

HUMAN TRAFFICKING FOUNDATION

England & Wales · Charity number 1134448

Details

Status Registered

Legal form Charitable company

Company number [07121887](#)

Registered 2010-02-23

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: THE OBJECT FOR WHICH THE CHARITY IS ESTABLISHED IS TO PROMOTE HUMAN RIGHTS THROUGHOUT THE WORLD BY ALL OR ANY OF THE FOLLOWING MEANS:(A) THE PROMOTION OF AWARENESS OF HUMAN TRAFFICKING, ITS CAUSES, MANIFESTATIONS, AND ITS DESTRUCTIVE EFFECTS AND ADVERSE CONSEQUENCES, INCLUDING WITHIN LOCATIONS WHEREVER POTENTIAL VICTIMS MAY ORIGINATE;(B) TO CONTRIBUTE TO THE PREVENTION AND RELIEF OF HUMAN SUFFERING OF ANYONE WHO MAY HAVE BEEN THE VICTIM OF HUMAN TRAFFICKING, IN PARTICULAR THROUGH THE PROVISION OF IMMEDIATE SUPPORT INCLUDING THE PROVISION OF MEDICAL, PSYCHOLOGICAL, EDUCATIONAL AND SOCIAL SUPPORT SERVICES TO THE VICTIMS OF HUMAN TRAFFICKING;(C) TO CONTRIBUTE TO THE RELIEF OF FINANCIAL AND OTHER HARDSHIP OF ANYONE WHO MAY HAVE BEEN THE VICTIM OF HUMAN TRAFFICKING, IN PARTICULAR THROUGH ASSISTANCE WITH REPATRIATION, HOUSING AND SOCIAL AND COMMUNITY RE-INTEGRATION;(D) TO CONTRIBUTE TO THE RESEARCH AND ADVANCEMENT OF KNOWLEDGE AND EDUCATION FOR THE PUBLIC BENEFIT REGARDING ALL ASPECTS OF HUMAN TRAFFICKING;(E) TO REDUCE AND ERADICATE HUMAN TRAFFICKING IN ALL ITS ASPECTS, INCLUDING THE PROMOTION OF MEANS BY WHICH TO COMBAT MODERN SLAVERY;(F) TO COMMENT ON ANY PROPOSED LEGISLATION RELATING TO HUMAN TRAFFICKING;(G) TO PROVIDE ADVICE AND SUPPORT TO BOTH CENTRAL AND LOCAL GOVERNMENTS, REGIONAL AND INDIVIDUAL POLICE FORCES, BORDER AND IMMIGRATION AGENCIES AND OTHER ORGANISATIONS, WHETHER STATUTORY OR VOLUNTARY;(H) TO PARTNER WITH OTHER ORGANISATIONS WHO HAVE SIMILAR OBJECTIVES AND TO PROVIDE FUNDS FOR THEIR WORK.

Activities: The Foundation supports and adds value to the work of the many charities and agencies operating to combat human trafficking in the UK, through: (i) informing parliamentarians, policy makers and lead statutory agencies; (ii) raising public awareness; and (iii) providing a sustained and collective voice. We do not work in isolation but are guided and informed by the organisations we exist to serve.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** THE WORLD
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£250,005	£254,481	-	-
2024-12-31	£219,953	£219,078	-	-
2023-12-31	£170,962	£207,853	-	-
2022-12-31	£147,337	£225,629	-	-
2021-12-31	£211,670	£189,879	-	-

Trustees

Name	Role	Appointed
Sir John Randall	Chair	2014-03-12
BARONESS BUTLER SLOSS		
PAUL JACKSON		2011-08-19
Rt Hon Karen Anne Bradley MP ACA CTA		2020-11-01
Rt Hon Karen Bradley MP ACA CTA		2020-11-01
VERNON COAKER		2016-07-12

Accounts

Human

Trafficking

Foundation

**ANNUAL
REPORT
2025**



HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021**

Trustees

Lord Randall of Uxbridge Kt. PC, Chair
Rt Hon Dame Karen Bradley MP
Rt Hon Baroness Elizabeth Butler-Sloss of March Green GBE
Lord Coaker of Gedling
Lord Harrington of Watford (resigned 13 January 2026)
Paul Jackson

Company registered number

07121887

Charity registered number

1134448

Registered office

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Company secretary

Robyn Phillips

Independent examiner and accountants

Martin Bailey FCA
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1st Floor Arthur Stanley House
40-50 Tottenham Street
London
W1T 4RN

Bankers

Barclays Bank PLC
348 Kings Road
London
SW3 5UT

Solicitors

Maurice Turnor Gardner LLP
15th Floor
Milton House
Milton Street
London
EC2Y 9BH

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THE HUMAN TRAFFICKING FOUNDATION 2025

We envision a society where coordinated systems address modern slavery effectively.

OUR MISSION

The Human Trafficking Foundation grew out of the All-Party Parliamentary Group on Human Trafficking and Modern Slavery and exists to lead change through unity. We bring together statutory and non-statutory organisations working to tackle human trafficking and modern slavery, sharing knowledge to support informed and effective action. We take a proactive approach, identifying emerging trends, issues and best practice, and coordinate multi-agency partners to develop practical solutions.

We **equip**

organisations with the knowledge and tools to respond effectively to modern slavery.

We **amplify**

a coordinated movement that elevates all voices equally.

We **inform**

policy and practice to drive meaningful change.

OUR VALUES

Unity

– we lead change through inclusive collaboration, welcoming diverse perspectives and working alongside all those tackling modern slavery and human trafficking.

Learning

– we learn continuously from our partners and share knowledge to bridge gaps and strengthen effective responses.

Integrity

– we act ethically and impartially, building trust through openness and empathy.

OUR WORK IN 2025

We equip

Organisations have the skills, knowledge, and confidence to respond effectively to modern slavery.

We provide the sector with the information and insight they need through our newsletters, and tackle emerging trends collaboratively in our Advisory Forums, helping professionals respond with confidence. We invite specialists to deep-dive into specific topics in our Knowledge-sharing Sessions, while our resources such as the Survivor Support Services Map, Survivor Hub, and the Emergency Support Fund give organisations practical tools to strengthen responses and connect survivors to the support they need.



The opportunities provided by HTF, particularly in connecting different organisations and establishing clear lines of communication and information sharing make a significant impact. This helps make projects more successful by preventing duplication of efforts and encouraging organisations to support one another or even collaborate on joint initiatives.

HTF partner survey respondent



HTF is creating a community within a divided sector.

HTF partner survey respondent

2025 AT A GLANCE

240

professionals attended **4 Knowledge-Sharing Sessions**



52% increase in confidence



100% found sessions useful

550

professionals attended **3 Advisory Forums**

600

professionals received the statutory agencies newsletter



50% average open rate



4.5% click-through rate

24

survivors assisted through the Emergency Support Fund

440

professionals attended **1 First Responder Webinar**



57% increase in confidence



100% found useful

4,000

visits to the **Survivor Support Services Map** connecting survivors with support

1,800

people received the fortnightly newsletter



44% average open rate



13.8% click-through rate



70% find it excellent

PROVIDING EMERGENCY SUPPORT FOR SURVIVORS

The Emergency Support Fund provides small, rapid-response grants to survivors of human trafficking and modern slavery for essential items when they have no other means of support. These grants address immediate, practical needs that can otherwise prevent safety, stability and longer-term support.

In 2025, the Emergency Support Fund assisted **24** survivors, covering essential items including winter coats, a gas cooker, pots and pans, a bed and mattress, travel costs to courts and embassies, maternity clothes, a pram, and exam costs to progress towards employment. This flexible, needs-led support helps bridge gaps at critical moments.



NGOs using the fund to access support for survivors said:

HTF have been excellent in promptly supporting survivors in emergency need of financial support.

Thank you for the support provided it made a real difference... We truly appreciate your prompt assistance and the valuable role the HTF plays in supporting individuals in urgent need.

Examples of grants in 2025:

The Emergency Support Fund helped Leyla, a single mother. Due to being trafficked at age 16 under a false identity, Leyla's name doesn't match the name listed on her children's birth certificates. The Emergency Support Fund paid for a DNA test to prove maternity in court and correct her children's legal records. These corrections are essential for securing the children's rights as British citizens.

The Emergency Support Fund also supported Dani, whose scars obtained as a result of exploitation were a constant reminder of her experiences. The Emergency Support Fund contributed to the medical cover up of the scars to help her progress on her recovery journey.

