

REGISTERED COMPANY NUMBER: 05853854 (England and Wales)
REGISTERED CHARITY NUMBER: 1120401

Report of the Trustees and
Financial Statements for the Year Ended 31st March 2021
for
Ashiana Sheffield

Ashiana Sheffield

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for the Year Ended 31st March 2021

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Ashiana Sheffield

Chair's Review
for the Year Ended 31st March 2021

The Chair presents her overview for the year ended 31 March 2021.

Every organisation and individual have during this year been impacted by COVID-19. Ashiana had already been quick to mobilise to the changes by the way we worked adapting to distanced and electronic methods of supporting clients. The funding landscape and strategic positioning changed dramatically also. Nonetheless we continued to develop our services across the regions such as Yorkshire and Humberside, the North East and East Midlands.

Our skilled teams across all of our services have been instrumental in strategic planning to take the organisation forward to develop and deliver high quality support services to our service users.

We thank them and our trustees for their continued support to meet the needs of our diverse users. But also recognising it was inevitable that staff were also reviewing their future plans and journeys, which was shared with the CEO.

This has led to a strategic move to have an open recruitment approach which, we are pleased to say has allowed us to attract new staff.

Ashiana Sheffield is the only organisation of its kind that provide specialist services to BAMER women, children and young people to escape violence and abuse. We specialise in those areas of abuse which are most prevalent within BAMER communities such as domestic and sexual abuse, forced marriage, female genital mutilation, human trafficking, gang violence and 'honour' based violence. The aim of our work is to increase life opportunities to enable those that are vulnerable to move away from the risk of violence and into safe, stable and happier futures.

Ashiana also provides accommodation for women and children who have experienced trafficking for the purposes of sexual exploitation and domestic servitude. We support victims of human trafficking across the UK covering Yorkshire and Humber, the North East, the North West and East Midlands. Although Ashiana established itself in Sheffield, the need of such services and networks meant providing a wider provision across the regions mentioned above.

Raising awareness continues to be a key activity for Ashiana and in addition to open days, events and expert panels. We are pleased to be enablers of change by being invited onto the Sheffield Race Equality Enquiry Commission and also the Chartered Management Institute Race Equality Committee.

Both reports have now been launched with recommendations that will support Ashiana's work across the UK.

As part of this this process staff and user engagement took place in relation to the CMI report – and what's in a name was discussed.

Like every individual and organisation, we continue to be impacted by COVID-19. We have continued to mobilise to change the way we work adapting to distanced and electronic methods of supporting clients. The Board are very proud of the way in which the teams continue to together and adapted during this time to ensure that services continue to be provided to the most vulnerable of our clients.

Key Headlines and Messages

- BAMER women are caught at the intersection of 2 pandemics- Violence Against Women and Girls (VAWG) and Covid-19, with disproportionate impact of both due to racialised discrimination and structural inequalities.
- Helpline referrals and enquiries have increased by 40% from BAMER women who cannot access traditionally preferred community/walk-in routes to support. Existing user calls have increased by 50-60% all reporting multiple needs (including immigration, mental health) and fast-escalating risk (due to lack of prevention measures/safety-net breakdown).
- We are seeing a rise in inequitable and inadequate responses from statutory agencies and can cite examples of women forced back to perpetrators due to their immigration status.
- Even outside of the pandemic, BAMER women are disproportionately at risk of abuse and violence (3 times more likely to die on account of abuse)- the pandemic has made matters much worse due to distancing from community support networks, inability to seek walk-in referrals at specialist services and state diversion to other priorities which has further excluded minority women and armed their perpetrators with a sense of impunity.

Even among BAMER women, migrant/NRPF (No Recourse to Public Funds) women are particularly vulnerable as NRPF rules are still in force and the DDVC has only been minimally extended to cover the initial period of crisis.

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Chair's Review
for the Year Ended 31st March 2021

The hostile environment and the two pandemics means that migrant women subjected to Domestic Abuse including so-called honour-based violence, forced marriage, and trafficking, will continue to experience barriers in access to services as inequalities are exacerbated.

Women have reported increased income insecurity, inability to access government schemes due to low earning threshold, loss of employment due to casual employment status etc. Undocumented women have also been left completely at the mercy of unscrupulous employers. NRPF status has disempowered women from claiming benefits that could have provided a much-needed safety-net from exploitation and abuse.

NRPF women with serious underlying health conditions/critical illness have been unable to access healthcare and have been either scared to seek help for fear of detention and deportation or turned away due to NRPF status, despite limited relaxation purportedly allowed for healthcare provision to NRPF women for Covid-19 related treatments. We are pleased that we are in a collaboration with the Southall Black Sisters to provide a service.

The lack of socio-economic access to safety during the pandemic for migrant women is exacerbated by vast digital inequalities (no safe access to phones, no credit, and no access to the internet).

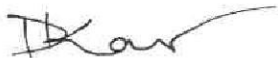
We are receiving a record number of referrals and also this is the national state from NRPF women fleeing alarming rates of VAWG, with no alternative safety-net and no choice but to face destitution or suffer.

We are receiving increased referrals from women out of area seeking specialist BAMER refugees due to zero capacity nationally.

The innovative campaign which we continue to run and the aim is to reach out to women who are most marginalised during the movement restriction period and beyond, ensuring that as many women as possible understand that support is available to them during this difficult time. The campaign is entitled 'We are here for you' and operates on social media as #ashianaishereforyou

Over the next year we are entering a challenging phase for staffing, strategic positioning and exploring funding streams to allow us to focus on Domestic Abuse and Honour Based Violence, enabling us to develop and offer increased services to women affected by the pandemic for the coming year and beyond.

Everyone at Ashiana plays a vital role in helping us provide the very best services and support. I give our thanks to our incredible and loyal team of staff, volunteers, champions, and trustees for their fortitude and commitment throughout the year. Together we make a huge difference to hundreds of people from all over the globe every year.



Daljit Kaur, Chair
Dated: 22 March 2022 | 6:24:32 PM GMT

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Report of the Trustees
for the Year Ended 31st March 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of 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 (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05853854 (England and Wales)

Registered Charity number

1120401

Registered office

Knowle House, 4 Norfolk Park Road
Sheffield
South Yorkshire
S2 3QE

Trustees

F Cotterell

D Kaur

R T Kiyani

S Marshall

K Moqbil (appointed 1/9/2020)

Sofia Odguleh (appointed 13/12/2021)

Ayesha Mushaid (appointed 13/12/2021)

N Rahmatulla (resigned 28/7/2020)

Chief Executive Officer

N Lambe (acting CEO, resigned 13/08/2021)

Company Secretary

S Marshall

Auditors

Sinclair Bartrum Lerner

Statutory Auditor

Forum House

First Floor, 15-18 Lime Street

London

EC3M 7AN

Objectives and activities

Our charitable objectives are set out in Article 3 of the Memorandum of Association and remained unchanged throughout the year.

Our work is delivered in a gender specific and culturally aware way to:

- provide services for women suffering the effects of recent and lifelong trauma, from widely different religious, linguistic and geographical communities and experiences and confronted with sharing intimate living spaces at points of crisis and potential breakdown in their lives.
- provide specialist women-only services in a framework for women that facilitates their understanding of their experiences in a context of patriarchy and racism, and promotes self-esteem and recovery.
- adopt a holistic approach to service provision by developing projects such as training and development, advocacy, employment, floating support, language support, volunteering, community education and awareness raising.
- support BAMER women to access the criminal justice system, whether this concerns reporting to the police, or pursuing a prosecution.
- challenge systems which might be institutionally sexist or racist to ensure BAMER women's views are heard.
- play a key role both in helping BAMER women and children access their rights, and to advocate on their behalf.

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- provide services for high-risk clients experiencing forced marriage, honour-based violence, or survivors of trafficking and women with no recourse to public funds.

Charity aims

Ashiana have been established for 40 years and is the only charity of its kind delivering holistic services to women from BAMER communities within Yorkshire and Humber and the surrounding areas. Our overall aim is to provide culturally specific and expert services for Black, Asian, Minority Ethnic and Refugee (BAMER) women and children arriving in Sheffield and recently arrived from all over the world, fleeing domestic and sexual abuse within a range of multiple perpetrator systems such as forced marriage, female genital mutilation, human trafficking, gang violence and honour-based violence and grooming.

We are driven by our vision of a world where everyone can live free from fear and harm. Our mission is to support and empower those from Black, Asian, Minority Ethnic and Refugee (BAMER) communities whose lives have been affected by violence and abuse, to take control of their lives and move forward into healthy, stable and safer futures.

Our strength lies in our ability to develop high quality services and we strive to develop new partnerships, new projects and new services which enhance the support available to BAMER women across the UK. Our model of support offers a holistic, flexible end to end approach which is directly developed based on feedback and needs of those that we support.

Who we serve

Many BAMER women with complex needs and who are at high risk may not follow mainstream pathways or access services through the usual referral routes and may not be appropriately supported without our service. Our experience and research has found that BAMER women are less likely to seek help from services they perceive as insensitive to their values and needs and this reinforces the marginalisation they experience due to social and economic inequalities.

