and subsequently measured at amortised cost using an effective interest method. Financial assets are held at amortised cost comprise cash and bank in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors.

ACCOUNTING POLICIES (CONTINUED)

PENSION COSTS

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

CRITICAL ACCOUNTING JUDGMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the entity's accounting policies which are described on page 23, the Trustees are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

1a. Voluntary income 2022	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
Voluntary Income	£	£	£	£
Donations and gift	87,328	267,053	354,381	333,274
Donation of property	-	650,000	650,000	-
Grants	677,365	-	677,365	102,306
Donation – provision of rent free premises	337,917	-	337,917	426,357
	1,102,610	917,053	2,019,663	861,937

The trust has been given the use of six properties rent free. The value of this benefit in kind to the trust is equivalent to the single room rate of housing benefit in the location concerned that the trust would otherwise have to rent.

Investment income				
Interest receivable	-	154	154	7,476
		154	154	7,476
Other trading income				
Income from craft sale	-	104	104	1,035
Income from craft sale		104	104	1,035

1b. Voluntary income 2021	Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021
Voluntary Income	£	£	£
Donations and gift	47,535	285,739	333,274
Grants	-	102,306	102,306
Donation – provision of rent free premises	426,357	-	426,357
	473,892	388,045	861,937

2. Incoming resources from charitable activities	Restricted Funds	Unrestricted Funds	Total Funds 2022	2021
	£	£	£	
Provision of practical and emotional support	-	3,092,608	3,092,608	3,049,320
	-	3,092,608	3,092,608	3,049,320

All charitable activity income in 2021 related to unrestricted income.

Provision of practical and emotional support above relates to the provision of support under the charity's contracts with partner agencies and is all unrestricted in both years.

3a. Total resources expended 2022	Activities undertaken directly	Support costs	Governance costs	2022 Total	2021 Total
	£	£	£	£	£
Raising funds	-	18,768	-	18,768	87,714
Charitable activities					
Provision of practical and emotional support	3,759,546	153,373	54,098	3,967,017	3,649,940
	3,759,546	172,120	54,098	3,985,784	3,737,654

Governance costs include payments to the auditors of £8,622 (2021: £8,200) for audit fees, £45,119 (2021: £15,541) to others for professional services and £357 (2021: £nil) relating to travel expenses and training. Other support costs of £153,373 (2021: £135,526) comprise outsourced general management costs of £130,063 (2021: £115,452) and administrative costs of £23,310 (2021: £20,074).

3b. Total resources expended 2021	Activities undertaken directly	Support costs	Governance costs	2021 Total
	£	£	£	£
Raising funds	87,714	-	-	87,714
Charitable activities				
Provision of practical and emotional support	3,490,673	135,526	23,741	3,649,940
	3,578,387	135,526	23,741	3,737,654

4. Employees and the cost of key management personnel

Staff costs were as follows	2022	2021
	£	£
Wages and Salaries	2,081,381	1,526,646
Social Security Cost	173,217	117,592
Other Pension costs	39,694	27,279
	2,294,292	1,671,517

The key management personnel of the charity comprise the senior management team and are listed on page 22. The total employee benefits of the key management personnel of the charity were £218,769 (2021: £213,200).

The average number of employees in the year was 99 (2021: 86). No employee (2021: one) earned between £60,000 - £70,000 in the year. One (2021: nil) earned between £70,000-£80,000.

Analysis was: -	2022	2021
Management	13	13
Support Workers	82	73
	95	86

During the year termination payments were made which amounted to £6,582 (2021: £nil). There was £nil unpaid at the year end.

5. Trustees

Trustees received no remuneration (2021: £nil) but were reimbursed for £357 (2021: £nil) of travel expenses during this period.

6. Tangible fixed assets	Land & Buildings	Fixtures, fittings and equipment	Total
	£	£	£
Cost			
At 1 April 2021	466,809	54,963	521,772
Additions	650,000	-	650,000
At 31 March 2022	1,116,809	54,635	1,171,772
Depreciation			
At 1 April 2021	53,338	10,830	64,168
Charge for the year	21,218	5,496	26,715
At 31 March 2022	74,556	16,326	90,883
Net book value			
At 31 March 2022	1,042,253	38,637	1,080,890
At 31 March 2021	413,471	44,133	457,604

All fixed assets are held for charitable use.

7. Debtors	2022	2021
	£	£
Trade debtors	506,584	511,713
Prepayments and accrued income	24,860	13,566
At 31 March 2022	531,444	525,279

8. Creditors: amounts falling due within one year	2022	2021
	£	£
Trade creditors	25,381	113,183
Deferred income and accruals	126,792	120,331
Social Security and other taxes	46,936	38,709
Other creditors	26,583	836
	226,142	273,059

9a. Unrestricted Funds 2022	1 April 2021	Incoming	Outgoing	Transfer	31 March 2022
	£	£	£	£	£
Unrestricted Funds - General	297,987	3,359,919	(3,021,571)	(177,061)	459,274
Designated reserves:					
Minimum Reserves	500,000	-	-	(500,000)	-
Health and Safety Reserves	200,000	-	(228,104)	28,104	-
Tangible fixed asset reserve	427,604	650,000	(26,715)	(200,000)	850,889
Capital projects	200,000	-	(45,814)	(154,186)	-
Albanian Liaison	50,000	-	-	(50,000)	-
Property Project	-	-	-	434,662	434,662
Service Development	-	-	-	50,000	50,000
Working Capital	-	-	-	350,000	350,000
Contingency	-	-	-	100,000	100,000
Accumulated Fund	1,675,591	4,009,919	(3,322,204)	(118,481)	2,244,825

9b. Unrestricted Funds 2021	1 April 2020	Incoming	Outgoing	Transfer	31 March 2021
	£	£	£	£	£
Unrestricted Funds - General	17,573	3,130,272	(2,720,557)	(129,301)	297,987
Designated funds:					
Minimum Reserves	500,000	-	-	-	500,000
Health and Safety Reserves	300,000	-	(215,882)	115,882	200,000
Tangible fixed asset reserve	132,180	315,604	(20,180)	-	427,604
Capital Projects	-	-	-	200,000	200,000
House purchase	500,000	-	(313,419)	(186,581)	-
Albanian Liaison	50,000	-	-	-	50,000
Accumulated Fund	1,499,753	3,445,876	(3,270,038)	-	1,675,591

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

DESIGNATED FUNDS

TANGIBLE FIXED ASSET RESERVE

This reserve is to cover future depreciation charges.

PROPERTY PROJECT

This represents the amount of the Trust's accumulated net income which the Trustees have committed to:

a) specific approved capital projects to increase operational capacity, including the purchase of property and the provision of additional rooms or facilities in properties already owned by the Trust; or

b) capital projects which are not yet finalised but which are expected to be approved in the following 12 months; or

c) the improvement of any of our existing facilities, whether owned or not. This will include health and safety works.

The value of this reserve will be approved at each year-end and will reduce during the year as expenditure is incurred. Revisions may be approved during the year, for example if a major unplanned project is approved; or if a planned project is cancelled.

SERVICE DEVELOPMENT

This represents the amount of the Trust's accumulated net income which the Trustees have committed to underwrite the expected costs of services and activities which are not funded by contracts.

The value of this reserve will be approved at each year-end and will reduce during the year as expenditure is incurred. Revisions may be approved during the year.