KEEPING THE SECTOR INFORMED

HTF's fortnightly newsletter remains a core source of information for the anti-slavery sector. It is included in induction materials for many organisations and provides a trusted, neutral space for sharing updates across policy, practice, research, training, events, and vacancies. Any organisation working in the sector can submit content, ensuring broad representation and shared ownership.

KEY HIGHLIGHTS IN 2025:

- > In the HTF 2025 partner survey, **70%** considered the newsletter excellent and **30%** considered it good.
- > It achieved an average open rate of **44%** compared with **40%** non-profit average (Mailchimp).
- > The newsletter reached over **1,800** people working across the anti-slavery sector every fortnight.
- > The average click-through rate was **13.8%**, significantly above the 3.3% non-profit average (Mailchimp).
- > These engagement levels demonstrate the newsletter's value as a practical and widely used resource.



Recipients of the newsletter say:

I cannot speak more highly of the newsletter. It is absolutely one of the key ways I hear updates about the organisation, transmit messages amongst colleagues, and become aware of important deadlines and updates impacting the sector. Don't underestimate its value.

The newsletter provides information to allow staff to remain up to date and access training and survivors to engage with the sector and share their stories, this is vital work.

SHARING KNOWLEDGE AND STRENGTHENING PRACTICE

HTF's Advisory Forums and Knowledge-Sharing Sessions provide space for the sector to engage with emerging issues, specialist topics, and evolving risks related to modern slavery. The engagement and responses demonstrate how useful these events are in equipping the sector with information, ideas and connections to respond to key issues.

KEY HIGHLIGHTS IN 2025:

- > **150** people attended the in-person HTF Advisory Forum in London, focused on modern slavery policy and legislation.
- > **165** people attended the online Advisory Forum on preventing forced labour.
- > **232** people attended the Advisory Forum examining the harms, risks and solutions artificial intelligence brings to modern slavery.
- > **240** professionals attended **4** Knowledge-sharing Sessions led by specialists, covering topics including the financial exploitation of children and supporting survivors through the criminal justice system.
- > On average, **32%** of participants reported feeling confident in the topic before attending, rising to **84%** afterwards, demonstrating a **52%** increase in confidence.
- > **100%** found the sessions useful.



Advisory Forum attendees reflected:

The [forums] are highly informative providing up to date information across a range of areas and providing a national networking opportunity which helps build a sense of cohesion and support across many organisations, and sparks ideas for new projects and innovation.



Participants highlighted practical changes to their work following the Knowledge-sharing Sessions:

I now understand what the people we support are entitled to and will push back when they aren't receiving that support, and I now know where to go for advice. – *Support Entitlements for People Seeking Asylum Knowledge-sharing Session attendee*

Be more trauma-informed in my approach, ensuring that I create a safe and supportive environment for survivors to share their experiences without fear or judgment. This will also inform the training we provide to investigators. – *Supporting Survivors through the Criminal Justice System Knowledge-sharing Session attendee*

UPSKILLING STATUTORY AGENCIES

Whilst local authorities and police forces have statutory duties to identify and refer suspected victims of modern slavery to the Home Office's Competent Authorities, they receive no specific training to help them do this. HTF responds to this training gap through its annual First Responder Conference, which brings together speakers from the Competent Authority alongside a presenter with lived experience of modern slavery. The session provides an in-depth look at the referral process, what constitutes a strong referral, and how decisions are made.

KEY HIGHLIGHTS IN 2025:

- > **440** professionals attended the conference.
- > Prior to the training, **26%** of participants agreed with the statement "I am confident making referrals." After the session **83%** agreed with the statement, showing a **57%** increase in confidence.
- > **100%** of attendees reported they found the event useful.
- > These results indicate increased confidence and understanding, supporting more accurate referrals and increasing survivors' opportunities to access support.



Participants reported concrete changes they intended to make in their practice, including:

Make it clear why I'm making the referral and any contextual factors that may limit the information submitted.

Use trauma informed language and inform victims the length of time taken to complete [a referral], so that they are not too overwhelmed.



A local authority said:

Support for local authorities is outstanding and HTF is an invaluable source of knowledge and information.

Overall impact

Across all 'Equip' activities in 2025, HTF strengthened professional confidence, improved consistency of practice, and provided practical tools that directly support survivors' access to services. By combining training, peer learning, resources, and emergency financial support, HTF continues to play a central role in equipping the sector to address modern slavery effectively.

OUR WORK IN 2025

We amplify

Lived and learnt experience is valued and reflected in national conversations.

We build a coordinated, inclusive movement that elevates all voices and strengthens collaboration. Through the Lived Experience Advisory Panel, and networks like the London Modern Slavery Leads and the National Network Coordinators' Forum, we facilitate shared learning and peer support. Events such as the Anti-Slavery Day Awards highlight achievements, building a unified, inclusive movement tackling modern slavery.

2025 AT A GLANCE

21

commissions delivered by the Lived Experience Advisory Panel

20

London Boroughs paired through the buddy system

8

award categories presented at the Anti-Slavery Day Awards at Speaker's House

28

Anti-slavery Partnerships actively engaged through the National Network Coordinators Forum

**ALL LONDON
BOROUGHES**

contributed updates to the London Modern Slavery Leads Annual Report



HTF brought together people and organisations which don't always have enough of a voice and are also very different politically, which is so vital.

HTF partner survey respondent



We really value the opportunities to network and build coalitions through your connections. It's been incredibly helpful for strengthening our partnerships and aligning our efforts with others in the sector.

HTF partner survey respondent



HTF's approach to conducting work is a good model of good practice as they prioritise inclusivity and lead through the sector's collective voice... their initiatives always incorporate lived experience perspectives, adopt a trauma-informed approach, and consider Equity, Diversity, and Inclusion principles.

HTF partner survey respondent

COORDINATING THE RESPONSE IN LONDON

As approximately one third of all identified victims of modern slavery in the UK are in London, HTF works with all 32 Boroughs and the City of London Corporation to ensure statutory duties are met and systems are in place to identify and support survivors. Our London Modern Slavery Leads Network (LMSL) brings together local authorities, police, and NHS partners to enable a collaborative approach to tackling this crime across the capital.

KEY HIGHLIGHTS IN 2025:

TAILORED BOROUGH SUPPORT:	HTF provided one-to-one guidance to Boroughs, helping develop referral pathways and navigate complex cases to improve identification and support for victims and survivors.
KNOWLEDGE SHARING:	The statutory agencies newsletter reached over 600 professionals, with a 50% average open rate and 4.5% click-through rate (vs. 40% and 3.3% non-profit newsletter average; Mailchimp), equipping them with practical resources and guidance to implement good practice.
BUILDING A CLEARER PICTURE:	All London Boroughs submitted written updates for the LMSL report, and the Metropolitan Police shared anonymised data to inform intelligence-led responses to modern slavery across the capital.
STRENGTHENED CROSS-AGENCY COLLABORATION:	The updated London Single Point of Contact (SPOC) Directory included police SPOCs for the first time, encouraging greater multi-agency coordination.
PEER SUPPORT AND CROSS-BORDER WORKING:	20 Boroughs participated in HTF’s LMSL buddy system pilot, strengthening peer support and sharing good practice across London.



A participant reflected on the impact of the buddy system:

I've had the opportunity to speak with Senior Service Managers - people I wouldn't normally interact with, even within my own council. This event has made the issue of modern slavery feel much less intimidating.



About our work more generally, a local authority said:

HTF are great at creating meaningful networks to tackle modern slavery in a collaborative way. They are trusted and highly respected by the sector, and bring together a collection of varied voices... Our local authority wouldn't have met any of the other local authority it now works closely with (and copies best practice from) if it wasn't for HTF. HTF has provided platforms for us to be heard by policy/decision making bodies. HTF forums often inspire us... HTF also provide understandable information on changes in policy, legislation and practice in the sector. I know partners across local authorities trust HTF's neutral and informative messaging.

LOCAL COORDINATION ON A NATIONAL LEVEL

The National Network Coordinators Forum (NNCF) was established by HTF to bring together coordinators of regional anti-slavery partnerships nationwide. The NNCF provides a space for shared learning and collective action, amplifying regional approaches into national policy discussions. In collaboration with NNCF members, HTF published a report demonstrating the impact of modern slavery coordinators within local authorities. The report recommended that all local authorities should have, or have access to, a dedicated modern slavery lead.