BAMER women also face cultural and social barriers of honour, shame and stigma attached to leaving abusive relationships. Combined with personal feelings of guilt and responsibility and often the uncertainty of insecure immigration status, they may endure abuse for longer periods, and to be experiencing severe abuse and extreme isolation by the time they seek help.

Other barriers to accessing mainstream services include lack of language, cultural and religious sensitivity and lacking in knowledge of the multiple forms of abuse they are subjected to by multiple perpetrators, as well as the understanding of the specific pressures and threats they face from intimate partners, families and communities.

We are also aware that women who do not receive an appropriate service from a BAMER women's organisation are more likely to withdraw from services and wait until problems escalate before accessing services again, creating greater costs and distress. So while short term savings may be achieved by withdrawing specialist BAMER services, over the long term there is a higher probability that the issue will manifest itself again with greater economic and social consequences. The need for specialist provision is even more acute for higher risk issues. Where BAMER women are at risk of forced marriage, human trafficking, so-called honour-based violence, female genital mutilation, grooming and potential domestic homicide, the priority is to find a place of physical safety they will trust enough to access.

The shared experience in a BAMER service of being in a minority group reduces isolation for service users and supports their journey out of self-blame towards recovery and self-esteem. The role models of competent BAMER women professionals from their own communities delivering the service are powerful catalysts in opening up new possibilities of a self-determining future for them. We also recognise that this is becoming a challenge as we are now providing a service to women from a global society and includes a more diverse group. Ashiana is committed to providing a consistent, quality service to all our service users and strive to support them to overcome barriers to encourage full access to services and the support they need.

Charity's partners and supporters

Ashiana works within many national networks addressing BAMER needs including the Forced Marriage Unit, Human Trafficking Foundation, Home Office Trafficking Unit, Home Office FGM Unit, Anti Trafficking Monitoring Group and Women's Aid. Locally, we are members of the South Yorkshire Violence Against Women and Girls Network, South Yorkshire Domestic Abuse Forum, Sheffield FGM Strategy Board and regularly work alongside other providers and change makers in the region. We are recognised as a main provider of BAMER services in the UK and are highly regarded as experts in our field and have taken part in developing the Trafficking Care Standards and the EU Settlement scheme pilot and have also been recognised for work delivering a European project that helped form the recent NRM review and upcoming Home Office victim care contract for Human Trafficking and Modern Slavery.

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for the Year Ended 31st March 2021

This year, Ashiana became the lead partnership in a continuation project, RENEW, in partnership with the British Red Cross, funded by Comic Relief which follows on from a successful European wide partnership project, the STEP project, which offers longer term support and interventions for survivors of human trafficking and modern slavery as outlined below. The STEP project also received an international award from the Thomson Reuters Foundation annual Stop Slavery Awards and was the first of its kind in the category of 'Collaboration', won alongside project partners Hestia and British Red Cross, awarded amongst peers from across the globe who are working to eradicate modern day slavery. We are currently in discussion in regards to a collaboration approach with STEP at present.

We have also taken the lead in a collaboration of multi-agency partners to develop an Anti-Human Trafficking and Modern Slavery Partnership for the South Yorkshire Region, funded by the South Yorkshire Police and Crime Commissioner as outlined below.

We have secured funding for and delivered a variety of different projects, been involved in many pieces of research, regularly speak at local and national events including Parliament and the House of Lords and regularly host key governmental figures; enabling Ashiana to become a lead specialist organisation.

Ensuring the charity's work delivers the charity's aims

Ashiana undertakes business planning exercises involving the staff team, trustees and our clients to review milestones and the impact of our work in the previous year. These reviews look at whether the organisation has achieved its key objectives and assesses the outcomes for service users. Ashiana regularly monitors and evaluates its services to ensure that interventions improve the outcomes for BAMER women and children and also ensure the organisation is accountable.

Monitoring and evaluation are essential in helping the charity understand what works best for BAMER women and children. Frameworks for reviewing services include methods such as user evaluation forms, exit questionnaires, focus groups, and interviews with key stakeholders. Evaluations are done internally or sometimes external evaluations are commissioned. Ashiana is an organisation that strives to meet the needs of service users, fulfil the requirements of funders and ensure that high-quality standards are maintained and examples of good practice are recognised through its delivery of services.

Public benefit

Our main activities and our beneficiaries are described in this report. The trustees review our strategic vision, and objectives and activities, regularly to ensure that our work is firstly fit for purpose and secondly meets the stated purpose. The trustees consider how the strategic plan and planned activities advance the aims and objectives set and are focused on exclusively charitable purposes which are, in the opinion of the trustees, beneficial to the community within the areas as set out above. Trustees referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees have considered how planned activities will contribute to the aims and objectives they have set.

Achievements and performance

Now within the fifth year of our 5 year strategy, we have achieved all of our objectives. A further review has taken place with the staff support and a new plan reviewed and implemented.

This includes a renewed vision, mission, an updated brand and introduced a radical restructure of our staff team to ensure operational objectives were achieved and we are able to respond to the changing and increasing needs of our various projects efficiently. The review also ensures improved processes and staff support and benefits as well as continuing to reach our high-quality service delivery aims.

We have also seen success in a number of effective new projects developed to extend the range of services available to women to achieve positive outcomes. Our increased activities in training and awareness raising locally, regionally and nationally has achieved an impact on the number of women being more appropriately responded to and referred to vital support.

2,630 Women accessed support through our range of services including one to one support, outreach, support groups and drop-in services. 95% of which demonstrated reductions in violence instances and have overcome / are overcoming experiences of disempowerment and being disenfranchised.

Throughout the year we were able to support over 2,630 vulnerable adults and their children to exit violent situations and move on to safe, stable futures. We achieved this through a variety of existing and new specialist services and activities provided including:

- emergency accommodation and support for women and their children who have been trafficked for the purposes of sexual exploitation and domestic servitude.
- support for BAMER women and children experiencing domestic abuse, forced marriages and honour-based violence.
- emergency accommodation, support and subsistence for women who have no recourse to public funds affected by violence and abuse.
- holistic, emotional and practical support on a one to one, group work and outreach basis for women and their children.

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- bespoke volunteer training and placement opportunities for BAMER women within Ashiana and partnership organisations.
- bespoke, specialist training and awareness raising sessions to a range of cross sector organisations.
- one to one emotional and practical support to male and female victims of human trafficking across the UK covering Yorkshire and Humber, the North East, the North West and East Midlands.
- early intervention and awareness raising packages tailored to cross sector front line organisations as well as the communities and those within the communities.
- language education and support in the form of ESOL classes.

Project staff are able to offer support to participants in other languages including Urdu, Punjabi, Arabic and French. Additionally, the staff are experienced in the use of interpreters when needed.

Combatting Violence through Empowerment

Previously funded through the Big Lottery Reaching Communities Fund, this project is an enhanced continuation project based on the learning from the 5 year 'Empowerment through Advocacy' Project and aims to offer specialist culturally customised support, advocacy, education, awareness raising and community empowerment initiatives around violence and abuse to women from BAMER communities as well as offering volunteer and training opportunities in a safe and supportive environment. This project came to an end this year and Ashiana trustees dedicated resources to ensure the continuation of this project. Towards the end of the year, we were successful in gaining funding through the Henry Smith Charity to partially fund the support element of this service.

This year, the project enabled Ashiana to support 1812 BAMER women and their children to move away from violence and increase their life opportunities in a safe, women only space, enabling and empowering them to make the important steps towards rebuilding their lives in a culturally and gender informed way. Women supported are extremely vulnerable and have a high risk through the devastating effects of domestic violence, sexual abuse, exploitation and other forms of gender-based violence and oppression.

Training, awareness and early intervention

To underpin our support projects, we have recognised a need to deliver training and awareness sessions to cross sector front line organisations, aiming to promote awareness of, and appropriate responses to, BAMER women's needs as well as offering direct referral routes to Ashiana services.

Ashiana has delivered training to 16 cross sector organisations and community groups, hosting a total of 184 women, families, community members and professionals in order to raise awareness around violence risk factors most prevalent within BAMER communities. Through delivering this training, Ashiana are able to provide direct referral routes into specialist services as well as our wider support package.

Empowerment workers have increased the delivery of awareness-raising sessions to women in traditionally hard to engage communities and have further developed services and groups within those communities to ensure they are easy to access and we are reaching women that are extremely isolated.

Volunteers, employment and engagement

This year we have reviewed our volunteer programme through various consultation and data processes. As a result, we are developing further roles and opportunities through volunteering, community engagement and employment which will enable Ashiana to offer a truly holistic end to end support model, increasing independence and empowerment and offering long term sustainable futures for women.

English as a Second or Other Language (ESOL)

Our in-house ESOL provision provides opportunities for women to access language support in a safe, women only environment. Access also reduces isolation and increases skills and confidence to move into long term independent living. Many of the women that access these classes are unable to access alternative ESOL provision (i.e., college) due to their low levels of language and provider funding restrictions in relation to this. The classes are attended on a regular basis by over 30 women and are fully run by qualified tutors who work with Ashiana on a voluntary basis.

Support for Victims of Human Trafficking and Modern Slavery

Since 2009, Ashiana has worked to provide support to victims of trafficking within the UK Home Office Anti Human Trafficking Victim Care contract and have worked in partnership with the Salvation Army since 2011; the contract for this work has been secured until 2026.