WORKING CAPITAL

This represents the amount which the Trustees have determined is necessary to cover the difference between debtors and creditors at each month-end. Since our debtors are usually greater than creditors, part of the Trust's accumulated net income is needed to cover this difference, and is not available to be spent on other purposes.

The value of this reserve will be approved at each year-end and will not normally fluctuate during the year.

CONTINGENCY RESERVE

This represents the amount of the Trust's accumulated net income which the Trustees wish to hold in order to cover unexpected short-term costs or income reductions.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

10a. Restricted Funds 2022	1 April 2021	Incoming	Outgoing	Transfer	31 March 2022
	£	£	£	£	£
Nationwide Central	1,368	-	(1,368)	-	-
Zahn	14,000	-	(14,000)	-	-
Sisters of the Holy Cross	10,000	-	(10,000)	-	-
Clewer Trust	11,702	-	(11,702)	-	-
St Anthony's – Mersey	20,000	-	(20,000)	-	-
St Anthony's – London East	8,000	-	(8,000)	-	-
Charles Plater Trust	23,535	-	(6,512)	(17,023)	-
Provision of rent free premises	-	337,917	(337,917)	-	-
John Slater Northern	-	-	(5,000)	5,000	-
Kent Police	-	17,564	(17,564)	-	-
Northern	-	7,985	7,985	-	-
Southern	-	6,837	(2,000)	-	4,837
Central	-	6,087	(6,087)	-	-
Mersey	-	5,000	(5,000)	17,023	17,023
London West	-	340	(340)	-	-
London East	-	600	(600)	-	-
Moving On Project	-	720,280	(793,837)	113,481	39,924
Accumulated Fund	88,605	1,102,610	(1,247,912)	118,481	61,784

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

10b. Restricted Funds 2021	1 April 2020	Incoming	Outgoing	Transfer	31 March 2021
	£	£	£	£	£
Nationwide Central	2,907	-	(1,539)	-	1,368
Christ Child Jesus	8,642	-	(8,642)	-	-
Zahn	-	14,000	-	-	14,000
Sisters of the Holy Cross	-	10,000	-	-	10,000
CSJB ClO	13,305	-	(1,603)	-	11,702
St Anthony's - Mersey	20,000	-	-	-	20,000
St Anthony's - London East	8,000	-	-	-	8,000
Charles Plater Trust	29,475	23,535	(29,475)	-	23,535
Provision of rent free premises	-	426,357	(426,357)	-	-
Accumulated Fund	82,329	473,892	(467,616)	-	88,605

NATIONWIDE
This represented funds received to improve the skills and wellbeing of residents in our Central service.

ZAHN
This represented funds received to fully re-carpet the largest of our safe houses in the London West service.

SISTERS OF THE HOLY CROSS
This represented monies received to fund a family activities co-ordinator in the London West service.

CLEWER TRUST
This represents monies received to keep our safe house in Central service well maintained.

ST ANTHONY'S
These represent monies received to establish recreational spaces and rest rooms in our Mersey and London East services.

CHARLES PLATER TRUST
These funds represent funds received to support our digging for Freedom project in our Mersey service area.

PROVISION OF RENT FREE PREMISES
The reserve represents the benefit in kind given by four religious orders and one individual in the form of the use of buildings rent free. The benefit is exhausted in the year by rent paid in kind.

MOVING ON PROJECT
These funds have been received to extend the duration of our Moving On Project via specific fundraising campaigns and grants to enable the continuation of the project.

REGIONAL RESTRICTED FUNDS
Each Regional restricted fund represents funds received for the specific purpose of being utilised by that service. These are solely restricted to the service they are received in but not restricted to any specific use unless restricted separately.

11. Analysis of Net Assets between Funds

Fund Balances at 31 March 2022 are presented by:	Restricted Funds	Designated Funds	Unrestricted Funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	-	850,889	230,000	1,080,889
Net Current Assets	61,784	934,662	229,274	1,225,720
Accumulated Fund	61,784	1,785,551	459,274	2,306,609

Fund Balances at 31 March 2021 are presented by:	Restricted Funds	Designated Funds	Unrestricted Funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	-	427,604	30,000	457,604
Net Current Assets	88,605	950,000	267,987	1,306,592
Accumulated Fund	88,605	1,377,604	297,987	1,764,196

12. Operating Lease Commitments

At 31 March 2022 the charity had total future minimum lease payments under non-cancellable operating leases as follows:

Land and buildings	2022	2021
Due within:	£	£
1 year	27,788	26,895
Total	27,788	26,895

13. Related Party Transactions

Dr Barry Lynch is a trustee of CSJB CIO. During the year CSJB CIO supplied the charity with a safe house at below market rent and proceeded to transfer the property ownership very generously to Medaille, which was completed at year end at the value of £650,000. The trustees of CSJB CIO do not have a pecuniary interest in the arrangement. CSJB CIO also made donations of £100,000 to the charity in this year.

Sister Jane Maltby is a trustee of the Society of the Sacred Heart who provide a safe house at below market rent. The trustees of The Society of the Sacred Heart do not have a pecuniary interest in the arrangement.

Sister Mary Fitzpatrick is a trustee of Faithful Companions of Jesus who provide a safe house at below market rent. The trustees of Faithful Companions of Jesus do not have pecuniary interest in the arrangement. Faithful Companions of Jesus also did property upkeep and refurbishments in the year of a total £117,347

14. Capital Commitments	2022	2021
Due within:	£	£
Contracted for, but not provided in the financial statements	-	-

MEDAILLE TRUST

REFUGE AND FREEDOM FROM MODERN SLAVERY

Medaille Trust, Cathedral Centre, 3 Ford Street, Salford M3 6DP
Visit: medaille-trust.org.uk Email: enquiries@medaille-trust.org.uk

Medaille Trust is a registered charity, number 1117830

www.medaille-trust.org.uk

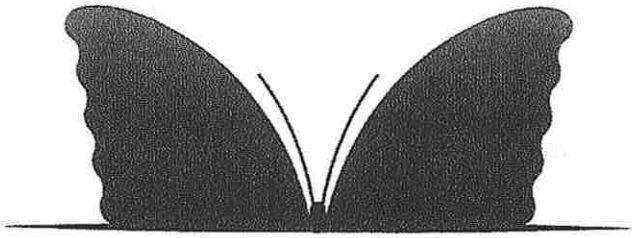
MEDAILLE TRUST

England & Wales - Charity number 1117830

Accounts

Company No. 5965380

Charity No. 1117830



MEDAILLE TRUST

REFUGE AND FREEDOM FROM MODERN SLAVERY

Annual Report and Financial Statements

2020 / 2021

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Legal and Administrative Details

Trustees:	Simon Young (Chair of Trustees) Sister Jane Maltby (Vice Chair of Trustees) Sister Teresa Lenehan Reverend Terry Tennens Sister Henrietta Curran Dr Barry Lynch Sister Lynda Dearlove (Appointed 6/5/2020, Resigned 3/2/2021) Olivia Darby (Appointed 28/10/2020) Marlene Sookdeo (Appointed 28/10/2020) Brother Francis Patterson (Resigned 31/12/2020) Susan Thomas (Resigned 31/12/2020) Luke de Pulford (Resigned 29/1/21) Sister Mary Fitzpatrick (Appointed 5/5/21) – Chair of Audit and Risk Committee Benedict Ryan (Appointed 5/5/21)

The charity has no corporate Trustees. None of the Trustees holds property on behalf of the charity.