KEY HIGHLIGHTS IN 2025:	
CONVENING KEY PARTNERS:	HTF held a roundtable, bringing together the coordinators and government departments, enabling policymakers to hear directly about the impact of coordinator roles on survivor identification and criminal justice outcomes.
MOBILISING ACTION:	Following this engagement, the Independent Anti-Slavery Commissioner (IASC) and the Local Government Association (LGA) supported the report’s recommendation and established a taskforce to gather further evidence and engage Ministers.
PARLIAMENTARY SUPPORT:	HTF met with the MPs where there are coordinators in their constituencies to promote the model of good practice. MPs subsequently wrote to Ministers recommending national roll out and submitted parliamentary questions requesting an assessment of the value of dedicated coordinator roles.
NATIONAL RECOGNITION:	The recommendation was echoed in subsequent reports by other NGOs and the IASC, and a commitment was made to promote modern slavery coordinators within practice toolkits under the Government’s National Plan to End Homelessness.



NNCF members said:

I value highly the ability to access expertise and experience in order to help those tackling modern slavery in my region... I feel like I'm noticed and valued in what can be a very isolating and frustrating role. I know I can reach out for help at any point - that's 'gold' to me.

Since the launch of the modern slavery coordinators report there has been increased national interest in the role of local government in the anti-slavery space with several local authorities starting to consider their approaches and central government consideration for national modern slavery coordinators rollout.

The NNCF is brilliant and the respectful challenge to policy makers and partner agencies is also brilliant. The expertise and influence of the HTF is so important.

AMPLIFYING LIVED EXPERIENCE

HTF established the Lived Experience Advisory (LEAP) in 2022 with the aim of embedding the expertise of those with lived experience in the work of the anti-slavery sector and to ensure that service provision and policy effectively reflect the needs of survivors.

KEY HIGHLIGHTS IN 2025:

WIDE REACH: :

LEAP delivered **21** commissions, working with **12** organisations and engaging over **500** people through research, speaking opportunities and service design work.

CREATING SUSTAINABLE COLLABORATION:

LEAP supported the West Midlands Anti-Slavery Network and Justice and Care to establish their own lived experience groups, helping embed meaningful survivor engagement into organisational practice.

SHAPING RESEARCH:

LEAP advised the International Organization for Migration on the design of research into reintegration and returns procedures for survivors. LEAP was then invited to present to peer researchers from multiple countries on ethical and effective survivor engagement.

INFLUENCING POLICY:

LEAP responded to the Home Office's Call for Evidence on the Identification of Victims of Modern Slavery, setting out changes needed to policy and guidance to improve survivor support through identification processes.

BROADER INCLUSION:

Beyond LEAP, HTF facilitated a consultation with people with lived experience, commissioned by an organisation bidding for the government's survivor support contract, ensuring that lived experience informed the design of their proposal. HTF also supported people with lived experience to provide oral evidence to the Joint Committee on Human Rights' inquiry into forced labour, and to contribute to the Department for Business and Trade's responsible business conduct review.



Partners reflected on the impact of LEAP's work:

[LEAP] was excellent on the day – really impactful presentation which set the tone of the day and was a great encouragement to survivors who had no previous experience of this sort of activity to feel comfortable to speak out and share...Attendees valued the opportunity to hear from fellow survivors, exchange ideas, and contribute to shaping the future of anti-trafficking work.

The Salvation Army



We have used LEAP to scrutinise all of our strategy and training, with HTF facilitating these sessions we would've had significant difficulty incorporating lived experience into our work

Coventry Council



It was such a positive meeting, and feel it really inspired the survivors who came along. I also just want to thank you for all the work we have done together this year, it has been great to work with you and feel we have made great strides in survivor engagement at leadership at Justice & Care as a result.

Justice and Care



The LEAP has made a positive difference by setting an example to others.

HTF partner survey respondent

RECOGNISING ACHIEVEMENTS

Each year, HTF convenes the Anti-Slavery Day Awards in Parliament to recognise outstanding contributions to tackling modern slavery, including responsible and accurate media reporting and leadership across the sector. By publicly recognising excellence, the Awards encourage ethical reporting and amplify models of practice that others can learn from and replicate. Bringing together parliamentarians, practitioners, people with lived experience, and the media, the Awards strengthen relationships across the sector and reaffirm shared commitment to tackling modern slavery.



Attendees said:

It was such a wonderful evening and so inspiring to see the winners. I am so grateful for everything you do at the Human Trafficking Foundation. You are like an anchor in an increasingly stormy sea!

Thank you.

The anti-slavery awards are an important and prestigious event which raising the profile of work that is being done.

Overall impact

Through convening networks, strengthening coordination, and amplifying lived and learnt experience, HTF continues to play a central role in building a more connected, inclusive, and informed anti-slavery response. In 2025, this work helped align local and national efforts, supported shared solutions, and ensured that survivor insights and frontline realities meaningfully shaped policy and practice.

OUR WORK IN 2025

We inform

Policymakers and the wider sector have access to accurate, timely, and actionable information, enabling proactive responses to emerging challenges.

We use the learning generated through 'Equip' and 'Amplify' to inform policy, and drive meaningful change. By drawing on frontline practice, lived experience, and research, we produce evidence-based reports and the Slavery & Trafficking Survivor Care Standards that influence national policy and sector practice. Engagement through the All-Party Parliamentary Group, consultations, and coordinating the sector in response to emerging legislation bridges gaps between policy and practice.



HTF can add unique value - as it doesn't operate programmes it isn't seen as a competitor and so provides a neutral space for these important conversations.

HTF partner survey respondent



HTF includes the voice of survivors in shaping your approach and policy; working collaboratively with partner organisations; being incredibly supportive of smaller, less experienced organisations and giving them the opportunity to be heard.

HTF partner survey respondent



HTF creates a feedback loop between policy makers and frontline organisations.

HTF partner survey respondent

2025 AT A GLANCE

150+

contributors

involved in developing the Slavery & Trafficking Survivor Care Standards

3,300 webpage visits

5

events delivered for the All-Party Parliamentary Group on Human Trafficking and Modern Slavery

1

Self-Identification Toolkit created by LEAP



100 attendees at the launch



98% said they would use the tool

3

consultations held with people with lived experience to shape policy

48

organisations contributed to HTF's briefing marking 10 years since the Modern Slavery Act

4

reports published to inform policy and practice

1

workshop delivered for European parliamentarians on trafficking risks linked to the war in Ukraine

KEEPING MODERN SLAVERY ON THE POLITICAL AGENDA

As secretariat to the All-Party Parliamentary Group on Human Trafficking and Modern Slavery, HTF plays an important role in ensuring parliamentarians remain informed and engaged on modern slavery.

In 2025, HTF convened quarterly officer meetings, circulated a monthly bulletin to keep APPG members informed on policy changes and reports, organised **5** parliamentary events and supported members to submit parliamentary questions. Modern slavery was referenced **174** times in parliamentary questions and answers throughout the year.

KEY HIGHLIGHTS IN 2025:

MARKING 10 YEARS SINCE THE MODERN SLAVERY ACT:	The APPG secured a Backbench Business Debate and hosted an anniversary reception recognising progress made over the past decade, whilst renewing parliamentary commitment to strengthening the UK’s response.
ERADICATING FORCED LABOUR IN SUPPLY CHAINS:	The APPG chaired two roundtables, in partnership with the Independent Anti-Slavery Commissioner, bringing together parliamentarians and businesses to strengthen transparency and prevention in supply chains, helping to lay the groundwork for future legislative action.
ENGAGING IN POLICY DEVELOPMENT:	The APPG responded to the Home Office consultation on the Identification of Victims of Modern Slavery, drawing on parliamentary and sector insights to inform future policy change.

ENGAGING EUROPEAN POLICYMAKERS ON HUMAN TRAFFICKING

HTF worked with the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings for the Organisation for Security and Cooperation in Europe (OSCE) to host a side-event at the 32nd Annual Session of the OSCE Parliamentary Assembly.

The event focused on strengthening the legislative response to human trafficking risks for Ukrainian refugees. More than **20** parliamentarians from across the OSCE participating states attended to demonstrate their commitment to preventing exploitation and improving protections for people displaced by the conflict in Ukraine.