The outreach services support around 690 people, with around 265 dependent children. Direct support to survivors of modern slavery is provided by a team of support workers. Teams were made up of between three and ten support workers, who in turn supported between 15 and 20 survivors each.

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The project offers accommodation for those who have experienced human trafficking and modern slavery across the UK covering Yorkshire and Humber, the North East, the North West and East Midlands. The project supports the service users in their experiences of being trafficked, and works very closely with them on their asylum and / or immigration case. A key aspect of the work is to support victims within the National Referral Mechanism, a process established to ensure the identification of victims of trafficking, in order for them to access the support to which they are entitled as per Article 12 of the Council of Europe Convention Against Trafficking. Through key working meetings and ongoing support, the trafficking project enables the development of skills and confidence and supports victims to become independent, and move on in a planned way.

We continue to strive to improve the service and outcomes for victims of trafficking; this year being another particularly successful year for the project.

Removing barriers to accessing therapeutic support

Through its commitment to delivering services in partnership, the CVTE project continues to work closely alongside the regional based collaboration 'Recovery and Empowerment Partnership' funded through the Lottery Women and Girls Initiative.

Alongside other women's organisations in the region, Ashiana rolled out a programme aimed at removing barriers and providing enhanced access to women and girls who suffer from vulnerabilities which create barriers to accessing therapeutic support from mainstream services, particularly related to their cultural needs.

The Project offers personalised and responsive specialised support to women, based on their gender and cultural needs, in a safe, women only environment. This is delivered through drop-in sessions, appointments, group work and fast track referrals to the Partnership's therapeutic activities, as well as other specialist services. This project ended this year; learning and interventions have been utilised and have enhanced our ongoing work within other services and projects.

Supporting women with no recourse to public funds (NRPF)

One of the pressures on our service is the issue of women with no recourse to public funds who come into England on spousal visas, experience domestic abuse and are then faced with the choice of staying with an abusive partner or leaving without any recourse to financial assistance. Women accessing our Human Trafficking and Modern Slavery services may also find themselves destitute after their period of support. Last year, Ashiana established a NRPF service. We have made two beds available in one of our refuges specifically for women with NRPF that are fleeing abuse. These beds are currently the only 2 dedicated spaces available in South Yorkshire and are funded purely through our fundraising efforts; these beds have been consistently fully occupied and we have had many more requests for support than we have been able to meet. To date, 52 women have accessed accommodation and support. Alongside the bed spaces, we allocated some reserves funding to establish a much needed and dedicated NRPF Officer role. This worker works with the women in the refuge, giving practical and emotional support to take control of their lives and helping them to move forward and into secure accommodation so they can live an independent life free from fear and harm. The worker also has direct communication with frontline services (such as children and vulnerable adult services and housing officers) to ensure women with NRPF are appropriately protected and raise the awareness of their issues and needs. This provision continues to be a challenge to gain specialist funding and support for.

Early intervention and resettlement projects

Research shows that women may be vulnerable to re-trafficking or other forms of exploitation and re-victimisation if their sources of support end before they have had chance to begin recovery from their experience of trauma. Women themselves cite the need for continuity of care to avoid this and Ashiana concurs with this at the same time as recognising the need to avoid the development of relationships based on dependency rather than empowerment. Some of the work we do with victims of human trafficking can be limited to when they are part of the NRM due to timescales. Short time scales can be damaging to a woman's recovery. A woman that has begun her support with us can be highly traumatised and it takes time to build the relationship of trust and support with her, to be able to continue that support beyond her trafficking decision allows her to continue her recovery with a trusted professional who has both expert knowledge and cultural sensitivity. Ashiana have received funding for various areas of work to provide support to women outside of the NRM aimed at providing information, identification and support at an early stage as well as offering longer term, post NRM support to those that may need it during another period of huge change in their lives.

We are currently supporting women across our services and have a collaborative partnership with the Southall Black Sisters and on track in achieving our target to support vulnerable women.

The broad aims of the projects are:

- to identify trafficked women and help them escape exploitation.
- to enable trafficked women to live free from exploitation by providing appropriate and timely support.

To support the achievement of these aims the workers also:

- train advisers in the voluntary and public sectors to identify trafficked migrants and address their needs more effectively.
- provide advice services to trafficked women and more effective refuge/sanctuary through the social housing sector.
- research the extent of the issue in this region and critically assess current interventions.

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- establish an active network of organisations to advocate for effective policy on preventing trafficking and protecting victims.

In practice, this enables Ashiana to provide 'wraparound' support to clients pre, during and post-NRM. It also enables us to support those clients who do not wish to enter the NRM process. We are also mid stage through other funding activities to enable further development and sustainability. Through these projects we are able to offer this vital support and have already achieved many positive outcomes for over 100 women around long-term accommodation, mental and physical health, family and children, education and employment.

Dedicated Support for Children and Families affected by Violence, Abuse and Exploitation

Funded by Children in Need, this project aims to develop services dedicated to supporting children and families who have experienced or been affected by violence, abuse and exploitation.

Over the past year, of the women we supported approximately 55% had child dependents. Many of these children have come to us from very distressing circumstances, and have varying support needs. Women whose children were trafficked to the UK with them, or who were born whilst she was still in a trafficking situation may have witnessed the abuse of their mother, or may have been direct victims of abuse. Similarly for children whose mothers are experiencing domestic violence. This can have a profound impact on emotional health and behaviours for which the parent and child may require support to manage both in relation to their own trauma and the impact that this may have on the mother/child relationship.

Children who have experienced complex and multiple forms of abuse will not have had the opportunity to live as a child throughout their childhood and may not have had the opportunity to explore and come to terms with what they have experienced and the trauma that they face. This project offers a dedicated worker and safe spaces both within the refuge, community support services and appropriate child friendly partnership organisations to allow children to explore their wants and needs both practically and emotionally as well as begin their recovery and move into positive futures through focussed activities within a variety of methods such as play, relaxation, exercise, arts and crafts and mother and child sessions.

The worker also works closely with Ashiana support workers, who are supporting mothers to develop family relationships and link closely with new and existing partnership providers to ensure access to specialist services such as mental and physical health, finance and benefits, legal rights and support, children's services as well as support within the criminal justice system.

Partnerships, networks and further funding

As well as the above projects, we have continued to develop partnerships, networking relationships and funding opportunities in the areas we deliver anti-trafficking accommodation and outreach support. This is to allow us to position ourselves strategically in order to input into local, regional and national policy and practice with the ultimate aim of improving the support available to our clients.

Ashiana leads the coordination of the South Yorkshire Modern Slavery Partnership – a strategic partnership funded by the Police and Crime Commissioner to tackle modern slavery in the region. In the last year, a coordinator was employed to oversee the project and to push forward with achieving a number of outcomes.

A few key achievements include:

Holding a launch event – this event brought together various statutory, third sector and private organisations across the region who are involved in the identification and support of victims of modern slavery. 58 people attended the launch event and Organisations represented included, the four local authority community safety partnerships, the South Yorkshire Police, the Police and Crime Commissioners Office, NHS, the Home Office, the National Crime Agency and various charities. 100% of those who gave feedback said they found the event useful.

Developing a Strategic Board – a strategic group of organisations involved in the identification and support of victims and the prosecution of exploiters has met three times this year since the launch. The Board has agreed its terms of reference and has identified a governance structure which it will work from. Training frontline professionals – the coordinator has trained 301 frontline professionals from housing to health across the region. Training has ranged from 30 minutes team talks to 3 hours sessions and has covered what modern slavery is, the National Referral Mechanism and good practice for supporting victims of modern slavery.

Raising Awareness – the partnership has developed resources which outline general signs of modern slavery, relevant contact numbers and information about the Partnership; these resources have been shared with frontline professionals as part of their training. We have also begun work on developing a 'Pocketbook for Professionals which will support local community groups and frontline professionals to spot the signs of modern slavery, refer victims to the appropriate support and ultimately reduce their risk of further harm. The Partnership have also engaged with local media to raise awareness to the public about the signs of modern slavery.

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Developing better connections – Through the Partnership we have joined the National Network of Coordinators Forum which has enabled us to voice challenges in South Yorkshire to a national level and to share best practice with other regional groups. We have also launched a monthly Partnership newsletter to be sent to professionals and includes key policy updates, events and useful resources.

Other strategic partnerships already exist between Ashiana and regional and national groups and coalitions including the Home Office Forced Marriage Partnership Network, Anti Trafficking Monitoring Group, Human Trafficking Foundation and Labour Exploitation Advisory Group (LEAG).

Immigration and Asylum Advice

Many of the women we support need qualified immigration or asylum advice but changes to both the legal aid system and the immigration laws have made this advice both harder to come by and more vital. Not only do we get daily requests for advice from our own clients and people we see at our drop-in sessions, but we also hear many stories of women being either given incorrect advice, getting advice too late and being exploited by people claiming to be qualified solicitors.

Ashiana are now an 'Offices of the Information Services Commissioner' (OISC) registered organisation and are dedicated to training key staff to be able to offer good-quality, qualified and timely immigration and asylum advice to our clients and to other vulnerable people. Being able to offer this service alongside the current advocacy, support and information giving services would be another vital step that the women can take towards independent, safe lives.