The Charity's professional advisors are as follows:-

Auditors:	Crowe U.K. LLP The Lexicon Mount Street Manchester M2 5NT
Bankers:	Barclays Bank PLC 31 High Row Darlington Co. Durham DL3 7QS
Solicitors:	Grant Saw Solicitors LLP Ground Floor Wood Wharf Building Horseferry Place Greenwich London SE10 9BB
Charity Number:	1117830
Company Number:	5965380
Registered Office:	Medaille Trust c/o Caritas Diocese of Salford Cathedral Centre 3 Ford Street Salford M3 6DP

The Charity has no 'headquarters' as such, preferring not to spend its money on offices. The registered office is the office of Caritas Diocese of Salford which supplies management services to the trust.

Legal and Administrative Details

Trustees provide the policy framework within which executive decision are taken. Trustees delegate day to day decisions to and take advice from four officers:

Key Management Personnel:
Garry Smith (CEO)
Diane Cox (Director of Operations)
Stephen Hay (Director of Police and Justice Partnerships) – joined 18/5/20
Rebecca Langton (Director of Communications and Advocacy) – joined 4/1/21
Leanne Hubbard (Director of Fundraising and Engagement) – resigned 31/3/21

Trustees' Report

Introduction

The Trustees present their report and accounts for the year ended 31 March 2021. The accounts have been prepared in accordance with the accounting policies set out in the accounts and comply with the Medaille Trust's Memorandum and Articles, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", (FRS102). The principal activity of the Charity is the provision of support for those who have been victims of human trafficking. This support is given by providing safe housing and such other support as may be necessary.

Structure, Governance and Management

Medaille Trust is both a limited company and a registered charity. All Trustees are directors of the company and vice versa. New Trustees are largely recruited by personal recommendation, there are currently two vacancies and the board are actively recruiting for those with suitable skills and experience to fill them. Once recruited Trustees undergo a structured induction process.

The Chair of Trustees maintains close contact with the CEO to whom the day-to-day operational management is delegated. The Trust is governed by a Memorandum and Articles of Association lodged with Companies House.

Recruitment and Appointment of Trustees

The organisation seeks to ensure that there is diversity of experience among the Trustees. Regular meetings identify the strengths and weaknesses amongst the skill set of the Trustees and the Board is actively and successfully recruiting new members to improve the efficiency of the board.

Trustee Induction and Training

Prospective Trustees become familiar with the practical work of the charity through their presence at meetings and visits to safe houses. All Trustees are invited and encouraged to attend an annual away day, Board meetings and visit all services in order to familiarise themselves with the charity and its work. A variety of documents exist to use when Trustees are inducted and all are provided with a full set of the Trust's Policies and Procedures.

Organisational Structure

The Trustees meet on a regular, formal, basis, at least four times per year but more often when required. At present, as a result of the Covid-19 restrictions, these meetings are being held by video-conference.

At the regular quarterly meetings, the Trustees approve the Charity's Strategy and areas for activity and monitor progress against key action plans. In addition, they receive reports from the Chief Executive Officer to enable them to monitor the management of the day-to-day activities (which they have delegated to that officer and the supporting Service Managers) and provide formal approval for proposed action where necessary. In addition, the Risk Register is reviewed at each meeting and any significant budget variations.

None of the Trustees have any beneficial interest in the Company.

The Charity receives management services and support from another charitable organisation, which works from a similar ethos and has many years' experience of health and social care. The objectives and activities of that Charity are to provide care for others in need and are therefore compatible with the objectives and activities of this Charity.

Internal Control- Managing Risk

The Trustees have reviewed the Charity's risk management procedures. In the course of the review the Trustees determine the major risks to which the Charity is exposed, the potential impact if an individual risk materialises and what mitigating actions are in place, or need to be put in place, in order to reduce each risk to a level which the Trustees consider to be acceptable. They have recorded this position in a Risk and Opportunities Register and encapsulated the necessary risk mitigation action. This Plan classifies the risks into the following four categories:

- Governance -which incorporates the risks at a strategic level, issues of compliance and Board management.
- Operational - which incorporates those risks which impact the Trust's services thereby damaging the ability to provide a quality assured service.
- Financial - being those risks which could lead to a significant reduction in the Charity's assets.
- External - incorporating those risks, largely beyond the control of the Trust such as changes in legislation that might impact adversely on the Trust.

Trustees' Report

The principal specific risk to which the charity is currently exposed is financial. A new contract with The Salvation Army commenced within this financial year, the initial contract runs until midnight on 28th June 2025, but there is provision for an extension of up to 3 years beyond that.

The pay of key managers and other staff is set by the board of trustees before the new financial year. The trustees apply three criteria in deciding the level of pay:

- The impact of each post on the trust's stated objective of the elimination of human trafficking/modern slavery
- The external jobs market and the level of pay needed to attract managers with the required skills
- The financial resources and financial sustainability of the trust

Committees of the Board

The board has set up an Audit and Risk Committee. This gives an opportunity for a more concentrated focus on various areas of risk. The board have also set up a Remuneration Committee to consider all aspects of staff remuneration and terms and conditions of employment of the trust's staff team.

Vision, Mission and Values

Medaille Trust's vision, mission and values statements reflect who we are, where we have come from and provide direction for everything that happens within our organisation. These statements are intended to keep everyone focused on where the organisation is going, what it is trying to achieve and to shape our internal culture.

At the core of our work are the core values of Catholic Social Teaching (CST), based on a tradition of episcopal and papal writings on political, economic and social issues facing our time. The key themes of CST are human dignity, community and participation, care for creation, dignity in work, options for the poor, and solidarity and peace. These key themes are at the heart of the work of Medaille Trust and are expressed in the context of our work through our vision, mission and values as follows:

Vision

Our vision is a world where people are free from exploitation through human trafficking and modern slavery.

Mission

Whilst exploitation continues to exist, our mission is:

- To offer protection to adult victims of modern slavery and their dependent children, and to equip them to become survivors
- To bring justice for survivors by supporting the work of law enforcement authorities
- To raise awareness of modern slavery and human trafficking amongst opinion formers and members of the public
- To support initiatives in the UK and abroad that help prevent vulnerable people falling prey to exploitation in the first place.

Values

During 2019/20 an exercise was carried out with staff, volunteers and trustees to review our values. These have now been reviewed and expressed as follows:

Medaille Trust is a client-focussed charity that equips victims of modern slavery to become survivors.

We will act with:

Respect – embracing the diversity and human dignity of our team and our clients, we will treat everyone with respect both inside and outside our organisation

Collaboration – recognising that combating modern slavery is not something we can do alone, we will work in partnership with organisations and individuals that share our aims and values

Compassion – understanding that modern slavery is deeply traumatic, we will demonstrate an awareness of, and sensitivity towards, colleagues and clients at all times

Empowerment – equipping clients and staff to develop their lives and careers, we will ensure appropriate support and frameworks are in place to facilitate this

Passion – fostering a drive and determination to eradicate modern slavery, we will approach our work with deep care and commitment.

During the 2020/21 Financial Year, the Trustees agreed new Articles of Association which more accurately reflect our current work and updated our Governance in line with current best practice. At the same time the opportunity was taken to formally change the legal name of the charity from "The Medaille Trust Limited" to simply "Medaille Trust". Both changes have been formally approved by both Companies House and the Charity Commission.