ASSISTING SURVIVORS TO SELF-IDENTIFY

LEAP recognise that survivors often find it challenging to disclose their experiences, especially to authorities such as the police. In response, and guided by their own knowledge and lived experience, LEAP developed a Self-Identification Tool (SIT) to assist survivors. The tool has pictures, so survivors can point to images that resonate with their experiences, and provides guidance both to survivors and police on the next steps to access support.

KEY HIGHLIGHTS IN 2025:

ENGAGEMENT:	LEAP launched the tool to 100 participants at a webinar and it has since been viewed over 1,000 times online. The SIT has been translated into 11 languages, widening accessibility for survivors. 98% of webinar poll respondents said they would use the tool when working with survivors.
EXTENDING REACH:	At the request of organisations in Scotland, the SIT was adapted for the Scottish Context. LEAP was invited to present the tool at the Welsh Government’s anti-slavery conference and discussions are underway with an NGO adapting it for use in Northern Ireland. Although developed for the UK, officers from an Australian police force attended the launch webinar noting the absence of similar tools in their country.
EMBEDDING IN PRACTICE:	The SIT has been incorporated into His Majesty’s Prison and Probation Services (HMPPS) updated guidance for all prison and probation staff. LEAP was also invited to present on the tool at the HMPPS annual conference. A provider of mental health and social care services consulted LEAP on embedding the SIT within their safeguarding responses.



Users of the tool say:

The [SIT] is brilliant! We have printed them out in all languages and laminated them.

Cumbria Police



Really fantastic tool. Here at the MSOICU we are developing an app for handheld devices to help identify potential victims and we hope we will be able to utilise the tool within the app.

**Modern Slavery & Organised
Immigration Crime Unit**



As a survivor who is seeing it for the first time, seeing your experience expressed and articulated like this very simply, I see as very helpful to be able to start these very difficult conversations. I'm immediately drawn to all the ones that I would have related to before I had the words/terms.

Webinar attendee

SETTING STANDARDS OF CARE

HTF led the update of the Slavery and Trafficking Survivor Care Standards, which aim to ensure that adult survivors of human trafficking and modern slavery receive consistently high-quality care wherever they are in the UK. The updated Standards promote a holistic approach, placing survivors' needs at the centre of long-term recovery.

KEY HIGHLIGHTS IN 2025:	
GENUINE COLLABORATION:	HTF convened more than 20 workshops and coordinated 84 organisations and over 150 people with lived experience, law enforcement, local and national government, healthcare practitioners, academics, solicitors, and frontline and policy workers to review and redraft the Care Standards, sharing differing opinions and expertise to align on a consistent framework for survivor care.
EQUITY BETWEEN LIVED AND LEARNT EXPERIENCE:	Each of the 10 working groups were made up of people with lived experience and people with learnt experience from a range of agencies, ensuring genuine co-working across the whole sector for the first time. Survivors unable to partake in the working groups joined an additional workshop, ensuring their insights informed the final Standards.
RENEWED FOCUS ON EQUALITY, DIVERSITY AND INCLUSION:	The updated Care Standards strengthen guidance on supporting survivors with physical and cognitive disabilities, cultural responsiveness, and inclusive practice for co-working between lived and learnt experience.
NATIONAL RELEVANCE:	HTF worked with the UK Government and Devolved Administrations to ensure that the Care Standards provides clarity on the differences between the UK jurisdictions so that they can be used for survivors across the UK.
MINISTERIAL SUPPORT:	The responsible Minister in the UK Government, Northern Ireland Executive, Scottish Government and Welsh Government all expressed commitment to support the Care Standards and their implementation.
SIGNIFICANT REACH:	Since publication in October, more than 300 hard copies have been ordered, and the webpage has received over 3,000 views.



In respect of the Care Standards, partners say:

I'm so proud to have contributed to The Slavery & Trafficking Survivor Care Standards from the Human Trafficking Foundation. Holding the final copy in my hands today feels incredibly meaningful. These standards are more than guidance, they represent compassion, dignity, and the belief that every survivor deserves consistent, trauma-informed care. Thank you to the Human Trafficking Foundation and everyone involved for the dedication, collaboration, and care that went into creating this important resource. It's an honour to have been part of it.

Lived Experience Consultant



The Care Standards have a genuine ability to be life-changing and are an integral part of working with survivors. They were my essential guidance for all staff when working frontline and I am so excited about the new update and the additions that are now included!

Academic



The update of the Survivor Care Standards is a massive and important development and has been very well approached and managed by HTF.

Partner survey respondent

Overall impact

Drawing on learning from 'Equip' and 'Amplify', HTF's 'Inform' work collated frontline insight, lived experience, and sector expertise into influence at national levels. Through reports, the Slavery & Trafficking Survivor Care Standards, the Self-Identification Toolkit, parliamentary engagement, and consultations with people with lived experience, HTF helped align policy and guidance more closely with the realities faced by survivors and practitioners, strengthening consistency in standards of care and contributing to a more joined-up and effective national response to modern slavery.

CONCLUSION

The Human Trafficking Foundation operates with a small staff team but is hugely valued by the entire anti-slavery sector. Throughout 2025, HTF strengthened the UK's response to modern slavery by equipping the sector with the knowledge and tools to act, amplifying the voices and insights of those with lived and learnt experience, and ensuring policymakers and practitioners were informed through accurate, timely, and actionable information. Across our work, we championed collaboration, built confidence, and promoted evidence-led, survivor-centred approaches that bridge gaps between policy and practice.

The impact of our efforts is clear: professionals have increased confidence to respond, organisations are more coordinated, and the national response is increasingly informed by frontline realities. Together, these achievements bring us closer to a society where coordinated systems address modern slavery effectively, ensuring survivors receive the support they need and the sector is equipped to respond proactively to emerging challenges.

“

I would like to say thank you for all your support - not just what you do but how you do it - you are very welcoming and responsive and I've personally really appreciated your approach, your ethics and values.

HTF partner survey respondent

“

Overwhelmingly impressed by your commitment to the work. Really respect and appreciate the work that HTF do. Not sure who could replace HTF if it wasn't there.

HTF partner survey respondent

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

Activities and performance (continued)

Financial review

a. Finances

An annual budget was agreed before the start of the financial year, setting out the policy and objectives for that year, the financial implications, and the general modus operandi for achieving the objectives. The financial transactions of the Foundation during the year and the financial position at the end of the year are set out in the attached accounts.

During this period, the Foundation received gross income of £250,005 (2024: £219,953), mostly in the form of grants from the National Lottery Community Fund, Samworth Foundation and City Bridge Foundation amongst others.

Expenditure for 2025 was £254,481 (2024: £219,079). This created a deficit in funds for the year of £4,476 (2024: £875 surplus).

We also have a reserves policy included in the carried forward balance which is listed separately below.

Our Funding

The Foundation received funding from organisations which commissioned the Lived Experience Advisory Panel. The Foundation is grateful to the trusts and research bodies who have supported our work this year, including:

National Lottery Community Fund
Samworth Foundation
City Bridge Foundation
Independent Anti-Slavery Commissioner
University of Nottingham Rights Lab
William Whyte Tait Charitable Trust
Marsh Charitable Trust

b. Reserves policy

The Trustees have approved a reserve of three months' running costs, which will be kept under review.

Structure, governance and management

a. Constitution

The Foundation is constituted under a Memorandum of Association and is a registered charity number 1134448.

The Foundation is a limited company with registration number 07121887.

Our principal objective is to support and add value to the work of the many charities operating to combat human trafficking and modern slavery in the UK and to provide information and advice on preventing trafficking and modern slavery to parliamentarians, central and local government, regional and individual police forces and border and immigration agencies. In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

The management of the Foundation is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. New trustees are appointed by resolution of a meeting of the Trustees after nomination by one member, with due regard given to the diversity, skills, experience and knowledge required to complement the skill profile of the current Board. Upon appointment, Trustees meet the Chairman and are briefed on their responsibilities and obligations as trustees and provided with appropriate documents.

c. Organisational structure and decision-making policies

Trustees who served during the year were:

Rt Hon Lord Randall of Uxbridge Kt. PC (Chair)

Rt Hon Baroness Elizabeth Butler Sloss GBE (Deputy- Chair)

Lord Coaker of Gedling

Rt Hon Dame Karen Bradley MP

Paul Jackson (Treasurer)

Lord Richard Harrington

The Foundation is run by a Board of Trustees, who play an active part in the running of the Foundation in conjunction with an outstanding team of three members of staff. The Trustees usually meet three times a year. The role of the Board is to steer the growth and strategic direction of the charity, to approve the budget for the year and monitor the financial position based on regular reports, and approve the annual accounts, auditor's report and appointment.

