



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.

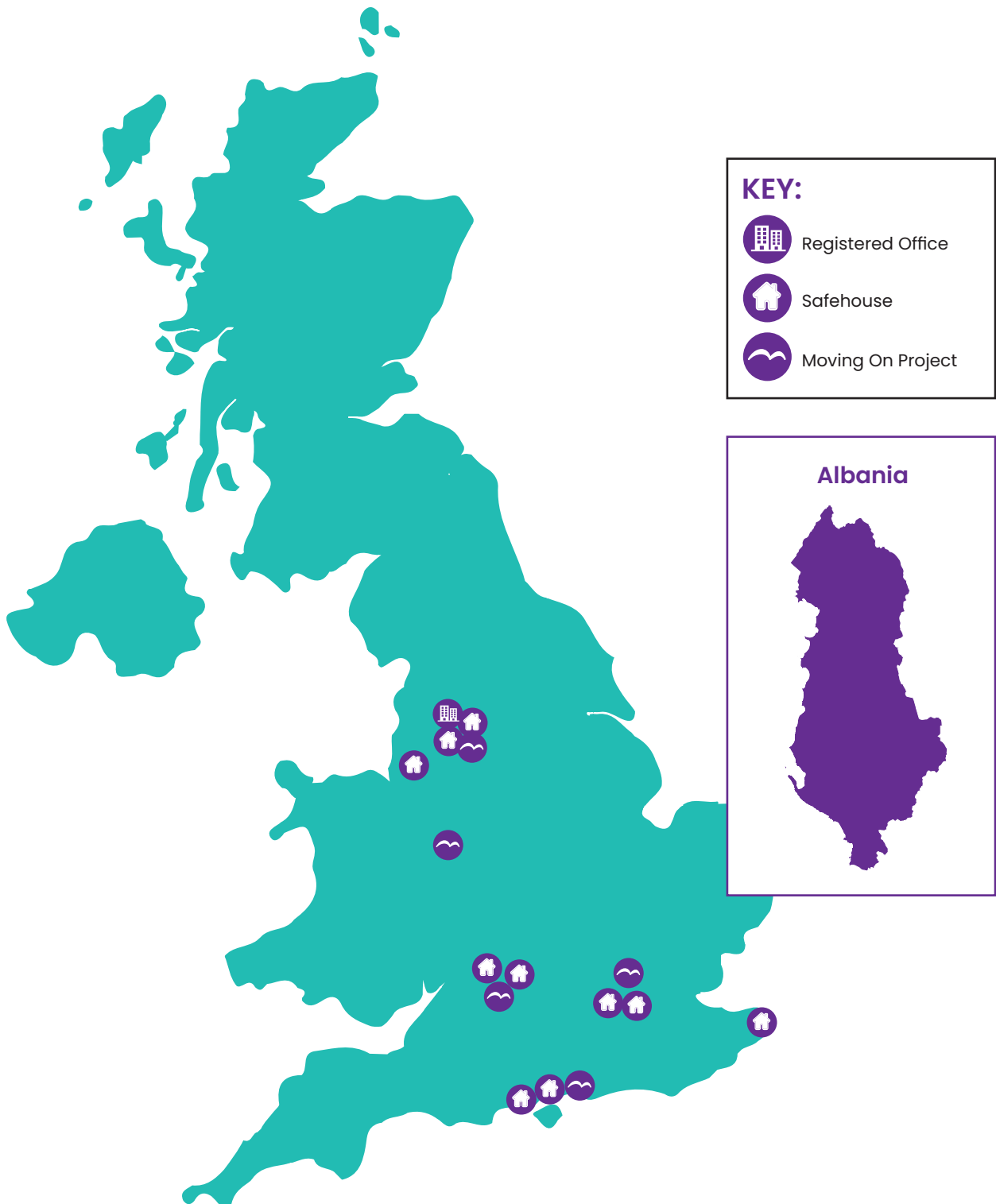
Charitable purposes

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

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£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.



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 **join 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 **now 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 **receive 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





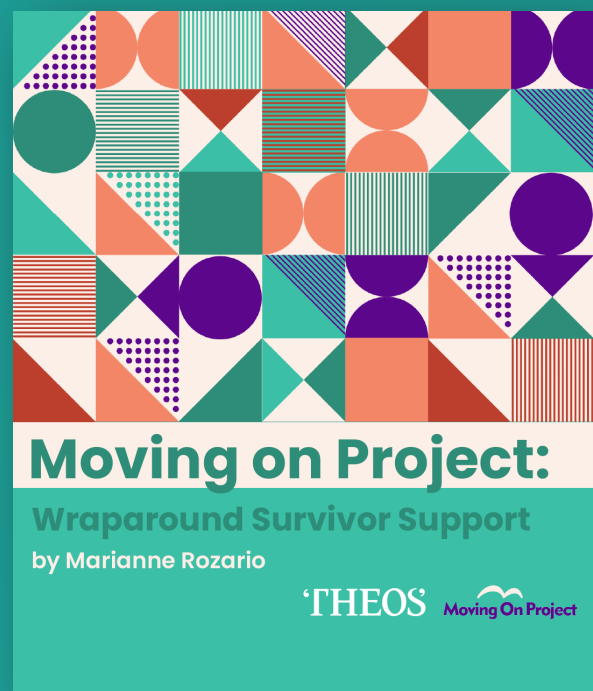
The Moving On Project

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.



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.



The John Slater
Foundation



Community of
St Mary the Virgin



Priory of Our
Lady of Peace

THE SACKLER TRUST





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.

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.

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.

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.



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



Plant therapy within a safehouse



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.



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.



Art therapy within a safehouse

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	<u>619,388</u>	<u>(65,034)</u>
Purchase of Fixed Assets	(18,362)	(134,271)
Cash Flows from Investing Activities	<u>(18,362)</u>	<u>(134,271)</u>
Change in Cash and Cash Equivalents	601,026	(199,305)
Cash Equivalents at the Beginning of the Year	<u>312,248</u>	<u>511,553</u>
Cash Equivalents at the End of the Year	<u>913,274</u>	<u>312,248</u>
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	<u>619,388</u>	<u>(65,034)</u>
ANALYSIS OF CASH AND CASH EQUIVALENTS	2025	2024
	£	£
Cash at Bank and in Hand	<u>913,274</u>	<u>312,248</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.

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
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