Trustees' Report

Context of our work

Medaille Trust is a UK charity and therefore acts within the context and restraints of UK charity law and our own charitable objects.

As a single-issue charity our work is in the ever-evolving context of modern slavery and human trafficking across the world and in particular in the UK. Most people affected by modern slavery in the UK are from overseas – although there are a significant number of British citizens too. It is possible that Brexit may lead to an increase in the number of vulnerable British people being exploited over the period of this strategy, and it may also impact international Organised Crime Gangs (OCGs) and those they exploit, but it is still too early to determine any particular trends.

The latest figures show that the most common nationalities of adults referred into the National Referral Mechanism are Albania, China, United Kingdom, India, and Vietnam[1]. The total number of potential adult victims referred to the National Referral Mechanism in 2020 was 5,087 with the most commonly claimed exploitation type being labour exploitation – a category that includes exploitation for criminal purposes and in which male victims outnumber females by a factor of over 8:1. Labour exploitation sees people most commonly trafficked into industries such as agriculture, construction, hospitality, nail bars and car washes; criminal exploitation in this category often includes cannabis production, petty theft and begging.

In terms of total numbers, labour exploitation is closely followed by sexual exploitation – in this category female victims outnumber males by a factor of over 12:1.

Medaille Trust's work is in the context of the UK government's response to modern slavery. The National Referral Mechanism (NRM) was established in 2009 as a referral mechanism for potential victims of modern slavery and a route through which they can access support, including safe house accommodation. In 2015 the Modern Slavery Act came into force. The main purposes of the act were as follows:

- Make prosecuting traffickers easier by consolidating existing offences
- Increase sentences for modern slavery offences
- Ban prosecuting victims of slavery for crimes they were forced to commit by their traffickers (e.g. cannabis production, petty theft, begging etc.)
- Make large businesses publicly report on how they tackle modern slavery in their global supply chains
- Establish an independent Anti-Slavery Commissioner to oversee the UK's policies to tackle modern slavery.

The support for adult victims of modern slavery in the UK is administered by the Home Office under a central contract to a 'prime contractor' (currently The Salvation Army) who in turn have a network of 'sub-contractors' (including Medaille Trust). The contract has recently been renewed and initially runs until 28th June 2025 (with potential for extension for up to a further three years). The new contract is broader in scope than either of the previous iterations, providing both additional support for potential victims before they enter the NRM and longer support for survivors with a positive conclusive grounds decision. Where once we were one of few charities specialising in human trafficking, the market is becoming increasingly crowded with numerous charities competing for profile and funds in the same marketplace. We are currently one of thirteen sub-contractors to The Salvation Army.

One of the main contexts for our work are the OCGs who are the main perpetrators of human trafficking and modern slavery globally. Their work is evolving: new types and methods of exploitation are emerging as well as changes to source countries and routes into the UK. This is likely to continue and therefore our work will inevitably need to be agile and evolve over the life of this strategy to meet the ever-changing challenges in this area.

4 Ps

The work of the Medaille Trust is structured around a 4Ps approach – Prevention, Protection, Prosecution and Partnerships

Prevention

We achieve this aim through raising awareness in communities, both in the UK and overseas. Due to COVID, we restructured our engagement work in the UK at the end of the 2020/21 financial year but retain capacity in house to in raise awareness of modern slavery by carrying out talks in Church congregations, schools and to other interest groups (e.g. Rotary Clubs, Mothers' Union Groups etc.).

1 Home Office, National Referral Mechanism Statistics, End of Year Summary 2020 (published on 18/03/2021)

Trustees' Report

In addition, we continue to support the work of our partner charity in Albania, which was again in 2020 the largest source country for adult victims referred into the UK National Referral Mechanism (NRM). The Mary Ward Loreto Advice and Service Centre in Tirana, the Albanian capital (officially opened by our CEO, Garry Smith, in June 2019) provides much-needed support to those most at risk of being trafficked in Albania and is part funded through the ongoing partnership between Medaille and Mary Ward Loreto

Protection

Medaille Trust is one of the largest provider of supported safe house beds for victims of modern slavery/human trafficking in the UK. We provide an estate of nine safe houses across England where trained staff can address the needs of those who have been trafficked.

In the financial year 2020/21 we supported 78 male clients, 97 female clients and 28 dependent children. These were made up of 49 nationalities.

We acted as the first responder 8 times during the financial year and supported victims on 1 Police operation.

We measure our success by the number of people who are referred to us and the number of resident days in our houses and the number who exit our service with better well-being than when they entered. We continue to use the Warwick Edinburgh Mental Well Being Scale as a method of assessing improvement in clients' well-being whilst being supported by the trust.

The trust will continue with its strategy of providing safe accommodation and support to the victims of trafficking. We will expand bed spaces where there is suitable accommodation and during the 2020/21 financial year used our reserves to purchase a new safe house in Hampshire to expand our services. Further expansion is planned to one of our safe houses in Merseyside.

In addition to our support in safe houses, we have expanded our work into community based support. As one of the UK's leading anti-trafficking organisations, in November 2020 we are proud to have been awarded £1,000,714 from the Tampon Tax Fund, administered by the Department for Digital, Culture, Media and Sport.

The grant is being used to deliver the 'Moving On Project', an extensive outreach programme for women across England who have suffered abuse, violence and exploitation as a result of human trafficking and modern slavery and are in need of long-term support.

The project will be available in seven locations across England and will provide advice, advocacy and support, along with activities and employability programmes, tailored to meet the needs of female survivors. Currently, there is no guaranteed long-term support for survivors of trafficking and without this, people are often left vulnerable to re-exploitation and further harm. The Moving On Project is one of the first efforts to tackle this across the UK.

Prosecution

Our Prosecution work involves partnerships with a number of Police Forces in the UK and Europe. Our pan-European conference in Slovenia (normally attended by UK Police officers from a variety of police forces, as well as Police Officers from across Europe and representatives from the National Crime Agency) has had to be cancelled in both 2020 and 2021 due to COVID but we plan to start again in 2022.

The NGO Information Sharing Group (started in conjunction with Stop the Traffik, the Arise Foundation, Women at the Well and Love 147) has now ceased as we have become one of 60 members of the Traffik Analysis Hub.

Our work on achieving justice for victims has been enhanced through our Victims' Voices project. A ground-breaking project will train staff to gather evidence admissible in court to support criminal prosecutions against perpetrators of modern slavery. The "Victims' Voices" project, the first of its kind in the country, will enable survivors of modern slavery to seek justice for their exploitation and to challenge conclusive grounds decisions recognising them as victims of modern slavery.

The Medaille Trust will begin training selected caseworkers with significant experience working in the field to undertake interviews with survivors of modern slavery that meet "achieving best evidence" (ABE) standards. This means the evidence gathered can be used in criminal proceedings on behalf of police and law enforcement. The project aims to empower more women to seek justice through providing opportunities to tell their story in a comfortable environment, at their own time and pace. Experiences show that some survivors find it difficult to engage in giving evidential accounts. Distrust of authority, stigma regarding forms of exploitation, in particular sex work, and fear of repercussions for family and friends back home, ensure than prosecutions remain very low. In 2019, in the UK, of the 10,627 potential victims referred to the NRM, only 322 prosecutions were undertaken by the Crown Prosecution Service.