In 2025, the charity's activities were carried out by a small, committed team, comprising staff with different but complementary skills, supported by the Trustees, keeping a tight focus on those areas where the Foundation is uniquely able to make a difference.

The Trustees review the main risks facing the Foundation on a regular basis, giving consideration to the appropriate policies, procedures and systems to minimise the Foundation's exposure to risk.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

Statement of Trustees' responsibilities

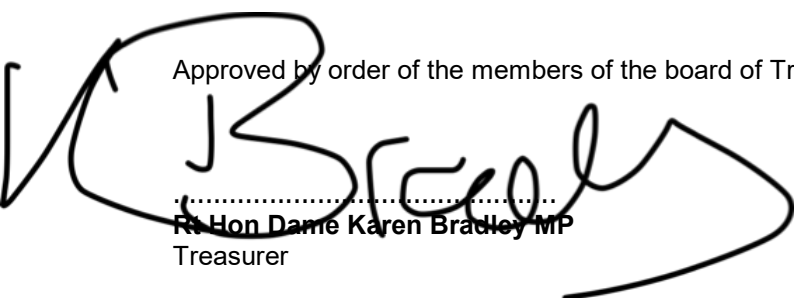
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report including the Strategic Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Rt Hon Dame Karen Bradley MP
Treasurer

Date: 27 March 2026

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2025

Independent Examiner's Report to the Trustees of Human Trafficking Foundation ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2025.

Responsibilities and Basis of Report

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: *Martin Bailey*

Dated: 30-03-26

Martin Bailey FCA
Goodman Jones LLP
1st Floor Arthur Stanley House
40-50 Tottenham Street
London
W1T 4RN

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2025**

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	4	84,048	165,881	249,929	219,734
Investments	5	76	-	76	219
Total income		84,124	165,881	250,005	219,953
Expenditure on:					
Charitable activities	6	83,804	170,677	254,481	219,078
Total expenditure		83,804	170,677	254,481	219,078
Net movement in funds		320	(4,796)	(4,476)	875
Reconciliation of funds:					
Total funds brought forward		66,412	23,844	90,256	89,381
Net movement in funds		320	(4,796)	(4,476)	875
Total funds carried forward		66,732	19,048	85,780	90,256

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 35 to 48 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07121887

BALANCE SHEET
AS AT 31 DECEMBER 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	11	618	948
		<u>618</u>	<u>948</u>
Current assets			
Debtors	12	3,256	2,299
Cash at bank and in hand		98,161	152,718
		<u>101,417</u>	<u>155,017</u>
Current liabilities			
Creditors: amounts falling due within one year	13	(16,255)	(65,709)
		<u>85,162</u>	<u>89,308</u>
Net current assets			
		<u>85,780</u>	<u>90,256</u>
Total assets less current liabilities			
		<u>85,780</u>	<u>90,256</u>
Total net assets		<u>85,780</u>	<u>90,256</u>
Charity funds			
Restricted funds	14	19,048	23,844
Unrestricted funds	14	66,732	66,412
		<u>85,780</u>	<u>90,256</u>
Total funds		<u>85,780</u>	<u>90,256</u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

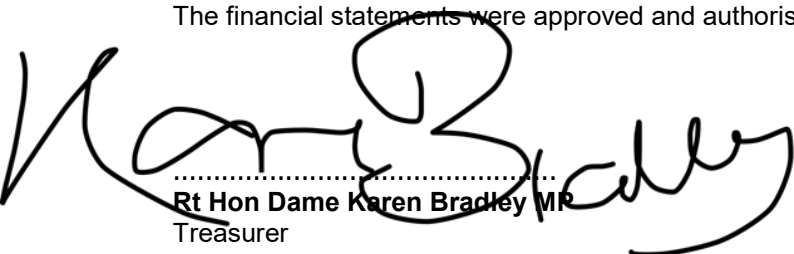
The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2025

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



.....
Rt Hon Dame Karen Bradley MP
Treasurer

Date: 27 March 2026

The notes on pages 35 to 48 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

1. General information

The Human Trafficking Foundation is a private limited company by guarantee incorporated in England and Wales. The registered office is Blackfriars Settlement, 1 Rushworth Street, London, SE1 0RB. The objects of the Charity are set out in the Trustees' Report.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Human Trafficking Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

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 £.

2.2 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, this liability in respect of the guarantee is limited to £1 per member of the Charity.

2.3 Going concern

The Charity receives most of its income in the form of grants from trusts and foundations. After the reviewing the level of recurring expenditure, expected income (including grants already notified to/received by the Charity), and the future plans of the Charity for the year ended 31 December 2026 and beyond, the Trustees consider that the Charity is a going concern and that the financial statements are appropriately prepared on the going concern basis.

2.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

2. Accounting policies (continued)

2.5 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the Charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the Charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Grant income is recognised once the above criteria have been met, together with any performance conditions attached to the grant. Grant income received is deferred only when the Charity has yet to fulfil the performance conditions.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.7 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

Tangible assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	- 25% straight line
Office equipment	- 25% straight line

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.12 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

2. Accounting policies (continued)

2.13 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The Trustees have not identified any estimates or assumptions that are considered to have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

4. Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Donations	66,298	8,113	74,411	67,951
Grants	17,750	157,768	175,518	151,783
	84,048	165,881	249,929	219,734
<i>Total 2024</i>	84,504	135,230	219,734	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

5. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Investment income	76	76	219
<i>Total 2024</i>	219	219	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Shaping policy	83,804	170,677	254,481	219,078
<i>Total 2024</i>	99,057	120,021	219,078	

7. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Grant funding of activities 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Shaping policy	211,408	3,089	39,984	254,481	219,078
<i>Total 2024</i>	164,258	5,586	49,234	219,078	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Shaping policy 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Staff costs	140,689	140,689	128,618
Awards event	4,739	4,739	4,267
Seminars, conferences and workshops	21,159	21,159	18,463
Printing, postage and stationery	9,902	9,902	37
Project travel, subsistence and volunteer costs	1,448	1,448	113
Consultancy and professional fees	33,471	33,471	12,760
	211,408	211,408	164,258
<i>Total 2024</i>	164,258	164,258	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Shaping policy 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Printing, postage and stationery	106	106	57
Premises costs	17,792	17,792	28,028
Telephone and internet	973	973	1,084
Accountancy	10,940	10,940	10,888
Bank charges	171	171	172
Depreciation	330	330	468
Computer costs	2,120	2,120	2,494
Recruitment, staff training and other staff costs	921	921	726
Insurance	794	794	697
Independent examination fee	4,662	4,662	4,554
Trustees and governance costs	1,175	1,175	66
	<u>39,984</u>	<u>39,984</u>	<u>49,234</u>
<i>Total 2024</i>	<u>49,234</u>	<u>49,234</u>	

8. Analysis of grants payable

	Grants to Institutions 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Victim fund	3,089	3,089	5,586
<i>Total 2024</i>	<u>5,586</u>	<u>5,586</u>	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

9. Staff costs

	2025	2024
	£	£
Wages and salaries	127,492	114,737
Social security costs	5,567	7,176
Contribution to defined contribution pension schemes	7,630	6,705
	140,689	128,618

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

	2025	2024
	No.	No.
Full time	3	3

No employee received remuneration amounting to more than £60,000 in either year.

Key management personnel are considered to be the Trustees.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 December 2025, travel expenses totalling £156 were reimbursed or paid directly to 1 Trustee (2024 - £30 to 1 Trustee).