To be able to use the law to provide this vital missing piece in our support would go a long way to protect incredibly vulnerable and exploited women from the kind of discrimination and disadvantage that would leave them exposed to further exploitation and harm.

Fundraising activities

This year, we have diversified our income streams and Ashiana seeks to continue to develop new, innovative services that enhance the opportunities available.

Contracts continue to have also been secured from the Salvation Army to continue to deliver accommodation and outreach support to victims of human trafficking, until 2026. We are also exploring further accommodation and support opportunities based on the growth and need of survivors as well as planning for the impending new national contract, rolled out in 2021.

We have also secured grants from to support work with children and families, network development and have increased our partnership grant activities with other local and national organisations. These include Children in Need, Comic Relief and the South Yorkshire Police and Crime Commissioner.

Throughout the period, Ashiana has worked to develop the training and awareness raising activities available both locally and nationally in order to raise awareness and understanding of domestic abuse, forced marriage, honour-based violence, FGM, trafficking and related issues in BAMER communities, in the wider community and amongst professionals, generating further earned income.

Our online donations platform and initiated campaigns and partnerships which has increased our profile and in turn, generated income. Our strategy outlines our ambitious plans to further build upon this work over the coming years.

Financial review

The charity has made a surplus of £394,778 for the year (2020 - £24,824 deficit).
The charity's total income amounted to £3,577,397 (2020 - £2,674,100). The total expenditure for the year was £3,182,619 (2020 - £2,698,924).

Our model for financial management is to ensure we maintain stability and sufficient funds to safeguard ongoing investment in the critical elements of our strategic plan. Financial policies and procedures form the framework upon which decisions for expenditure are made and we have developed a clear schedule of delegated authorities, which has been reviewed by the trustees.

Monthly management accounts are produced for managers to monitor budgets and review the expenditure. The Chief Executive Officer reviews all management accounts and detailed financial information is given to the board on a monthly basis. New systems have been established and more detailed reporting measures have been put in place and regularly reviewed.

At 31 March 2021 total reserves were £1,124,798 (2020 - £730,020) of which £1,060,401 was unrestricted, £45,000 designated and £19,397 restricted. The board of trustees considers the state of the charity's finances is satisfactory and that the charity is well positioned to carry out its objectives in the future.

Ashiana Sheffield

Report of the Trustees
for the Year Ended 31st March 2021

The current level of free reserves of £1,039,317 would be sufficient to support general running costs and projects for 7 months (2020 - 7 months) based on current budgets and secured grants.

Reserves policy

The trustees examine the charity's requirements for reserves in light of the main risks to the organisation at least on an annual basis. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least 6 months of the expenditure.

The reserves are needed to meet the working capital requirements of the charity and in the event of a significant drop in funding, we can continue the current activities of the charity. Such a level of funds would allow sufficient time to replace lost funding income and potentially generate additional unrestricted income.

The Trustees have taken the decision to designate funds towards organisational development, research and capabilities projects in line with future development and sustainability as outlined in the strategy, totalling £90,000 over 2 years, this has now been expended. The brought forward fund of £40,000 committed to supporting Community Engagement and Employment Work remains for the next year. The brought forward balance of £5,000 remains unspent for awareness raising events.

Risk management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks. The trustees assume responsibility for ongoing review of the risks facing the organisation. In this context, we define risk as the potential to fail to achieve our objectives and for loss, whether financial or reputational, inherent in the environment in which we operate.

The senior management team have conducted a review of the risks to which the charity is exposed and a risk register has been established. Each year the board of trustees conducts a review of the major risks to which the charity is exposed, as part of its annual strategic review to reflect and evaluate our business activity and review risks.

The risk register is intended to manage and monitor strategic organisational risks, with a particular focus on financial, safeguarding and reputational risks. It is recognised that the organisation's policies, procedures and internal controls cover common operational issues and such issues would only be highlighted if they were identified as reaching strategic risk level. The risk register is updated regularly by the senior management team and the board of trustees reviews and approves it at least annually.

We are continually striving to ensure a consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity. Programmes and projects are individually reviewed and risks identified managed by the senior management team.

Plans for the future

Ashiana seeks to continue to develop new, innovative services that enhance the service opportunities available. We are part way through grant funded projects as outlined above have secured further grant funding from Comic Relief in Partnership with the Red Cross to further develop our work in West Yorkshire, enabling further services, awareness and raised profile across the region. We have also secured funding to develop the Children and Families Service from Children in Need.

The grants secured from South Yorkshire PCC and the investment and development of services for women with NRPF will enable Ashiana to scope, evidence and develop future work across the regions as well as strengthening our profile and the voice of those we support to make real and lasting change.

Contracts for next year have also been secured from The Salvation Army to continue to deliver accommodation and outreach support to victims of human trafficking.

Ashiana are exploring partnerships and are developing further strategic work within the regions in which we operate. Our enhanced training and awareness raising activities programme available both locally and nationally in order raise awareness and understanding of domestic abuse, forced marriage, honour-based violence, FGM, trafficking and related issues in BAMER communities, in the wider community and amongst professionals rolled out during this period and will continue to be developed.

Covid-19

The Covid-19 Pandemic has greatly impacted the organisation. We have worked very hard to adapt our services to meet the current and future needs of our clients and colleagues. The changes meant that unfortunately we had to postpone some of our group and face to face activities, although we were able to develop remote working practices across all of our projects to ensure that all of our clients we able to access vital support.

Ashiana Sheffield

Report of the Trustees
for the Year Ended 31st March 2021

We have had expert analysis-based guidance on Covid-19 related matters which has helped the organisation correctly stay ahead of developments, having pre-empted government restrictions. Ashiana has been able to plan services and revert to Work From Home (WFH) flexible options for staff with ease whenever necessary.

We continued to receive increased number of referrals to our Domestic Abuse Services, reporting multiple needs including immigration, mental health, escalating risk, safety network breakdown and severe isolation. This is further evidence that BAMER women are disproportionately impacted by the combined effects of VAWG and Covid-19.

BAMER women are disproportionately at risk of abuse and violence (3 times more likely to die on account of abuse)- the pandemic made matters worse due to distancing from community support networks, inability to seek walk-in referrals at specialist services and state diversion to other priorities which has further excluded minority women and armed their perpetrators with a sense of impunity.

Nonetheless, the responses from statutory agencies is inequitable and inadequate with many examples of women forced back to perpetrators due to their immigration status. NRPF rules are still in force and the DDVC has only been minimally extended to cover the initial period of crisis.

The hostile environment and the two pandemics means that migrant women subjected to violence and abuse including 'honour'-based violence, forced marriage, and trafficking, will continue to experience barriers in access to services as inequalities are exacerbated.

Women have reported increased income insecurity, inability to access government schemes, loss of employment and those who are undocumented are put further at risk from unscrupulous employers and have been unable to access healthcare due to fear of detention and deportation or turned away.

The lack of socio-economic access to safety during the pandemic for migrant women is exacerbated by vast digital inequalities (no safe access to phones, no credit, and no access to the internet) and the already limited specialist refuges across the country were quickly reporting at full capacity.

Emergency funding provided by the Ministry of Housing, Communities and Local Government as well as Ministry of Justice funding, locally distributed through Police and Crime Commissioners Office, enabled Ashiana to offer direct Ashiana led specialist accommodation and increased support to those fleeing Violence and Abuse during the 'lockdown' period.

We also developed Ashiana's own online digital platforms and an innovative campaign which aims to reach out to women who are most marginalised during the movement restriction period and beyond, ensuring that as many women as possible understand that support is available to them during this difficult time. The campaign is entitled 'We are here for you' and operates on social media as #ashianaishereforyou.

Ashiana continues to review and develop our 5 year strategy which we launched in April 2016. This development has enabled the organisation to identify areas for development and prepare for upcoming changes both nationally and globally that may affect us and those that we support. We are already working on the new strategy which includes planning for the 'new' way of working and challenges due to the Covid-19 pandemic and development of digital platforms and organisational infrastructures are well underway.

We are concerned about the impact that the pandemic will have on future funding streams and are working with relevant sector wide networks to continue to ensure that women's needs are at the forefront of future funding strategies.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated and registered as a charity. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Company status

The company is limited by guarantee and all members have agreed to contribute a sum not exceeding £10 in the event of a winding-up. The number of guarantees at 31 March 2021 was five.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

D. Kaur
F. Cotterell
S. Marshall
R. Kiyani
K Moqbil

Ashiana Sheffield

Report of the Trustees
for the Year Ended 31st March 2021

Recruitment, appointment and training of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the management committee. New trustees are recruited to ensure that collectively the board maintains a broad range of varied backgrounds, skills and experience. We endeavour to ensure the needs of our beneficiaries are reflected by the diversity of the board in terms of the skills, expertise and interests represented. Potential trustees are briefed to ensure they understand the objects, activities, strategy and ethos of the charity. New trustees receive a formal induction with the Chair of trustees, Chief Executive Officer and a full day induction within the service setting. The induction process ensures that all trustees understand the workings of the organisation. An annual trustee training day is held to review the work of the organisation and set targets for the coming year. Policies and procedures are in place to ensure that decisions are taken at the appropriate level.