By using experienced case workers, who are not police officers or authority figures, in familiar surroundings, survivors who would not otherwise engage in giving an evidential account or supporting criminal prosecutions will be able to seek justice. This new approach will help to address the current imbalance in the criminal justice system by bringing more cases and perpetrators to justice.

Trustees' Report

Partnerships

We believe that a global and multi-faceted issue such as modern slavery/human trafficking is too big for us to tackle on our own and therefore we have formed strategic partnerships with a variety of organisations to work alongside us in the fight.

Prevention – we have worked with Mary Ward Loreto, an Albanian based charity, to facilitate the development of their Advice and Service Centre in Tirana, which supports people who are vulnerable to trafficking. We are now in the third year of a 6-year awareness raising partnership called "Look Up" with the Archdiocese of Birmingham.

Protection – we continue to work in partnership with The Salvation Army as a sub-contractor to their Home Office contract to provide supported accommodation for adult victims and families.

The residential aspect of our work is made possible through our partnerships with a number of religious orders and congregations, individuals and other charities who partner with us through the provision of property to enable us to provide refuge to survivors of modern slavery and the support they need to flourish.

We are working in partnership with the Snowdrop Project to deliver the Moving On Project across 7 regional hubs.

We are also working with the Co-op and the Bright Future programme that they initiated with the charity City Hearts that helps to provide jobs for survivors of modern slavery. Mary Ward Loreto continue to partner with us to provide tele-counselling to Albanian victims in our safe houses.

Prosecution – We are partnering with Stop the Traffik and their Traffik Analysis Hub and with a number of Police Forces to effectively deliver the Victims' Voices Initiative.

Fundraising

The charity has never adopted an intrusive approach to fundraising. We do not cold call and we do not write to individuals asking for donations. We believe these techniques to be unethical and counterproductive. We have not joined a formal scheme to monitor this as it is the approach the charity has taken long before concern was expressed about the behaviour of other charities.

We do produce a magazine three times a year which tells our supporters about our work. The last page is a donations form which people may use if they are so minded to make a donation to the trust.

During 2020/21 we employed a team of Anti-Slavery Envoys on flexible contracts. They provided talks and explanations of our work to churches or other institutions. At the end of this work the envoy will advise the audience that they can make a donation if they so wish, individuals are not approached. No one has made any complaint about our fundraising in the course of the year.

During the course of the year we employed a specialist Trusts and Grants Fundraiser to assist in our bid writing. We are registered with the Fundraising Regulator.

Financial review

Financial Position of the Charity at 31st March 2021

The Charity had a turnover in the year of £3,919,768 and generated a surplus of £182,114. The surplus represents 5% of its turnover.

The Trust has covered its costs and remains sustainable but the margin is much lower than in the previous 2 years because of the very high spend that has been required on the Trust's buildings. The Trust has spent more than £477,000 on maintenance in the year whereas a more normal figure would be in the region of £200,000. There are two reasons for the increase:

- Regulatory inspections have imposed higher standards of building safety which has had financial consequences for the trust. Whilst the inconsistency in safety standards year on year seems surprising, trustees also recognise the ethical and legal necessity of ensuring our buildings meet all standards.
- Given the very high cost of property maintenance in the year, Trustees felt it wise to commission their own property condition report in order to try and plan for property maintenance costs. The very high level of spend will probably continue for the foreseeable future and this may lead to financial quarters or years in which the trust shows significant financial deficits. But these deficits will have been planned for and the trust will have the reserves to cope with them.

The Trust's difficulties with properties would have had a much greater impact had the trust not found partners to work with in improving its properties and making a better environment for residents. Our property on Merseyside has attracted significant partnership funding for which Trustees are grateful.

Trustees' Report

The challenges with properties will continue to affect the trust for a further year or perhaps two. In the longer term the Trust's financial position is robust. The Trust has successfully entered the new contract for the support of Adult Victims of Human Trafficking. The contract began on the 4th January 2021 and will continue until the 28th June 2025 (with provision to extend for a further three years). There are modest but still important increases in the rate of funding which will be index linked for the next five years.

The principal sources of funds for the charity can be split between the public funds received under the contract and the private charitable donations from all sources.

The public funding was £3,151,706 (2020: £2,906,298) of which £3,049,320 is shown in incoming resources from charitable activities and £102,386 is shown in voluntary income. This represents an increase of £245,408. £102,386 of this increase is due to a new service that the Trust has provided to survivors of Modern Slavery who have now moved onto a life within the community. Only £143,022 on the increase is the result of services provided to survivors in safe houses. The Trust's safe houses have been occupied to the limit of capacity as they were in previous years. Therefore, there is little change in the resulting funding. Trustees note with sadness that there seems to be no end to the need for safe housing for victims of modern slavery.

The trust's corporate strategy set out three principal uses for the reserves that the trust has successfully earned.

The Trust accomplished the purchase of a new safe house in the course of the year. This is the second property that the Trust owns outright and allows the trust to reduce its rental costs without reducing its capacity to offer services. The purchase also provides an asset whose value will not erode over time unlike near cash assets that attract very poor returns.

The Trust has won membership of the Real Living Wage Foundation and has implemented all recommendations for the minimum pay of its care staff.

The Trust has now changed all of its staff who were on bank contracts to contracts with guaranteed hours. There remain less than 5 employees who still work bank hours and this is because of their personal preference for the flexibility of bank hours rather than a requirement of the trust.

However cautiously the Trust plans its finances there are still risks that stem from its environment.

Possibly the most serious and most long term of these risks is the recruitment of staff with the right skills and qualities to undertake the difficult work the Trust asks of them. There has been a reduction in the number of applications the trust receives for advertised posts. In past years the Trust received many applications from first generation immigrants, from either Europe or further away, who were looking for opportunities in the UK. There appear to be fewer recruits from this source. The potential consequence to the trust is that staff costs will increase faster than the cost of living increases to funding. The risk of rising property costs referred to above, whilst serious, is at least finite. There is however no obvious end to the problem of staff recruitment.

Private funding from all sources was £767,028 (£774,854 in 2019/20). This represents a reduction of £7,826. Potential partners are approached with specific projects which they may wish to help with. The success of this approach is set out in Note 1 to our accounts Public funding provides for the minimum services that survivors of trafficking need. Private funding is always for services and facilities outside of the contract, and for the other areas of work that the charity undertakes. The recruitment difficulties referred above have made it difficult for the Trust to continue to progress its community engagement work. The Trust has benefited greatly from working with supportive partners to improve its services but may have difficulties expanding its network of partnerships because of these difficulties.

Reserves Policy

The Trust's total reserves as at 31st March 2021 are £1,764,196.

Restricted Reserves

Within that total there are £88,605 which are restricted to specific purposes by the wishes of the donor. The breakdown of this amount into separate funds is given on page 26 of our accounts together with a short description of the purpose of the fund. Most of these funds are held for the enhancement of facilities or the substantial renovation of our properties.

The balance on these funds was £82,329 as at the beginning of the year. A further £47,535 came in from partners who want to support our work. The trust spent £41,259 on the restricted purposes. The Trustees are confident that the remainder of the funds will be spent in the course of 2021-2022.

Designated reserves

The trust holds £1,675,591 in designated reserves as at 31st March 2021. These reserves are split into 5 different purposes. They are set out on page 24 of our accounts.