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

11. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 January 2025	4,560	19,202	23,762
At 31 December 2025	4,560	19,202	23,762
Depreciation			
At 1 January 2025	4,560	18,254	22,814
Charge for the year	-	330	330
At 31 December 2025	4,560	18,584	23,144
Net book value			
At 31 December 2025	-	618	618
At 31 December 2024	-	948	948

12. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	1,881	924
Other debtors	1,375	1,375
	3,256	2,299

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

13. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	2,451	1,476
Other taxation and social security	4,098	3,698
Pension fund loan payable	1,083	1,050
Other creditors	583	1,446
Accruals and deferred income	8,040	58,039
	16,255	65,709
	2025	2024
	£	£
Deferred income at 1 January 2025	50,000	50,000
Resources deferred during the year	-	50,000
Amounts released from previous periods	(50,000)	(50,000)
	-	50,000

Deferred income represents grant income received in advance of the Charity having full entitlement to the funding.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

14. Statement of funds

Statement of funds - current year

	Balance at 1 January 2025 £	Income £	Expenditure £	Balance at 31 December 2025 £
Unrestricted funds				
Designated funds				
European Council Work	24,069	-	(1,424)	22,645
General funds				
General Funds - all funds	42,343	84,124	(82,380)	44,087
Total Unrestricted funds	66,412	84,124	(83,804)	66,732
Restricted funds				
Survivor Fund	226	-	-	226
Victim Fund	3,443	-	(3,089)	354
City Bridge Trust	-	51,068	(34,958)	16,110
National Lottery	920	100,000	(99,469)	1,451
Care Standards	3,300	14,813	(17,206)	907
LEAP Police Project	15,955	-	(15,955)	-
	23,844	165,881	(170,677)	19,048
Total funds	90,256	250,005	(254,481)	85,780

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

14. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2024 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2024 £</i>
Unrestricted funds				
Designated funds				
European Council Work	24,158	-	(89)	24,069
General funds				
General Funds - all funds	56,588	84,723	(98,968)	42,343
Total Unrestricted funds	80,746	84,723	(99,057)	66,412
Restricted funds				
Survivor Fund	426	-	(200)	226
Victim Fund	5,693	3,136	(5,386)	3,443
National Lottery	2,516	100,000	(101,596)	920
Care Standards	-	3,300	-	3,300
LEAP Police Project	-	19,755	(3,800)	15,955
VS25	-	9,039	(9,039)	-
	8,635	135,230	(120,021)	23,844
Total funds	89,381	219,953	(219,078)	90,256

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

14. Statement of funds (continued)

Restricted funds in the current and prior years relate to the following purposes:

- Survivor fund - to provide education for a specific survivor.
- Victim Fund - to provide necessary financial help to victims of human trafficking.
- National lottery - funding towards HTF's programmes providing support to survivors, as well as towards its policy work with local authorities.
- Care Standards - to update the Slavery & Trafficking Survivor Care Standards.
- LEAP Police Project - for the Lived Experience Advisory Panel to create a self-identification tool for police to use with survivors.
- VS25 - to consult with survivors on modern slavery on what the government's future victim care contract should include.
- City Bridge - funding towards the salary of a London lead, delivery costs of providing London Borough support and developing the work of the Lived Experience Advisory Panel in London, associated management costs and contribution to core.

Designated funds are held for the following purposes:

- European Council Work Fund - the Trustees have designated funds for European council work in future periods.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	618	-	618
Current assets	82,369	19,048	101,417
Creditors due within one year	(16,255)	-	(16,255)
Total	66,732	19,048	85,780

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2024 £</i>	<i>Restricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	948	-	948
Current assets	81,173	73,844	155,017
Creditors due within one year	(15,709)	(50,000)	(65,709)
Total	66,412	23,844	90,256

16. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £7,630 (2024: £6,705). Contributions totalling £1,083 (2024: £1,050) were to the fund at the balance sheet date and are included in creditors.

17. Related party transactions

Apart from those disclosed elsewhere in these financial statements, there were no transactions with related parties requiring disclosure.

Accounts

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)
UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Trustees

Lord Randall of Uxbridge Kt. PC, Chair
Rt Hon Karen Bradley MP
Rt Hon Baroness Elizabeth Butler-Sloss of March Green GBE
Lord Coaker of Gedling
Lord Harrington of Watford (appointed 25 January 2024)
Paul Jackson
Anthony Steen CBE (resigned 27 November 2024)

Company registered number

07121887

Charity registered number

1134448

Registered office

Blackfriars Settlement
1 Rushworth Street
London
SE1 0RB

Head of Office and company secretary

Robyn Phillips

Independent examiner and accountants

Martin Bailey FCA
Goodman Jones LLP
1st Floor Arthur Stanley House
40-50 Tottenham Street
London
W1T 4RN

Bankers

Barclays Bank PLC
348 Kings Road
London
SW3 5UT

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
(CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Solicitors

Maurice Turnor Gardner LLP
15th Floor
Milton House
Milton Street
London
EC2Y 9BH

HUMAN TRAFFICKING FOUNDATION

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees (who are also directors of Human Trafficking Foundation (hereafter "the Foundation" or HTF") for the purposes of the Companies Act 2006) present their Annual Report together with the financial statements of the Charity for the year 1 January 2024 to 31 December 2024. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Objectives and activities

a. Policies and objectives

The Human Trafficking Foundation grew out of the All-Party Parliamentary Group on Human Trafficking and Modern Slavery with three objectives:

1. To shape policy and legislation by equipping parliamentarians and policy makers, lead government departments, local authorities, police and statutory agencies to better understand the extent and nature of human trafficking, and the need to adjust rapidly to changing trends;
2. To provide a sustained and collective voice amongst NGOs, civil society, and voluntary organisations fighting modern day slavery so that short-comings in current policy can be identified and addressed, and how that can best be tackled; and
3. Identifying opportunities for new and different types of intervention within the rapidly evolving landscape of human trafficking.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Our values

The Human Trafficking Foundation is committed to leading change through unity not adversity. We partner with all individuals and organisations working to tackle human trafficking and share facts to enable partners to draw their own conclusions. We are proactive in our approach, seeking out trends and issues and bringing together multi-agency partners to create practical solutions.

- We facilitate both **inclusive and collaborative working**, welcoming all perspectives to find common ground in order to tackle human trafficking.
- We learn from all partners and equip anyone involved in anti-trafficking with knowledge to **bridge gaps and create change**.
- We **elevate all voices equally** and identify opportunities to evolve the response to human trafficking.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Activities and performance

a. Review of activities

Objective 1: To shape policy and legislation by equipping parliamentarians and policy makers, lead government departments, local authorities, police and statutory agencies to better understand the extent and nature of human trafficking, and the need to adjust rapidly to changing trends

APPG

In 2024, the Human Trafficking Foundation continued to provide Secretariat for the All-Party Parliamentary Group (APPG) on Human Trafficking and Modern Slavery, which held a promising meeting in November with engagement from new MPs. HTF continued to co-chair the Modern Slavery Engagement Forum, the avenue by which the Home Office consults with the anti-slavery sector; attended a roundtable with the Minister to discuss the priorities for tackling modern slavery; and met with the leads for parliamentary committees to raise the intersect between their issues and modern slavery. The HTF Trustees met with the US Under-Secretary Zeya and separately, Cindy Dyer, the US Ambassador for Trafficking in Persons, and Dr Kari Johnstone, the OSCE Special Representative and Co-Ordinator for Combating Human Trafficking.

HTF sat on a number of steering groups, including the HMPPS steering group for the development of policies and procedures for prisons, a steering group for mapping Voluntary Returns processes with IOM and a steering group for a Domestic Homicide Review.

Police & Crime Commissioners

In anticipation of the local May 2024 elections, HTF put together a pledge to send out nationally to all Mayoral and Police and Crime Commissioner candidates. Over 50 organisations signed a letter, calling on candidates to sign the pledge to tackle modern slavery if elected. 76 candidates from multiple political parties agreed to the pledge. Out of the 37 elected Police and Crime Commissioners, 18 committed to, or were supportive of, the pledge. Over the next four years, HTF and partners will work with the PCCs to help them deliver on the pledge, which includes delivering a local strategy to tackle modern slavery and prioritise partnership working. HTF has also developed a relationship with the Association of Police and Crime Commissioners (APCC), which has since established a modern slavery task and finish group for PCCs as a result of the pledge.

Victim Care Contract Consultation

In March, HTF was commissioned by the Home Office to provide a consultation with adults with lived experience of modern slavery to inform the design of the new Modern Slavery Victim Care Contract. The consultation was held with 35 survivors of modern slavery across England and Wales who have received support under the Modern Slavery Victim Care Contract since January 2021. The purpose of the consultation was to give survivors an opportunity to have their say on the future of victim support and for the Home Office to understand what support is working well and what would be helpful to provide in the future. HTF commissioned a consultant from the Lived Experience Advisory Panel (LEAP) to be specialist advisor on the consultation. As facilitators, the team took steps to ensure that participants could engage in a trauma-informed environment and developed a specific safeguarding procedure for the project. The feedback from participants, support workers and the Home Office on how the consultation was conducted was extremely positive.