All members of the management committee give their time voluntarily. Travel and other expenses incurred in the discharge of trustee duties are reimbursed to all trustees.

Organisational structure

The board is made up of women from Black, Asian, Minority Ethnic and Refugee backgrounds with a range of relevant skills and experience both individually and collectively which is local, national and international and they exercise independent and objective judgment. The Board meets monthly to agree and review strategy, and oversee the operational and financial activities of the organisation.

The board of trustees has overall responsibility for the governance and strategic direction and policy of Ashiana. Day to day responsibility for the provision of the service are delegated by the Trustees to the Senior Management Team and are responsible for ensuring that the charity delivers the services specified and that key performance indicators are met under the direction of the Chief Executive. The Chief Executive is managed by the Chair of the Board who provides leadership, professional support and annual appraisal.

Events since the year end

Particulars of events after the reporting date are detailed in note 19 to the financial statements.

Remuneration policy

The trustees consider the board of trustees and the Chief Executive Officer as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis. All trustees give up their time freely and no trustee remuneration was paid in the year.

The pay of the charity's Chief Executive Officer is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the charity, its economy of operations, and the extensive use of professional advisers to the trust board, the trustees consider that a multiple of up to three times the median average salary for UK employees is appropriate for this role. The remuneration is also bench-marked with grant-making charities of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Auditor

The auditor, Sinclairs Bartrum Lerner, are deemed to be appointed under section 487(2) of the Companies Act 2006.

Disclosure of information to auditor

Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor are aware of such information.

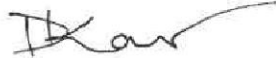
Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Ashiana Sheffield

Report of the Trustees
for the Year Ended 31st March 2021

The trustees' report was approved by the Board of Trustees and signed on behalf of the Board.



D. Kaur

Chair

Dated: 22 March 2022 | 6:24:32 PM GMT

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Ashiana Sheffield

Statement of Trustees' Responsibilities
for the Year Ended 31st March 2021

The trustees (who are also the directors of Ashiana Sheffield for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements 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 charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Report of the Independent Auditors to the Trustees of
Ashiana Sheffield
for the Year Ended 31st March 2021

Opinion

We have audited the financial statements of Ashiana Sheffield (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 auditors' 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 trustees' 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 parent charity'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 other information comprises the information included in the Report of the Trustees, other than the financial statements and our Report of the Independent Auditors thereon. The trustees are responsible for the other information contained in the Report of the Trustees. 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 there is 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 the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Report of the Independent Auditors to the Trustees of
Ashiana Sheffield
for the Year Ended 31st March 2021

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in 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 accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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 directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the parent charity financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

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 design our procedures so as to obtain sufficient appropriate audit evidence that the financial statements are not materially misstated due to non-compliance with laws and regulations or due to fraud or error.

We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations - this responsibility lies with management with the oversight of the Trustees.

Based on our understanding of the charity and the charity sector, discussions with management and trustees we identified financial reporting standards, Charities Act 2011 and Companies Act 2006 as having a direct effect on the amounts and disclosures in the financial statements.

As part of the engagement team discussion about how and where the charity's financial statements may be materially misstated due to fraud, we did not identify any areas with an increased risk of fraud.

Report of the Independent Auditors to the Trustees of
Ashiana Sheffield
for the Year Ended 31st March 2021

Our audit procedures included:

- completing a risk-assessment process during our planning for this audit that specifically considered the risk of fraud;
- enquiry of management about the Charity's policies, procedures and related controls regarding compliance with laws and regulations and if there are any known instances of non-compliance;
- examining supporting documents for all material balances, transactions and disclosures;
- enquiry of management, about litigations and claims and inspection of relevant correspondence;
- analytical procedures to identify any unusual or unexpected relationships;
- specific audit testing on and review of areas that could be subject to management override of controls and potential bias, most notably around the key judgments and estimates, including the carrying value of accruals, provisions and revenue recognition;
- considering management override of controls outside of the normal operating cycles including testing the appropriateness of journal entries recorded in the general ledger and other adjustments made in the preparation of the financial statements including evaluating the rationale of significant transactions, outside the normal course of charitable activity.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report of the Independent Auditors to the Trustees of
Ashiana Sheffield
for the Year Ended 31st March 2021

Use of our report

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Farzana Ahmed (Senior Statutory Auditor)

For and on behalf of
Sinclairs Bartrum Lerner
Statutory auditor
Forum House
First Floor, 15-18 Lime Street
London
EC3M 7AN
Dated: 24/03/2022

Ashiana SheffieldStatement of Financial Activities
for the Year Ended 31st March 2021

		Unrestricted funds	Restricted funds	31/3/21 Total funds	31/3/20 Total funds (as restated)
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	30,142	-	30,142	14,003
Charitable activities	5				
Charitable activities		3,192,572	354,628	3,547,200	2,659,824
Investment income	4	<u>55</u>	<u>-</u>	<u>55</u>	<u>273</u>
Total		3,222,769	354,628	3,577,397	2,674,100
 EXPENDITURE ON					
Charitable activities	6	<u>2,751,812</u>	<u>430,807</u>	<u>3,182,619</u>	<u>2,698,924</u>
 NET INCOME/(EXPENDITURE)		470,957	(76,179)	394,778	(24,824)
Transfers between funds	17	<u>(68,021)</u>	<u>68,021</u>	<u>-</u>	<u>-</u>
Net movement in funds		402,936	(8,158)	394,778	(24,824)
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>702,464</u>	<u>27,556</u>	<u>730,020</u>	<u>754,844</u>
 TOTAL FUNDS CARRIED FORWARD		<u>1,105,400</u>	<u>19,398</u>	<u>1,124,798</u>	<u>730,020</u>

Ashiana SheffieldBalance Sheet
31st March 2021

	Notes	31/3/21 £	31/3/20 £
FIXED ASSETS			
Intangible assets	11	6,500	8,591
Tangible assets	12	<u>14,584</u>	<u>13,332</u>
		21,084	21,923
CURRENT ASSETS			
Debtors	13	732,322	547,233
Cash at bank and in hand		<u>589,740</u>	<u>328,555</u>
		1,322,062	875,788
CREDITORS			
Amounts falling due within one year	14	(218,348)	(167,691)
NET CURRENT ASSETS		<u>1,103,714</u>	<u>708,097</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,124,798</u>	<u>730,020</u>
NET ASSETS		<u>1,124,798</u>	<u>730,020</u>
FUNDS	17		
Unrestricted funds		1,105,401	702,464
Restricted funds		<u>19,397</u>	<u>27,556</u>
TOTAL FUNDS		<u>1,124,798</u>	<u>730,020</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

22 March 2022 | 6:24:32 PM GMT

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:


.....
D Kaur - Trustee

Company Registration Number: 5853854

Ashiana SheffieldCash Flow Statement
for the Year Ended 31st March 2021

	Notes	31/3/21 £	31/3/20 £
Cash flows from operating activities			
Cash generated from operations	1	<u>273,238</u>	<u>(272,944)</u>
Net cash provided by/(used in) operating activities		<u>273,238</u>	<u>(272,944)</u>
Cash flows from investing activities			
Purchase of intangible fixed assets		-	(9,750)
Purchase of tangible fixed assets		(12,109)	(5,670)
Interest received		<u>55</u>	<u>273</u>
Net cash used in investing activities		<u>(12,054)</u>	<u>(15,147)</u>
<hr/>			
Change in cash and cash equivalents in the reporting period		261,185	(288,091)
Cash and cash equivalents at the beginning of the reporting period		<u>328,555</u>	<u>616,647</u>
Cash and cash equivalents at the end of the reporting period		<u>589,740</u>	<u>328,555</u>

The notes form part of these financial statements

Ashiana SheffieldNotes to the Cash Flow Statement
for the Year Ended 31st March 2021

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES			
	31/3/21	31/3/20	
	£	£	
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	394,778	(24,824)	
Adjustments for:			
Depreciation charges	12,947	13,663	
Interest received	(55)	(273)	
Increase in debtors	(185,089)	(321,334)	
Increase in creditors	50,657	59,824	
Net cash provided by/(used in) operations	<u>273,238</u>	<u>(272,944)</u>	
2. ANALYSIS OF CHANGES IN NET FUNDS			
	At 1.4.20	Cash flow	At 31.3.21
	£	£	£
Net cash			
Cash at bank and in hand	<u>328,555</u>	<u>261,185</u>	<u>589,740</u>
	<u>328,555</u>	<u>261,185</u>	<u>589,740</u>
Total	<u>328,555</u>	<u>261,185</u>	<u>589,740</u>

Ashiana Sheffield

Notes to the Financial Statements
for the Year Ended 31st March 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

Going concern

After making reasonable enquiries and having considered the impact of the COVID-19 pandemic and other factors on the financial performance of the charity and its current performance, the Trustees believe that the charity will be able to continue to fulfil its charitable purpose, to meet its liabilities as they fall due, and will have adequate resources to continue in operational existence for the foreseeable future. Accordingly, the Trustees continue to adopt the going concern basis in preparing the financial statements.