Trustees' Report

- **Minimum Reserves.**

The Trustees' policy on reserves is to establish a minimum level of reserves below which the charity should not fall. The minimum reserve figure is a calculated figure that reflects the likely cost of reducing the charity's services in the event that significant income streams are lost. Further reserves are opened, as required by either the policies of trustees or the wishes of funding bodies. The most recent calculation of the minimum reserve gave a figure of £500,000. This has not changed from the previous year as the overall capacity of the Trust has not changed.

- **Trafficking Prevention project - Albania**

Albania has been the top source country for adult victims in the UK for a number of years, it is here that Medaille are concentrating our efforts to try to reduce the supply of potential victims at source working with local partner charities. The main drivers that make potential victims vulnerable to trafficking are extreme poverty and lack of employment opportunities. We have a desire to work with local partners to enable enterprise-led development and, whilst we will be seeking funding from statutory and non-statutory sources, have put aside this reserve to allow for the development of the work and to provide a possible source of match funding, should this be required. We have therefore set aside £50,000 to kick start this project. Frustratingly the need to focus on coping with Covid has meant that little progress has been made on establishing services in Albania but Trustees are confident that more progress will be made in 2021-2022 and funds should be fully spent in 2022-2023.

- **Health and Safety and Planned Maintenance Works**

The safety of residents and staff in our nine safe houses is paramount and our regular inspections of premises have identified capital works necessary to maintain properties to a suitable standard. The higher standards imposed combined with the age of our properties resulted in Trustees setting aside £300,000 of reserves as of 1st April 2020 for maintenance of properties. £215,881 has been charged to this reserve in the year. Our property condition survey demonstrated that we are not at the end of necessary health and safety works. Trustees have therefore transferred a further £115,881 to this reserve to bring the reserve to £200,000 as at 1st April 2021. Most of this reserve will be spent in 2021-2022 with the balance in 2022-23.

- **Capital Projects**

The property condition report identified two further large projects. These are not required by health and safety reports but will increase the trust's capacity for accommodating victims and will substantially improve the amenity of our accommodation for victims. Trustees have set aside £200,000 as at the 1st April 2021 for this purpose. Most of this reserve will be spent in 2021-2022, subject to receiving planning permission and additional external funding to complete the works.

- **Fixed asset reserve**

The Trust does not have a large portfolio of properties. The trust has adopted a policy of separating in its reserves those assets that are immediately available to fund its activities from those assets such as buildings that are not immediately spendable but which facilitate its operations. The balance on the fixed asset reserve on the 31st March 2021 was £427,604 (£132,180 in March 2020). The increase represents the purchase of the house and also a new boiler less depreciation charged in the year. This reserve can only realised by either the depreciation or disposal of fixed assets. If the trust's freehold properties are never disposed of then depreciation would exhaust this reserve in 40 years time.

Reserves policy

The trust holds a further £297,987 in reserve which is neither designated nor restricted. Additional free reserves are held in order to give operational flexibility, particularly with regards to the Moving On Project for which grant funding will cease in July 2022, the free reserves will give Trustees flexibility to fully fund all or part of this project for further months or to provide match funding to support bids to grant making trusts. The charities reserves policy is that all reserves are temporary with the exception of the minimum reserve as described above. The minimum reserve would only be realised in the event that the charity needed to close for whatever reason.

The purposes of each designated and restricted reserve are set out above together with a likely timescale for their realisation. This will very likely incur deficits in the financial years 2021-2022 and 2022-2023 but these will be planned deficits created by the use of the trust's reserves to meet the needs of the victims of abuse.

Plans for the Future

The new contract for the support of modern victims of slavery came into being on the 4th January 2021. The contract gives the Trust a solid base on which to build. The funding from the provision of safe house accommodation and support will be there for another five years.

Trustees' Report

The Trust does more however than provide secure accommodation. The Director of Police and Justice Partnerships has led on the Victims' Voices project. This aims to support survivors in explaining their experiences to police in a way that will be admissible in courts and thereby improve the conviction rate of the perpetrators of Trafficking.

In the course of the year the Trust won a grant application to provide services to survivors of trafficking who have moved on to a life in the community but who still need support from experienced case workers. In the first instance this work will continue until July 2022. The Trust is hopeful though that there will be a continuing project after this date.

All of the Trust's future development will involve partnerships of one kind or another. The financial discipline that the trust has practised over many years are what will make these partnerships possible.

Provision of information to auditors

Each of the persons who are trustees at the same time when the Trustees' report is approved has confirmed that;

- So far as that trustee is aware, there is no relevant audit information of which the company's auditors are unaware, and
- That trustees have taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the company' auditors in connection with preparing their report and to establish that the company's auditors are aware of that information.

Auditors

Crowe U.K. LLP were appointed auditors during the year following their successful audit of 2019/20.

Thanks

I take this opportunity to express my very sincere thanks and that of my fellow Trustees, to all staff and volunteers, friends, donors and beneficiaries and our partner agencies for their continued support.

On behalf of the board of Trustees

Simon F. Young

Simon Young

Chair of Trustees

Dated: 3 November 2021

Statement of Trustees' Responsibilities

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Charity and company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the profit or loss of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions, disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Independent Auditors' Report

Independent Auditors' Report to the Members of Medaille Trust

Opinion

We have audited the financial statements of Medaille Trust ('the charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Independent Auditors' Report

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were Employment Legislation.

Independent Auditors' Report

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance and sample testing on revenue to supporting information.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Jayson
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT

Date 19 November 2021

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Restricted Funds	Unrestricted Funds	Total Year to 31 March 2021	Total Year to 31 March 2020
		£	£	£	£
Income					
Voluntary income	1	473,892	388,045	861,937	774,854
Charitable activities	2	-	3,049,320	3,049,320	2,906,298
Investment income	1	-	7,476	7,476	3,808
Other trading activities	1	-	1,035	1,035	182
Total income		473,892	3,445,876	3,919,768	3,685,142
Expenditure					
Raising funds		-	87,714	87,714	94,671
Charitable activities		467,616	3,182,324	3,649,940	3,101,534
Other		-	-	-	-
Total expenditure	3	467,616	3,270,038	3,737,654	3,196,205
Net incoming resources before transfers		6,276	175,838	182,114	488,937
Transfers		-	-	-	-
Net incoming resources		6,276	175,838	182,114	488,937
Funds at 31 March 2020		**82,329**	**1,499,753**	**1,582,082**	**1,093,145**
Funds at 31 March 2021		**88,605**	**1,675,591**	**1,764,196**	**1,582,082**

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All amounts relate to continuing activities. All gains and losses recognised in the year are included in the Statement of Financial Activities.

BALANCE SHEET

AS AT 31 MARCH 2021

REGISTERED NUMBER: 5965380

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	6		457,604		162,247
Current assets					
Debtors	7	525,279		358,549	
Cash at bank and in hand		1,054,372		1,304,077	
Total current assets		**1,579,651**		**1,662,626**	
Creditors: amounts falling due within one year	8	(273,059)		(242,791)	
Net current assets			**1,306,592**		**1,419,835**
Net assets			**1,764,196**		**1,582,082**
Funds					
Unrestricted funds – general	9	297,987		17,573	
Unrestricted funds – designated	9	1,377,604		1,482,180	
Restricted funds	10	88,605		82,329	
Total funds			**1,764,196**		**1,582,082**

The notes to the financial statements on pages 18 to 30 form part of these accounts.