Local Government

As approximately one third of all victims of modern slavery in the UK are identified in London, HTF supports all 32 boroughs and the City of London Corporation, to ensure local authorities are meeting their statutory duties under section 52 Modern Slavery Act 2015 and systems are in place to identify and support survivors. Throughout 2024 HTF continued to work one to one with London Boroughs, advising on strategy, supporting with the development of referral pathways and signposting on complex cases. HTF continued to produce a regular newsletter for over 600 people working in statutory agencies in London to provide information, resources, updates and tools to support with meeting statutory responsibilities in tackling modern slavery and in developing good practice locally.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Activities and performance (continued)

HTF established and coordinates the London Modern Slavery Leads Network (LMSL) to ensure London Boroughs are responding appropriately to modern slavery and working together to tackle this crime. The LMSL is currently chaired by the Head of Community Safety at Lambeth Council and engagement remains high with over 40 people attending the quarterly meeting representing 31 of the London Boroughs, City of London Corporation, the Metropolitan Police, NHS and other key statutory agencies in London. The Met Police provided HTF with a modern slavery data tool to share with the LMSL to allow every London Borough to see a detailed breakdown of the local picture of modern slavery. HTF held quarterly data workshops to help Boroughs use this data to make evidence-led decisions when responding to modern slavery.

"We are grateful to you and the Human Trafficking Foundation for supporting our NHS staff and partners in their efforts to tackle modern slavery and the harm it causes." NHS England

In November, HTF held the annual First Responder Webinar to improve understanding of the National Referral Mechanism (NRM) – the government's framework for identifying victims of modern slavery - and strengthen the quality of NRM referrals. Speakers included the Modern Slavery Unit and Single Competent Authority within the Home Office, The Salvation Army and a Lived Experience Expert. There were 548 attendees from the Police, local authorities, Border Force, GLAA, and NGO First Responders. After the event, 85% agreed with the statement "I am confident making referrals to the NRM" vs. 28% beforehand.

"I now feel more confident in how to make referrals, build rapport and understand what is needed to be able to make a good referral" First Responder Webinar attendee

"I will be more trauma-informed in gathering information from victims. I will ask questions in a more empathetic way and aim to not victim blame." First Responder Webinar attendee

Trusted Housing Assessor

With housing being a key theme of the LMSL and HTF's Key Issue report in 2023, HTF, with The Salvation Army, launched an 18-month pilot in collaboration with the London Boroughs of Westminster, Islington, and Hillingdon, which concluded in December 2024. Based on a model between Sheffield Council and the Snowdrop Project, the Trusted Assessor pilot enabled Hestia and The Salvation Army to complete housing applications on behalf of survivors to avoid re-traumatisation from the housing officer asking personal questions; to build trust between survivors and the authorities, and to strengthen multi-agency working. Participants in the pilot highlighted a marked increase in mutual understanding of each other's roles, which led to smoother coordination and more effective communication between agencies. The pilot successfully improved the efficiency of housing applications and mitigated the risk of re-traumatisation, which was reflected in positive feedback from service users participating in the pilot. The pilot also faced challenges, including a limited number of cases, difficulties in collecting monitoring and evaluation data, and issues arising from staff turnover. The insights and learnings from this pilot will be published in an end-of-pilot report in 2025.

Objective 2: To provide a sustained and collective voice amongst NGOs, civil society, and voluntary organisations fighting modern day slavery so that short-comings in current policy can be identified and addressed, and how that can best be tackled

Lived Experience Advisory Panel

Throughout 2024, HTF continued to work with independent consultants with lived experience of modern slavery in the Lived Experience Advisory Panel (LEAP) to ensure lived experience is embedded in anti-trafficking work across the UK. In 2024, LEAP was commissioned by Durham Modern Slavery Partnership, the Samworth Foundation, Hope for Justice, Hope at Home, Southend Against Modern Slavery, Birmingham and Coventry Councils and the West Yorkshire Police. LEAP also gave oral evidence to the House of Lords Committee on the Modern Slavery Act. LEAP presented at a HMPPS conference and a report launch hosted by Sarah Champion

HUMAN TRAFFICKING FOUNDATION (A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Activities and performance (continued)

MP, advised West Midlands Anti-Slavery Network on how to develop their own LEAP and participated in the Council of Europe GRETA roundtable. In November, LEAP was invited by the Council of Europe to Malta in recognition of HTF and LEAP's work on survivor engagement in anti-trafficking policy. Following the success of these presentations, LEAP and HTF were invited to engage in discussions with the Council of Europe and the Maltese Human Rights Directorate and write a follow up paper. Towards the end of 2024 LEAP began developing a self-identification tool to be published in 2025.

"I want to express our sincere gratitude for the elaborative and well-constructed paper, this is incredible work."
Council of Europe following LEAP project in Malta

National Network Coordinators' Forum

HTF continued to coordinate the National Networks Coordinators Forum (NNCF), which HTF established for Coordinators of local Anti-Slavery Partnerships across the country, and hold quarterly meetings to share trends, best practice and challenges and encourage collaboration across geographical areas. 2024 saw two new partnerships join the network. As part of the work with NNCF, HTF put together an evidence-briefing on the impact made by having a dedicated modern slavery coordinator employed within a local authority. There are only nine councils, that HTF is aware of in England and Wales, with a role solely focusing on modern slavery and yet they have a transformative impact on the local response. Out of 218 local authorities that made NRM referrals for adults in 2023, the 9 with a designated modern slavery position made up 18% of all adult NRM referrals. The report will be published in 2025.

'First time I've been to this [NNCF] meeting, and it's great to see and hear good practice going on elsewhere, and to feel like there's a network to tap into.' Derbyshire Anti-Slavery Partnership

'I thought the [NNCF] meeting was excellent and I've taken loads away to share and take forward.' South Yorkshire Anti-Slavery Partnership

Slavery & Trafficking Survivor Care Standards

The Slavery & Trafficking Survivor Care Standards sets a blueprint for survivor support and was endorsed by government in 2018 and used by the Care Quality Commission to inspect the Modern Slavery Victim Care Contract. Given the significant changes introduced since 2018, HTF began the updating process in October 2024, forming working groups to ensure it is a collaborative process, with the aim of publishing the updated Care Standards in October 2025.

Online Resources

There were 27,000 unique visitors to HTF's website in 2024, an increase in 8% on the previous year. The map of survivor support services was the most visited after the homepage with 4,843 visits from people accessing the interactive map, alongside lists of accommodation, legal services and support for survivors across the country. The map was updated in 2024 with 12 grassroots organisations added. HTF also continued to host the Survivor Hub; a webpage where people with lived experience of modern slavery can access information and resources all in one place. HTF also maintained the Single Point of Contact Directory for statutory agencies in London and the London Support Services Directory.

Anti-Slavery Day Awards

The Anti-Slavery Day Awards event was held at Speaker's House on 15th October to recognise the media's role in raising awareness of modern slavery and celebrate the achievements of individuals and organisations working to tackle this crime. The event welcomed 150 leaders from across the sector, as well as MPs and Peers. Rt Hon Sir Lindsay Hoyle MP, Speaker of the House of Commons, hosted the event alongside Jess Phillips MP, the Minister for Safeguarding and Violence Against Women and Girls, who presented the Outstanding Contributions awards.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Activities and performance (continued)

'Last night was by far the highlight of my long working career! I felt honoured, humbled, and very privileged to be in the room with such inspirational and passionate people in the field. The whole event was fantastic and well run.' Anti-Slavery Day Awards nominee

Objective 3. Identifying opportunities for new and different types of intervention within the rapidly evolving landscape of human trafficking

Advisory Forums

HTF produces a fortnightly newsletter for over 1,700 people working in the anti-slavery sector to keep them updated on policy changes, events and reports. In 2024, the newsletter had an average open rate of 52.6% (compared with an average of 40.4% for non-profits) and an average click rate of 14% (compared with 3.27% average for non-profits). The newsletter recipients are also invited to HTF's Advisory Forum, which brings the sector together to hear from expert speakers on specific topics and emerging trends.