Changes in accounting policies

In the prior year accounts, charitable activities income and expenditure totalling £838,525 was not included in relation to subsistence payments Ashiana Sheffield made to trafficking clients as part of the Salvation Army contract and were netted off. In the prior year, it was determined that these amounts were paid to Ashiana Sheffield by The Salvation Army for immediate distribution to the clients and were therefore not included in the Statement of Financial Activities of the charity, however upon review of the contract in the current year it was deemed that these amounts are not repayable by The Salvation Army should Ashiana Sheffield not provide sufficient documentation regarding these transactions, therefore the prior year numbers have been restated. These amounts have now been included within charitable income and expenditure for 31 March 2020 £838,525 and 31 March 2021 £1,194,186 (see notes 5 & 6).

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified.

The value of services provided by volunteers has not been included in these accounts.

Income from investments is included in the year in which it is receivable.

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Amounts outside this are deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**1. ACCOUNTING POLICIES - continued****Intangible fixed assets other than goodwill**

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Software	20% Straight line
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Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

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:

House equipment	33.33% Straight line
Office furniture	33.33% Straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds that the Trustees of the Charity have set aside, out of general funds and comprise sums of money for specific projects that can either be the updating of existing, or the development and piloting of new, charitable services.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**1. ACCOUNTING POLICIES - continued****Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

	31/3/21	31/3/20
	£	£
Gifts	-	9,487
Donations	<u>30,142</u>	<u>4,516</u>
	<u>30,142</u>	<u>14,003</u>

4. INVESTMENT INCOME

	31/3/21	31/3/20
	£	£
Deposit account interest	<u>55</u>	<u>273</u>

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**5. INCOME FROM CHARITABLE ACTIVITIES**

		31/3/21	31/3/20
		£	£
			(as restated)
Activity			
Services provided under contract	Charitable activities	3,106,316	2,355,750
Performance related grants	Charitable activities	354,628	197,477
Other income	Charitable activities	86,256	106,597
		<u>3,547,200</u>	<u>2,659,824</u>

Included within services provided under contract for the year ended 31 March 2021 is £1,194,186 (2020 - £838,525) relating to payments made to trafficking clients of The Salvation Army funded for subsistence by Ashiana. These amounts are reimbursed by The Salvation Army once sufficient documentation and claims for these subsistence payments have been provided by Ashiana, however they are included within income and expenditure of the charity in equal amounts as there is no obligation for The Salvation Army to repay these amounts should the required evidence not be provided to support the claim.

Grants received, included in the above, are as follows:

	31/3/21	31/3/20
	£	£
Step Project	-	8,979
Sheffield Hallam University	-	5,704
Women and Girls Initiative	-	10,402
The Henry Smith Charity	73,275	14,675
South Yorkshire Police - Domestic Abuse	56,626	-
RL Glasspool Charity Fund	-	525
Big Lottery Fund - Combatting Violence Through Empowerment	-	12,846
Children In Need	33,061	34,227
Victim Care Fund	-	5,547
Comic Relief - Renew	56,476	74,572
Modern Slavery & Human Trafficking - SYP	20,500	30,000
MHCLG - Ministry of Housing, Communities and Local Government	72,359	-
Sheffield City Council HAF	305	-
Comic Relief - COVID-19	40,000	-
Anti-Slavery International	<u>2,026</u>	<u>-</u>
	354,628	197,477

	31/3/21	31/3/21	31/3/21
	Restricted	Unrestricted	Total
	£	£	£
The Henry Smith Charity	73,275	-	73,275
South Yorkshire Police - Domestic Abuse	56,626	-	56,626
Children In Need	33,061	-	33,061
Comic Relief - Renew	56,476	-	56,476
Modern Slavery & Human Trafficking - SYP	20,500	-	20,500
MHCLG - Ministry of Housing, Communities and Local Government	72,359	-	72,359
Sheffield City Council HAF	305	-	305
Comic Relief - COVID-19	40,000	-	40,000
Anti-Slavery International	<u>2,026</u>	<u>-</u>	<u>2,026</u>
	<u>354,628</u>	<u>-</u>	<u>354,628</u>

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**5. INCOME FROM CHARITABLE ACTIVITIES - continued**

	31/3/20 Restricted £	31/3/20 Unrestricted £	31/3/20 Total £
Step Project	8,979	-	8,979
Sheffield Hallam University	5,704	-	5,704
Women and Girls Initiative	10,402	-	10,402
The Henry Smith Charity	14,675	-	14,675
RL Glasspool Charity Fund	525	-	525
Big Lottery Fund - Combatting Violence Through Empowerment	12,846	-	12,846
Children In Need	34,227	-	34,227
Victim Care Fund	5,547	-	5,547
Comic Relief - Renew	74,572	-	74,572
Modern Slavery & Human Trafficking - SYP	30,000	-	30,000
	<u>197,477</u>	<u>-</u>	<u>197,477</u>

6. CHARITABLE ACTIVITIES COSTS

	31/3/21 Unrestricted £	31/3/21 Restricted £	31/3/21 Total £
Support costs	9,387	1,413	10,800
Staff costs	1,095,580	276,237	1,371,816
Depreciation, amortisation and impairment	12,946	-	12,946
Refuge costs	167,637	53,696	221,333
Client expenditure	1,279,525	38,143	1,317,667
Rent and insurance	39,687	4,965	44,652
Legal and professional fees	89,610	41,939	131,549
Bank charges	7,187	-	7,187
Repairs and maintenance costs	4,203	3,311	7,514
Printing, postage and stationery	7,283	1,057	8,340
Telephone & internet	20,781	4,195	24,976
Staff training and recruitment	4,320	648	4,969
Travelling expenses	8,749	4,470	13,219
Sundry expenses	4,918	733	5,651
	<u>2,751,812</u>	<u>430,807</u>	<u>3,182,619</u>

Included within client expenditure for the year ended 31 March 2021 is £1,194,186 (2020 - £838,525) relating to payments made to trafficking clients of The Salvation Army funded for subsistence by Ashiana. These amounts are reimbursed by The Salvation Army once sufficient documentation and claims for these subsistence payments have been provided by Ashiana, however they are included within income and expenditure of the charity in equal amounts as there is no obligation for The Salvation Army to repay these amounts should the required evidence not be provided to support the claim.

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**6. CHARITABLE ACTIVITIES COSTS - continued**

	31/3/20 Unrestricted (restated) £	31/3/20 Restricted (restated) £	31/3/20 Total (restated) £
Support costs	884	116	1,000
Staff costs	1,170,178	153,296	1,323,474
Depreciation, amortisation and impairment	12,080	1,583	13,663
Refuge costs	133,599	17,502	151,101
Client expenditure	815,238	106,798	922,036
Rent and insurance	36,072	4,725	40,797
Legal and professional fees	76,056	9,964	86,020
Bank charges	1,047	137	1,184
Repairs and maintenance costs	6,189	811	7,000
Printing, postage and stationery	13,584	1,779	15,363
Telephone & internet	16,767	2,196	18,963
Staff training and recruitment	17,373	2,276	19,649
Travelling expenses	85,331	11,179	96,510
Sundry expenses	1,913	251	2,164
	2,386,312	312,612	2,698,924

7. SUPPORT COSTS

	31/3/21 £	31/3/20 £
Audit fees	10,800	1,000

No other fees were paid to the auditor for the provision of non-audit services in the year. Last year, charitable activities includes £11,720 paid to the auditors for other, non-audit services.

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31/3/21 £	31/3/20 £
Auditors' remuneration	10,800	1,000
Depreciation - owned assets	10,857	12,503
Computer software amortisation	2,091	1,159
Operating lease payments	<u>107,951</u>	<u>95,024</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

F. Cotterell was paid £3,000 in relation to development, consultation and research for a Staff Wellbeing Programme carried out by the trustee for the charity. None of the other trustees (or any persons connected with them) received any remuneration during the year, but four of them were reimbursed a total of £80 for travelling and subsistence expenses (2020 - three were reimbursed a total of £4,632 for travelling and subsistence expenses).

No trustees are members of any of the pension schemes operated by the charity.

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**10. STAFF COSTS**

	31/3/21	31/3/20
	£	£
Wages and salaries	1,238,231	1,202,379
Social security costs	87,521	82,386
Other pension costs	46,064	38,709
	<u>1,371,816</u>	<u>1,323,474</u>

The average headcount of employees during the year was 69 (2020: 64). The average number of full-time equivalent employees during the year is analysed as follows:

	31/3/21	31/3/20
Management and administration	11	8
Service delivery	50	48
Trustees	<u>5</u>	<u>5</u>
	<u>66</u>	<u>61</u>

No employees received emoluments in excess of £60,000.

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £45,897 (2020: £45,000).

11. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1st April 2020 and 31st March 2021	<u>9,750</u>
AMORTISATION	
At 1st April 2020	1,159
Charge for year	<u>2,091</u>
At 31st March 2021	<u>3,250</u>
NET BOOK VALUE	
At 31st March 2021	<u>6,500</u>
At 31st March 2020	<u>8,591</u>

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**12. TANGIBLE FIXED ASSETS**

	Office furniture £	House equipment £	Totals £
COST			
At 1st April 2020	67,421	22,321	89,742
Additions	<u>11,639</u>	<u>470</u>	<u>12,109</u>
At 31st March 2021	<u>79,060</u>	<u>22,791</u>	<u>101,851</u>
DEPRECIATION			
At 1st April 2020	54,089	22,321	76,410
Charge for year	<u>10,739</u>	<u>118</u>	<u>10,857</u>
At 31st March 2021	<u>64,828</u>	<u>22,439</u>	<u>87,267</u>
NET BOOK VALUE			
At 31st March 2021	<u>14,232</u>	<u>352</u>	<u>14,584</u>
At 31st March 2020	<u>13,332</u>	<u>-</u>	<u>13,332</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31/3/21 £	31/3/20 £
Trade debtors	339,791	505,954
Other debtors	-	1,300
Accrued income	350,874	-
Prepayments	<u>41,657</u>	<u>39,979</u>
	<u>732,322</u>	<u>547,233</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31/3/21 £	31/3/20 £
Trade creditors	121,320	54,164
Social security and other taxes	34,982	19,554
Other creditors	8,490	8,913
Deferred income	1,727	63,621
Accrued expenses	<u>51,829</u>	<u>21,439</u>
	<u>218,348</u>	<u>167,691</u>

15. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31/3/21 £	31/3/20 £
Within one year	113,074	113,251
Between one and five years	<u>18,539</u>	<u>60,478</u>
	<u>131,613</u>	<u>173,729</u>

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**16. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds £	Restricted funds £	31/3/21 Total funds £
Fixed assets	21,084	-	21,084
Current assets	1,302,665	19,397	1,322,062
Current liabilities	(218,348)	-	(218,348)
	<u>1,105,401</u>	<u>19,397</u>	<u>1,124,798</u>

	Unrestricted funds £	Restricted funds £	31/3/20 Total funds £
Fixed assets	21,922	-	21,922
Current assets	848,232	27,556	875,788
Current liabilities	(167,690)	-	(167,690)
	<u>702,464</u>	<u>27,556</u>	<u>730,020</u>

17. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	657,464	528,555	(125,618)	1,060,401
Designated funds				
Research & Capabilities	-	(57,597)	57,597	-
Community Engagement and Employment Work	40,000	-	-	40,000
Awareness Raising Events	<u>5,000</u>	<u>-</u>	<u>-</u>	<u>5,000</u>
	702,464	470,958	(68,021)	1,105,401
Restricted funds				
Anti-Slavery International	-	1,669	-	1,669
Children In Need	1,729	(11,225)	12,213	2,717
Comic Relief - Renew	9,726	(9,726)	-	-
MSHT Network SYP	9,525	(14,387)	4,862	-
The Henry Smith Charity	512	6,197	7,997	14,706
Sheffield Hallam University	5,704	(5,704)	-	-
Glasspool Charity Trust	360	(360)	-	-
Sheffield City Council HAF	-	305	-	305
MHCLG - Ministry of Housing, Communities and Local Government	<u>-</u>	<u>(42,949)</u>	<u>42,949</u>	<u>-</u>
	<u>27,556</u>	<u>(76,180)</u>	<u>68,021</u>	<u>19,397</u>
TOTAL FUNDS	<u>730,020</u>	<u>394,778</u>	<u>-</u>	<u>1,124,798</u>

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**17. MOVEMENT IN FUNDS – continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,085,815	(2,557,260)	528,555
Designated funds			
Research & Capabilities	-	(57,597)	(57,597)
Reimbursement for client expenditure incurred	86,256	(86,256)	-
Housing Income	50,698	(50,698)	-
	<u>3,222,769</u>	<u>(2,751,811)</u>	<u>470,958</u>
Restricted funds			
Anti-Slavery International	2,026	(357)	1,669
Children In Need	33,061	(44,286)	(11,225)
Comic Relief - Renew	56,476	(66,202)	(9,726)
Comic Relief - COVID-19	40,000	(40,000)	-
MSHT Network SYP	20,500	(34,887)	(14,387)
Domestic Abuse SYP	56,626	(56,626)	-
The Henry Smith Charity	73,275	(67,078)	6,197
Sheffield Hallam University	-	(5,704)	(5,704)
Glasspool Charity Trust	-	(360)	(360)
Sheffield City Council HAF	305	-	305
MHCLG - Ministry of Housing, Communities and Local Government	<u>72,359</u>	<u>(115,308)</u>	<u>(42,949)</u>
	<u>354,628</u>	<u>(430,808)</u>	<u>(76,180)</u>
TOTAL FUNDS	<u><u>3,577,397</u></u>	<u><u>(3,182,619)</u></u>	<u><u>394,778</u></u>

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**17. MOVEMENT IN FUNDS - continued****Comparatives for movement in funds**

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	606,523	72,858	(21,917)	657,464
Designated funds				
Research & Capabilities	56,200	(60,475)	4,275	-
NRPF Officer	27,395	(28,205)	810	-
Community Engagement and Employment Work	40,000	-	-	40,000
FGM Community Engagement and Employment Work	464	(464)	-	-
Awareness Raising Events	5,000	-	-	5,000
	735,582	(16,286)	(16,832)	702,464
Restricted funds				
Children In Need	-	1,729	-	1,729
Comic Relief - Renew	1,445	8,281	-	9,726
MSHT Network SYP	10,971	(1,446)	-	9,525
The Henry Smith Charity	-	512	-	512
Sheffield Hallam University	-	5,704	-	5,704
BLF - Combatting Violence Through Empowerment	-	(8,180)	8,180	-
BLF - Capabilities and Research	3,125	(3,125)	-	-
BLF - Combatting Human Trafficking and Exploitation	1,823	(1,823)	-	-
BLF - WAGI fund	1,593	(5,852)	4,259	-
Victim Care Fund	-	(4,393)	4,393	-
Glasspool Charity Trust	305	55	-	360
	19,262	(8,538)	16,832	27,556
TOTAL FUNDS	<u>754,844</u>	<u>(24,824)</u>	<u>-</u>	<u>730,020</u>

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**17. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,370,026	(2,297,168)	72,858
Designated funds			
Research & Capabilities	-	(60,475)	(60,475)
NRPF Officer	-	(28,205)	(28,205)
FGM Community Engagement and Employment Work	-	(464)	(464)
Reimbursement for client expenditure incurred	106,597	(106,597)	-
	2,476,623	(2,492,909)	(16,286)
Restricted funds			
Children In Need	34,227	(32,498)	1,729
Comic Relief - Renew	74,572	(66,291)	8,281
MSHT Network SYP	30,000	(31,446)	(1,446)
The Henry Smith Charity	14,675	(14,163)	512
Sheffield Hallam University	5,704	-	5,704
BLF - Combatting Violence Through Empowerment	12,846	(21,026)	(8,180)
BLF - Capabilities and Research	-	(3,125)	(3,125)
BLF - Combatting Human Trafficking and Exploitation	-	(1,823)	(1,823)
BLF - WAGI fund	10,402	(16,254)	(5,852)
Victim Care Fund	5,547	(9,940)	(4,393)
Glasspool Charity Trust	525	(470)	55
STEP Project	8,979	(8,979)	-
	197,477	(206,015)	(8,538)
TOTAL FUNDS	<u>2,674,100</u>	<u>(2,698,924)</u>	<u>(24,824)</u>

Fund transfers represent the transfer costs from restricted to unrestricted funds, where the charity has spent more on the project than was funded by donors.

Unrestricted funds

The Trustees have taken the decision to designate funds towards Community Engagement and Employment Work and Awareness raising events.

The project will offer further opportunities for personal and professional development and service user involvement through the delivery of a bespoke volunteering and community champion development programme. Once a woman has completed a full programme, she will have the option to continue to work alongside Ashiana in various enhanced capacities such as training, mentoring, community champion and other developmental roles.

The brought forward balances on these designated funds of £40,000 and £5,000 remains for the next year.

Restricted funds

Restricted funds represent monies to be used for the following specific purposes:

Anti-Slavery International -

Ashiana provides survivors of violence or domestic abuse focus groups. The charity informs the Recovery Needs Assessment (RNA) about the impact of the UK's implementation of the RNA guidance, following case law in this area and is used to inform good practice recommendations for both governmental and non-governmental organisations.

Ashiana SheffieldNotes to the Financial Statements - continued
for the Year Ended 31st March 2021**17. MOVEMENT IN FUNDS - continued****Children in Need -**

Children and Families Development Project; safe spaces both within the refuge, community support services and appropriate child friendly partnership organisations which allow mothers and children who have experienced violence and abuse to explore their wants and needs both practically and emotionally as well as begin their recovery and move into positive futures through focussed activities within a variety of methods. Enabling access to specialist services such as mental and physical health, finance and benefits, legal rights and support, children's services as well as support within the criminal justice system.

Comic Relief - Renew -

This project offers a dedicated worker and safe spaces both within the refuge, community support services and appropriate child friendly partnership organisations to allow children to explore their wants and needs both practically and emotionally as well as begin their recovery and move into positive futures through focused activities within a variety of methods. Also, to develop family relationships and link closely with new and existing partnership providers to ensure access to specialist services.