The financial statements were approved and authorised for issue by the Board on 3 November 2021

Garry Smith

Chief Executive

Simon Young

Trustee

CASH FLOW STATEMENT

AS AT 31 MARCH 2021

	2021	2020
	£	£
Cash flows from operating activities	65,899	354,497
Net cash provided by operating activities	65,899	354,497
Purchase of fixed assets	(315,604)	(73,300)
Net cash provided by investing activities	(315,604)	(73,300)
Change in cash and cash equivalents in the year	(249,705)	281,197
Cash and cash equivalents at the beginning of the year	1,304,077	1,022,880
Cash and cash equivalents at the end of the year.	1,054,372	1,304,077

NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net incoming resources	182,114	488,937
Depreciation of tangible fixed assets	20,247	14,120
Increase in debtors	(166,730)	(206,737)
Increase in creditors	30,268	58,177
Net cash provided by operating activities	65,899	354,497

ANALYSIS OF CASH AND CASH EQUIVALENTS

	2021	2020
	£	£
Cash at bank and in hand	1,054,372	1,304,077



Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The Medaille Trust meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated.

Company Information

The charity is a company limited by guarantee (registered number 5965380) which is incorporated and domiciled in the UK.

Going concern

During the Coronavirus pandemic, all nine safe houses remained fully operational and therefore there was no material effect on the Trust's income or cash flow. The trustees have reviewed the forecasts and budgets for period ended 31 March 2023 and are confident that the charity is a going concern.

Incoming resources

This comprises amounts receivable for the year, where the criteria of certainty, entitlement and measurement have been achieved. Donated services and facilities are recognised as an incoming resource and equivalent expense where quantifiable.

Resources expended

The company recognises expenses on the accruals basis. Governance costs are charged on a direct cost basis and include audit and legal costs.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Buildings, Fixtures, fittings & equipment 4 – 40 years straight line

Items less than £1,000 are not capitalised.

Restricted Funds

Any income given to the company for a specific purpose has been separately identified so as to ensure that it is spent as the donor dictated.

Financial Instruments

The Medaille Trust Limited has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic Financial Instruments are initially recognised at the transaction value and subsequently measured at amortised cost using an effective interest method. Financial assets are held at amortised cost comprise cash and bank in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors.

Pension costs

The charity operates a defined contribution pension scheme. Contributions are charged to wages and salaries in the Statement of Financial Activities as they become payable. The assets of the scheme are held separately from the assets of the charity.

Critical accounting judgments and key sources of estimation uncertainty

In the application of the entity's accounting policies which are described on page 14, the Trustees are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.



1a. Voluntary income 2021

Voluntary income	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Donations and gifts	47,535	285,739	333,274	318,358
Grants	-	102,306	102,306	119,099
Donation – provision of rent free premises	426,357	-	426,357	337,397
	473,892	**388,045**	**861,937**	**774,854**

The trust has been given the use of six properties rent free. The value of this benefit in kind to the trust is equivalent to the single room rate of housing benefit in the location concerned that the trust would otherwise have to rent.

Investment income				
Interest receivable	-	**7,476**	**7,476**	**3,808**
	-	**7,476**	**7,476**	**3,808**

Other trading income				
Income from craft sales	-	**1,035**	**1,035**	**182**
Income from craft sales	-	**1,035**	**1,035**	**182**



1b. Voluntary income 2020

Voluntary income	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £
Donations and gifts	10,376	307,982	318,358
Grants	119,099	-	119,099
Donation – provision of rent free premises	337,397	-	337,397
	466,872	307,982	774,854

2. Incoming resources from charitable activities

	2021	2020
	£	£
Provision of practical and emotional support	3,049,320	2,906,298
Total	3,049,320	2,906,298

Provision of practical and emotional support above relates to the provision of support under the charity's contracts with partner agencies and is all unrestricted in both years.

3a. Total resources expended 2021

	Activities undertaken directly	Support costs	Governance costs	2021	2020
	£	£	£	Total £	Total £
Raising funds	87,714	-	-	87,714	94,671
Charitable activities					
Provision of practical and emotional support	3,490,673	135,526	23,741	3,649,940	3,101,534
	3,578,387	135,526	23,741	3,737,654	3,196,205

Governance costs include payments to the auditors of £8,200 (2020: £7,975) for audit fees, £15,541 (2020: £10,773) to others for professional services and £nil (2020: £1,307) relating to travel expenses and training. Other support costs of £135,526 (2020: £122,954) comprise outsourced general management costs of £115,452 (2020: £103,476) and administrative costs of £20,074 (2020: £19,476).



3b. Total resources expended 2020

	Activities undertaken directly	Support costs	Governance costs	2020 Total
	£	£	£	£
Raising funds	94,617	-	-	94,617
Charitable activities				
Provision of practical and emotional support	2,958,525	122,954	20,055	3,101,534
	3,053,196	**122,954**	**20,055**	**3,196,205**

4. Employees and the cost of key management personnel

Staff costs were as follows

	2021 £	2020 £
Wages and Salaries	1,526,646	1,458,830
Social Security Costs	117,592	109,803
Other Pension costs	27,279	26,619
	1,671,517	**1,595,252**

The key management personnel of the charity comprise the senior management team and are listed on page 2. The total employee benefits of the key management personnel of the charity were £213,200 (2020: £154,008)

The average number of employees in the year was 86 (2020: 90). One employee (2020: none) earned between £60,000 - £70,000 in the year.

	2021	2020
Analysis was: -		
Management	13	12
Support Workers	73	78
	86	**90**

During the year there were redundancy or termination payments made which amounted to £nil (2020: £0). There was £nil unpaid at the year end.



5. Trustees

None of the Trustees received any remuneration nor travel expenses during this period or the previous period.

6. Tangible fixed assets

	Land & Buildings	Fixtures, fittings and equipment	Total
	£	£	£
Cost			
At 1 April 2020	167,309	38,859	206,168
Additions	299,500	16,104	315,604
Disposals	-	-	-
At 31 March 2021	466,809	54,963	521,772
Depreciation			
At 1 April 2020	37,111	6,810	43,921
Charge for the year	16,227	4,020	20,247
Disposals	-	-	-
At 31 March 2021	53,338	10,830	64,168
Net book value			
At 31 March 2021	413,471	44,133	457,604
At 31 March 2020	130,198	32,049	162,247

All fixed assets are held for charitable use.

7. Debtors

	2021 £	2020 £
Trade debtors	511,713	322,266
Prepayments and accrued income	13,566	36,283
	525,279	358,549



8. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	113,183	56,501
Deferred income and accruals	120,331	159,528
Social Security and other taxes	38,709	25,762
Other creditors	836	1,000
	273,059	**242,791**

9a. Unrestricted Funds 2021

	1 April 2020 £	Incoming £	Outgoing £	Transfer £	31 March 2021 £
Unrestricted Funds - General	17,573	3,130,272	(2,720,557)	(129,301)	297,987
Designated funds:					
Minimum Reserves	500,000	-	-	-	500,000
Health and Safety Reserves	300,000	-	(215,882)	115,882	200,000
Tangible fixed asset depreciation reserve	132,180	315,604	(20,180)	-	427,604
Capital projects	-	-	-	200,000	200,000
House Purchase	500,000	-	(313,419)	(186,581)	-
Albanian Liaison	50,000	-	-	-	50,000
Accumulated Fund	1,499,753	**3,445,876**	**(3,270,038)**	-	1,675,591

Designated Funds

Minimum reserves
The minimum reserves are the trusts estimate of the costs of closing down the trust in an orderly manner.

