



MEDAILLE TRUST  
REFUGE AND FREEDOM FROM MODERN SLAVERY

# ANNUAL REPORT & ACCOUNTS 2022/23

[www.medaille-trust.org.uk](http://www.medaille-trust.org.uk)



# WELCOME

## FROM THE CHAIR OF TRUSTEES AND CHIEF EXECUTIVE



**Simon Young**  
Chair of Trustees

**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.

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.



**Garry Smith**  
Chief Executive

**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.

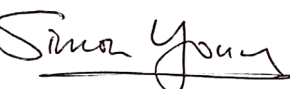
We are sincerely grateful to everyone who has played their part in 2022-23 and hope this report will inspire you to get involved in the work of freeing lives from slavery and exploitation. We are very grateful for all who continue to support our work prayerfully, practically and financially.

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:

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.

  
**Simon Young**  
Chair of Trustees

  
**Garry Smith**  
Chief Executive

**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.

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## 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.







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 our 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 Commission'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 fulfilment 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)	Dr Barry Lynch	Father Robert Marsh
Sister Jane Maltby (Vice Chair of Trustees)	Olivia Darby	Mary Gandy
Sister Teresa Lenehan (Resigned 31/12/2022)	Marlene Sookdeo	The charity has no corporate Trustees. None of the Trustees holds property on behalf of the charity.
Reverend Terry Tennens	Sister Mary Fitzpatrick (Chair of Audit and Risk Committee)	
Sister Henrietta Curran (Resigned 20/02/2023)	Benedict Ryan	

The Charity’s professional advisors are as follows:-

AUDITORS:	REGISTERED OFFICE:	
Crowe U.K. LLP The Lexicon Mount Street Manchester M2 5NT	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:	KEY MANAGEMENT PERSONNEL:	
Barclays Bank PLC 31 High Row Darlington Co. Durham DL3 7QS	Garry Smith (CEO)	Mark Bhagwandin (Director of Communication and Advocacy)
	Diane Cox (Director of Operations)	Vasco Carvalho (Director of Finance)
	Marcus Dawson (Director of Police and Justice Partnerships)	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

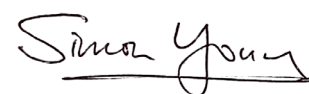
Crowe U.K. LLP were re-appointed auditors during the year following their successful audit of 2022/23.

## 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](http://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
<b>Income</b>		£	£	£	£
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
<b>Total income</b>		1,275,986	3,361,010	4,636,996	5,112,529
<b>Expenditure</b>					
Raising funds		-	68,335	68,335	18,768
Charitable activities		831,490	3,638,222	4,469,712	4,551,348
<b>Total expenditure</b>	3	831,490	3,706,557	4,538,047	4,570,116
<b>Net incoming resources before transfers</b>		444,496	(345,547)	98,949	542,413
Transfers		(423,626)	423,626	-	-
<b>Net incoming resources</b>		20,870	78,079	98,949	542,413
Funds at 31 March 2022		61,784	2,244,825	2,306,609	1,764,196
<b>Funds at 31 March 2023</b>		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
		£	£
<b>Fixed assets</b>			
Tangible assets	6	1,694,380	1,080,889
<b>Current assets</b>			
Debtors	7	599,284	531,444
Cash at bank and in hand		511,553	920,418
<b>Total current assets</b>		1,110,837	1,451,862
Creditors: amounts falling due within one year	8	(399,659)	(226,142)
<b>Net current assets</b>		711,178	1,225,720
<b>Net assets</b>		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
<b>Total funds</b>		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)
<b>Net cash provided by operating activities</b>	<u>241,639</u>	<u>(133,954)</u>
Purchase of fixed assets	(650,503)	-
<b>Cash flows from investing activities</b>	<u>(650,503)</u>	<u>-</u>
Change in cash and cash equivalents	(408,864)	(133,954)
<b>Cash Equivalents at the beginning of the Year</b>	<u>920,418</u>	<u>1,054,372</u>
<b>Cash Equivalents at the end of the Year</b>	<u>511,553</u>	<u>920,418</u>
<b>NET CASH FLOW FROM OPERATING ACTIVITIES</b>	2023	2022
	£	£
<b>Net incoming resources</b>	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)
<b>Net cash provided by operating activities</b>	<u>241,639</u>	<u>(133,954)</u>
<b>ANALYSIS OF CASH AND CASH EQUIVALENT</b>	2023	2022
	£	£
Cash at bank and in hand	<u>511,553</u>	<u>920,418</u>

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
<b>Voluntary income 2023</b>	<b>1,275,986</b>	<b>141,315</b>	<b>1,417,301</b>	<b>2,019,663</b>

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
<b>Investment income</b>		<b>345</b>	<b>345</b>	<b>154</b>

Other trading income				
Income from other sources	-	1,243	1,243	104
<b>Other trading income</b>		<b>1,243</b>	<b>1,243</b>	<b>104</b>

1b. Voluntary income 2022	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022
<b>Voluntary Income</b>	£	£	£
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
<b>Voluntary Income</b>	<b>1,102,610</b>	<b>917,053</b>	<b>2,019,663</b>



## 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	2022
				Total	Total
	£	£	£	£	£
Raising funds	-	68,335	-	68,335	18,768
<b>Charitable activities</b>					
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
<b>Charitable activities</b>				
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
<b>At 31 March 2022</b>	<b>1,767,312</b>	<b>54,963</b>	<b>1,822,275</b>
Depreciation			
At 1 April 2022	74,556	16,326	90,882
Charge for the year	31,992	5,021	37,013
<b>At 31 March 2022</b>	<b>106,548</b>	<b>21,347</b>	<b>127,895</b>
Net book value			
<b>At 31 March 2023</b>	<b>1,660,764</b>	<b>33,616</b>	<b>1,694,380</b>
<b>At 31 March 2022</b>	<b>1,042,253</b>	<b>38,637</b>	<b>1,080,890</b>

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
<b>At 31 March 2023</b>	<b>599,284</b>	<b>531,444</b>

## 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
<b>At 31 March 2023</b>	<b>399,659</b>	<b>225,692</b>

### 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
<b>Designated reserves:</b>					
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
<b>Accumulated Fund</b>	<b>2,244,825</b>	<b>3,361,010</b>	<b>(3,706,557)</b>	<b>423,626</b>	<b>2,322,904</b>



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)	-	-
<b>Accumulated Fund</b>	<b>61,784</b>	<b>1,275,986</b>	<b>(831,490)</b>	<b>(423,626)</b>	<b>82,654</b>

### 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
<b>Accumulated Fund</b>	<b>88,605</b>	<b>382,330</b>	<b>(454,075)</b>	<b>118,481</b>	<b>61,784</b>



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	-	-





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Visit: [medaille-trust.org.uk](https://medaille-trust.org.uk)  
Email: [enquiries@medaille-trust.org.uk](mailto:enquiries@medaille-trust.org.uk)

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