Comic Relief - COVID-19 -

This funding has been used to build on and expand activities directly linked to our existing Comic Relief project. With reference to the brief, advisory and consultative services were procured to provide industry knowledge, research, guidance and training. Subsequent extensive desktop online research and consultations were undertaken for Web Development, Graphic Design, and Online Teaching/Training. Prioritising safe secure communication links for clients and feedback received, the preferred mediums of WhatsApp, and 24/7 Secure Live Chat functions were installed on the website Chat page. Three online platform types have been adopted for counselling, therapy and training services; Zoom live engagements 1:1 and group(s) delivery, Zoom pre-recorded video tutorials, and, Thinkific online courses platforms. Bespoke development of specific content related to the impact of recent and current events on Ashiana's BAMER/Minoritised target groups was undertaken e.g. relatively low-level uptake of COVID-19 vaccinations, and policy developments in response to the Black Lives Matter (BLM) movements.

MSHT Network SYP -

The South Yorkshire Police and Crime Commissioner have granted funding for the development of a Modern Slavery and Human Trafficking Partnership for the South Yorkshire region. Ashiana leads and coordinates the partnership which offers a unique insight and opportunity within the local and national networks to improved responses and support to Survivors. The partnership model has long been recognised by many, as the best way of ensuring accountability amongst those with a duty towards trafficked persons as well as a means of ensuring relevant intelligence is gathered thus promoting criminal prosecutions.

Housing Income and Domestic Abuse (SYP) -

Ashiana continues to provide 10 beds for BAMER women and their children escaping domestic abuse. Most of the units will be funded through housing benefit or other means such as social care and asylum support, although this varies; the funding we are applying for mainly covers staffing support costs, overheads and client subsistence.

The Henry Smith Charity -

Combatting Violence Through Empowerment; a continuation from the previously Big Lottery Funded project. Services offered through the project include support, advice, advocacy to support women experiencing violence, abuse and exploitation. The project also offer community awareness raising and is enhanced by volunteering opportunities.

Sheffield Hallam University -

These are funds to cover costs for supporting and providing suitable placements to students from Sheffield Hallam University.

Glasspool Charity Trust -

Individual grants to support clients and their children experiencing difficulty and destitution.

Sheffield City Council HAF -

The HAF programme aims to make free "holiday club" places available to children eligible for free school meals for the equivalent of at least four hours a day, four days a week, six weeks a year (6 weeks in the summer and a week's worth of provision in each of the Easter and Christmas holidays). Ashiana worked closely with the Isaac Centre to raise awareness and develop services linked to the BAMER communities. These 'Healthy Holidays' activities targeted families who are struggling financially over the school holidays, particularly those eligible for free school meals. This was also linked to children's and families physical and mental wellbeing. The Holiday Reset Challenge offered children and families in Sheffield an opportunity to complete a health and wellbeing refresh. We provided free activity packs for all who were referred.

Ashiana Sheffield

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

17. MOVEMENT IN FUNDS - continued

MHCLG - Ministry of Housing, Communities and Local Government -

Ashiana increased its funding from 13 bed spaces to 26 bed spaces at its West Yorkshire refuge in Bradford during the COVID-19 pandemic.

Big Lottery Fund - Combatting Violence through Empowerment -

A continuation project following on from the "Empowerment through Advocacy" project, developments are based on learning and feedback. The project offers support, advice, advocacy and community awareness raising. The project is also further enhanced by volunteering and mentoring opportunities as well as a training and development strand, offering cross sector training around violence issues most prevalent in BAMER communities.

Big Lottery Fund - Capabilities and Research -

Research and evaluation of key projects and activities.

Big Lottery Fund - Combatting Human Trafficking and Exploitation -

A three year project to combat the incidence and impact of trafficking and the commercial sexual exploitation of migrant women in Yorkshire and the Humber. The project will improve detection, provide support services, undertake action research to collect evidence to support policy change to significantly improve the quality of life and outcomes for trafficked women.

Big Lottery Fund - Women and Girls Initiative -

Partnership project aiming to remove barriers to accessing therapies and providing alternative therapeutic support services for women survivors of violence and abuse.

Victim Care Fund and Glasspool Fund -

Individual grants to support clients and their children experiencing difficulty and destitution.

STEP Project -

Ashiana is partnering with the Red Cross for 12 months to offer long term support to survivors of trafficking. The pilot is part of the STEP Project: Sustainable integration of Trafficked human beings through proactive identification and Enhanced Protection. STEP is funded through the European Commission's Asylum, Migration and Integration fund (AMIF). The pilot will cover all London boroughs, Leeds and the East Midlands. Over fifty survivors of trafficking will be empowered to increase their independence and integration. The support offered through the pilot is holistic and person centred allowing the survivor to identify and prioritise their needs. The partners are working together to develop and promote long term support for survivors. The pilot's outcomes will be measured and presented in a report aimed at sharing learning and promoting long term care for survivors.

18. RELATED PARTY DISCLOSURES

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £48,977 (2020: £48,710).

This includes £3,000 paid to F. Cotterell in relation to development, consultation and research for a Staff Wellbeing Programme carried out by the trustee for the charity. The remuneration received by the trustee in respect of these services was at arm's length.

19. POST BALANCE SHEET EVENTS

The COVID-19 pandemic has had a significant negative effect on the UK and World economy and, whilst the financial consequences of COVID-19 on the charitable company have been insignificant during the year and since the year-end, the trustees recognise that in the longer term its effect may be more significant. At this point in time, any long-term effect on the charitable company is unknown, but the Trustees remain confident of the financial position of the charitable company and its ability to meet its obligations and liabilities as they fall due. The Trustees believe there are sufficient reserves to withstand any future further economic downturns created by the pandemic and are confident that it is correct to prepare the accounts on a going concern basis and that this is not a subsequent event that requires an adjustment in the annual accounts.

Ashiana Sheffield

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

20. RETIREMENT BENEFIT SCHEMES

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

There are contributions of £531 outstanding at the balance sheet date. The charge to profit and loss in respect of defined contribution schemes was £46,064 (2020 - £2,070).

Defined benefit scheme

Ashiana Sheffield participates in The Pensions Trust's Growth Plan (the Plan). The Plan is funded and is not contracted-out of the State scheme. The Plan is a multi-employer pension plan.

Contributions paid into the Plan up to and including September 2001 were converted to defined amounts of pension payable from Normal Retirement Date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity.

The rules of the Plan allow for the declaration of bonuses and/or investment credits if this is within the financial capacity of the Plan assessed on a prudent basis. Bonuses/investment credits are not guaranteed and are declared at the discretion of the Plan's trustee.

The trustee commissions an actuarial valuation of the Plan every three years. The purpose of the actuarial valuation is to determine the funding position of the Plan by comparing the assets with the past service liabilities as at the valuation date. Asset values are calculated by reference to market levels. Accrued past service liabilities are valued by discounting expected future benefit payments using a discount rate calculated by reference to the expected future investment returns.

The Pensions Regulator has the power under Part 3 of the Pensions Act 2004 to issue scheme funding directions where it believes that the actuarial valuation assumptions and/or recovery plan are inappropriate. For example, the Regulator could require that the trustee strengthens the actuarial assumptions (which would increase the Plan liabilities and hence impact on the recovery plan) or impose a schedule of contributions on the Plan (which would effectively amend the terms of the recovery plan). A copy of the recovery plan in respect of the September 2011 valuation was forwarded to The Pensions Regulator on 2 October 2012, as is required by legislation.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the trustee of the Plan and The Pensions Act 2011 has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The debt for the Plan as a whole is calculated by comparing the liabilities for the Plan (calculated on a buy-out basis i.e. the cost of securing benefits by purchasing annuity policies from an insurer, plus an allowance for expenses) with the assets of the Plan. If the liabilities exceed assets there is a buy-out debt.

The leaving employer's share of the buy-out debt is the proportion of the Plan's liability attributable to employment with the leaving employer compared to the total amount of the Plan's liabilities (relating to employment with all the currently participating employers). The leaving employer's debt therefore includes a share of any 'orphan' liabilities in respect of previously participating employers. The amount of the debt therefore depends on many factors including total Plan liabilities, Plan investment performance, the liabilities in respect of current and former employees of the employer, financial conditions at the time of the cessation event and the insurance buy-out market. Therefore, the amounts of debt can be volatile over time.

When an employer withdraws from a multi-employer defined benefit pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis). Due to a change in the definition of money purchase contained in the Pensions Act 2011 the calculation basis that applies to the Growth Plan will be amended to include Series 3 liabilities in the calculation of an employer's debt on withdrawal.

The Growth Plan is a "last man standing" multi-employer scheme. This means that if a withdrawing employer is unable to pay its debt on withdrawal the liability is shared amongst the remaining employers. The participating employers are therefore, jointly and severally liable for the deficit in the Growth Plan.

Ashiana Sheffield

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

20. RETIREMENT BENEFIT SCHEMES - continued

Ashiana Sheffield has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2020. As of this date the estimated employer debt for Ashiana Sheffield was £21,989.

22. LIMITED BY GUARANTEE

Each member of the Board of Trustees has undertaken to guarantee the Charity's debts to the sum of £1 each.