Trafficking Prevention Project – Albanian Liaison
Albania has been the top source country for adult victims in the UK for a number of years. It is here that Medaille are concentrating our efforts to try to reduce the supply of potential victims at source working with local partner charities. We have a desire to enable enterprise-led development and have put aside this reserve to allow for the development of the work and to provide a possible source of match funding, should this be required.



Health & Safety Reserves
The safety of residents and staff in our nine safe houses is paramount and our regular inspections of premises have identified capital works necessary to maintain properties to a suitable standard.

Additional Safe House – House Purchase
There has been increasing need for safe houses and in previous periods a reserve was opened to provide for a property purchase. That object has now been achieved and the reserve has been closed.

Tangible Fixed Asset Reserve

This reserve is to cover future depreciation charges.

Capital projects

This reserve represents funds set aside for the increase in capacity at one of our safe houses in the North West of England and the provision of an activity space for our residents in our safe house in Central England. Trustees expect that these monies will be spent in the year

9b. Unrestricted Funds 2020

	1 April 2019 £	Incoming £	Outgoing £	Transfer £	31 March 2020 £
Unrestricted Funds - General	43,443	3,218,270	(2,719,309)	(524,831)	**17,573**
Designated funds:					
Minimum Reserves	450,000	-	-	50,000	**500,000**
Health and Safety Reserves	50,000	-	(50,000)	300,000	**300,000**
Tangible fixed asset depreciation reserve	73,000	-	(12,651)	71,831	**132,180**
House Purchase	397,000	-	-	103,000	**500,000**
Albanian Liaison	50,000	-	-	-	**50,000**
Accumulated Fund	**1,063,443**	**3,218,270**	**(2,781,960)**	-	**1,499,753**



10a. Restricted Funds 2021

	1 April 2020 £	Incoming £	Outgoing £	Transfers £	31 March 2021 £
Nationwide Central	2,907	-	(1,539)	-	1,368
Christ Child Jesus	8,642	-	(8,642)	-	-
Zahn	-	14,000	-	-	14,000
Sisters of the Holy Cross	-	10,000	-	-	10,000
Clewer Trust	13,305	-	(1,603)	-	11,702
St Anthony's – Mersey	20,000	-	-	-	20,000
St Anthony's – Church Hill Rd	8,000	-	-	-	8,000
Charles Plater	29,475	23,535	(29,475)	-	23,535
Provision of rent free premises	-	426,357	(426,357)		
Accumulated Fund	**82,329**	**473,892**	**(467,616)**	**-**	**88,605**

These funds represent segregation of monies held for particular purposes, so as to ensure that they are spent as the donor specified.

Nationwide

This represents funds received to improve the skills and wellbeing of residents in our Central service.

Christ Child Jesus

This was for the enhancement of the understanding of modern slavery in our community. This fund has been fully spent.

Zahn

This represents funds received to fully re-carpet the largest of our safe houses in the London area.

Sisters of the Holy Cross

This represents monies received to fund a family activities co-ordinator in the London area.

Clewer Trust

This represents monies received to keep our safe house in central England well maintained.

St Anthony's

These represent monies received to establish recreational spaces and rest rooms in our North West and London Service areas.

Charles Plater

These funds represent funds received to support our digging for Freedom project in our North Western service area.

Provision of rent free premises

The reserve represents the benefit in kind given by four religious orders and one individual in the form of the use of buildings rent free. The benefit is exhausted in the year by rent paid in kind.

10b. Restricted Funds 2020

	1 April 2019 £	Incoming £	Outgoing £	Transfers £	31 March 2020 £
Nationwide Central	-	5,000	(2,093)	-	**2,907**
Christ Child Jesus	-	24,000	(15,358)	-	**8,642**
John Slater	-	5,000	(5,000)	-	-
Sisters of the Holy Cross	-	13,000	(13,000)	-	-
Clewer Trust	-	25,000	(11,695)	-	**13,305**
Charles Plater	-	29,475	-	-	**29,475**
St Anthony's - Mersey	-	20,000	-	-	**20,000**
St Anthony's – Church Hill Road	-	8,000	-	-	**8,000**
Provision of rent free premises	-	337,397	(337,397)	-	-
Jesuits	**29,702**	-	(29,702)	-	-
Accumulated Fund	29,702	466,872	(414,245)	-	82,329



11. Analysis of Net Assets between Funds

Fund Balances at 31 March 2021 are presented by:

	Restricted Funds £	Designated Funds £	Unrestricted Funds £	Total Funds £
Tangible Fixed Assets	-	427,604	30,000	457,604
Net Current Assets	88,605	950,000	267,987	1,306,592
Total Net Assets	**88,605**	**1,377,604**	**297,987**	**1,764,196**

Fund Balances at 31 March 2020 are presented by:

	Restricted Funds £	Designated Funds £	Unrestricted Funds £	Total Funds £
Tangible Fixed Assets	-	104,286	30,067	162,247
Net Current Assets	82,329	1,350,000	(47,640)	1,419,835
Total Net Assets	**82,329**	**1,454,286**	**17,573**	**1,582,082**

12. Operating Lease Commitments

At 31 March 2021 the charity had total future minimum lease payments under non-cancellable operating leases as follows:

Land and buildings

	2021	2020
Due within:	£	£
1 year	26,895	32,618
Total	26,895	32,618

13. Financial Instruments

	2021	2020
	£	£
Financial Assets measured at amortised cost	1,579,651	1,662,626
Financial Liabilities measured at amortised cost	273,059	242,791



14. Related Party Transactions

Barry Lynch is a trustee of The Clewer Trust. During the year The Clewer Trust supplied the charity with a safe house at below market rent. The trustees of The Clewer Trust do not have a pecuniary interest in the arrangement. The Clewer Trust also made donations to the charity in the year.

Jane Maltby is a trustee of the Society of the Sacred Heart who provide a safe house at below market rent. The trustees of The Society of the Sacred Heart do not have a pecuniary interest in the arrangement. The Society of the Sacred Heart also made donations to the charity in the year.

15. Capital Commitments

	2021 £	2020 £
Contracted for, but not provided in the financial statements	-	-



16. Comparative Figures by Fund Type 2020

	Notes	Restricted Funds	Unrestricted Funds	Total Year to 31 March 2020
		£	£	£
Income				
Donations and legacies	1	466,872	307,982	774,854
Charitable activities	2	-	2,906,298	2,906,298
Investment income	1	-	3,808	3,808
Other trading activities	1	-	182	182
Total income		466,872	3,218,270	3,685,142
Expenditure				
Raising funds		-	94,671	94,671
Charitable activities		414,245	2,687,289	3,101,534
Other		-	-	-
Total expenditure	3	414,245	2,781,960	3,196,205
Net incoming resources before transfers		52,627	436,310	488,937
Transfers		-	-	-
Net incoming resources		52,627	436,310	488,937
Funds at 31 March 2019		29,702	1,063,443	1,093,145
Funds at 31 March 2020		82,329	1,499,753	1,582,082