In February, HTF held an in-person Forum at Linklaters London, chaired by Lord Randall and Baroness Butler-Sloss, to discuss recent policy changes and hear from Dame Diana Johnson who provided an update on the Home Affairs Select Committee inquiry into human trafficking. 134 people attended, including the new Independent Anti-Slavery Commissioner. The feedback was extremely positive, with people commenting on how valuable the opportunity is for 'up to the minute information' on a 'diverse range of topics' and the importance of networking in enabling 'working together the tackle this issue' and knowing we're 'not alone'.

HTF also organised two online Advisory Forums which provided a platform for speakers from a diverse range of organisations, including community grassroots and diaspora-led organisations and people with lived experience of modern slavery. An Advisory Forum on Transitional Safeguarding was held in April with 200 people in attendance to address the gap in support for young people as they turn 18. The Met Police contacted HTF to say that as a result of attending the Forum, they would be discussing implementing strategies on transitional safeguarding. In July, HTF worked with the consultants in the Lived Experience Advisory Panel to organise an Advisory Forum for 150 people to explore how the sector can best co-work with survivors.

'One of the best webinars I've ever attended' Co-working Forum attendee from an NGO

'An incredibly useful session' Co-working Forum attendee from the Home Office

New for 2024, HTF also held 'Knowledge Sharing' sessions with speakers from specialist organisations in order to support with capacity building within the anti-slavery sector. Topics ranged from how to work with interpreters, to the rise of spiritual abuse, to the use of statutory defence. Eleven sessions were held in total and 737 people attended. On average, 91% of attendees said they felt confident on the subject following the Knowledge Sharing sessions, vs. 30% feeling confident beforehand. 100% of attendees found the sessions useful.

"I wanted to thank you for hosting such informative knowledge sharing sessions. I have attended a number of them, and they have been highly informative and provided either new information and approaches or refreshers so thank you!"

Research

In January, HTF held a roundtable with select partners to discuss findings from The Key Issue housing report and continued to take forward the recommendations with the Home Office and The Salvation Army.

Funded by the Modern Slavery Policy and Evidence Centre (MS PEC), HTF partnered with the British and International Institute of Comparative Law (BIICL) to examine training for First Responder Organisations and undertake a first-of-its kind-analysis of the Duty to Notify (DtN) data for 2020 and 2021 to analyse reasons why

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Activities and performance (continued)

adult victims decide not to be referred to the NRM. Following this report, HTF, BIICL and the Anti-Trafficking Monitoring Group (ATMG) were commissioned by MS PEC to document the effects of the Nationality and Borders Act 2022 one year on.

Survivor Emergency Support Fund

HTF provides small one-off grants (max. £200) to survivors through the Emergency Support Fund to help survivors of human trafficking and modern slavery to meet their immediate needs when no other sources of funding are readily available. The Emergency Support Fund was moved to an online form to speed up the process and the fund directly supported 38 survivors in 2024. The small one-off grants, made via 13 frontline charities, included items such as school uniforms, essential white goods and furniture, and devices such as mobile phones and laptops to help people access appointments and attend online classes.

Financial review

a. Finances

An annual budget was agreed before the start of the financial year, setting out the policy and objectives for that year, the financial implications, and the general modus operandi for achieving the objectives. The financial transactions of the Foundation during the year and the financial position at the end of the year are set out in the attached accounts.

During this period, the Foundation received gross income of £219,953 (2023: £170,962) in the form of grants from the National Lottery Community Fund, Samworth Foundation and Feigenbaum Nii Foundation amongst others.

Expenditure for 2024 was £219,078 (2023: £207,853). This created a surplus in funds for the year of £875 (2023: £36,891 deficit).

We also have a reserves policy included in the carried forward balance which is listed separately below.

Our Funding

The Foundation received funding from organisations which commissioned the Lived Experience Advisory Panel and from the Home Office Modern Slavery Unit for facilitating the consultation with experts with lived experience. The Foundation is grateful to the trusts and research bodies who have supported our work this year, including:

National Lottery Community Fund
Samworth Foundation
Commonweal Housing
Feigenbaum Nii Foundation
The Evan Cornish Foundation
Modern Slavery Policy and Evidence Centre (MS PEC)
University of Nottingham Rights Lab
The Vandervell Foundation
William Whyte Tait Charitable Trust
Marsh Charitable Trust

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

b. Reserves policy

The Trustees have approved a reserve of £45,000, which equals approximately three months essential running costs.

Structure, governance and management

a. Constitution

The Foundation is constituted under a Memorandum of Association and is a registered charity number 1134448.

The Foundation is a limited company with registration number 07121887.

Our principal objective is to support and add value to the work of the many charities operating to combat human trafficking and modern slavery in the UK and to provide information and advice on preventing trafficking and modern slavery to parliamentarians, central and local government, regional and individual police forces and border and immigration agencies.

b. Methods of appointment or election of Trustees

The management of the Foundation is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. New trustees are appointed by resolution of a meeting of the Trustees after nomination by one member, with due regard given to the diversity, skills, experience and knowledge required to complement the skill profile of the current Board. Upon appointment, Trustees meet the Chairman and are briefed on their responsibilities and obligations as trustees and provided with appropriate documents.

c. Organisational structure and decision-making policies

Trustees who served during the year were:

Rt Hon Lord Randall of Uxbridge Kt. PC (Chairman)
Anthony Steen CBE (Chairman Emeritus) – resigned in November
Rt Hon Baroness Elizabeth Butler Sloss GBE (Deputy- Chairman)
Lord Coaker of Gedling
Rt Hon Dame Karen Bradley MP
Paul Jackson (Treasurer)
Lord Richard Harrington

The Foundation is run by a Board of Trustees, who play an active part in the running of the Foundation in conjunction with an outstanding team of three members of staff. The Trustees usually meet three times a year but met twice in 2024 due to illness. The role of the Board is to steer the growth and strategic direction of the charity, to approve the budget for the year and monitor the financial position based on regular reports, and approve the annual accounts, auditor's report and appointment.

In 2024, the Foundation's activities were carried out by a small, committed team, comprising staff with different but complementary skills, supported by the Trustees, keeping a tight focus on those areas where the Foundation is uniquely able to make a difference.

The Trustees review the main risks facing the Foundation on a regular basis, giving consideration to the appropriate policies, procedures and systems to minimise the Foundation's exposure to risk.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Statement of Trustees' responsibilities

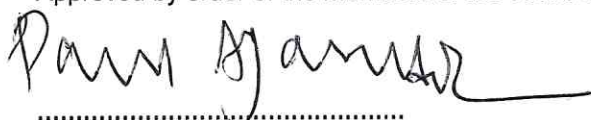
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report including the Strategic Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Paul Jackson
Treasurer

Date: 12/6/25

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

Independent Examiner's Report to the Trustees of Human Trafficking Foundation ('the Charity')

We report to the charity Trustees on our examination of the accounts of the Charity for the year ended 31 December 2024.

Responsibilities and Basis of Report

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied ourselves that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, we report in respect of our examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out our examination we have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

We have completed our examination. We confirm that no matters have come to our attention in connection with the examination giving us cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

We have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our work has been undertaken so that we might state to the Charity's Trustees those matters we are required to state to them in an Independent Examiner'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 Trustees as a body, for our work or for this report.

Signed: *Martin Bailey*

Dated: 23-06-25

Martin Bailey FCA
Goodman Jones LLP
1st Floor Arthur Stanley House
40-50 Tottenham Street
London
W1T 4RN

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	4	84,504	135,230	219,734	170,790
Investments	5	219	-	219	172
Total income		84,723	135,230	219,953	170,962
Expenditure on:					
Charitable activities	8	99,057	120,021	219,078	207,853
Total expenditure		99,057	120,021	219,078	207,853
Net movement in funds		(14,334)	15,209	875	(36,891)
Reconciliation of funds:					
Total funds brought forward		80,746	8,635	89,381	126,272
Net movement in funds		(14,334)	15,209	875	(36,891)
Total funds carried forward		66,412	23,844	90,256	89,381

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 15 to 28 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07121887

BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	10	948	276
		<u>948</u>	<u>276</u>
Current assets			
Debtors	11	2,299	10,205
Cash at bank and in hand		152,718	142,344
		<u>155,017</u>	<u>152,549</u>
Current liabilities			
Creditors: amounts falling due within one year	12	(65,709)	(63,444)
Net current assets		<u>89,308</u>	<u>89,105</u>
Total assets less current liabilities		<u>90,256</u>	<u>89,381</u>
Total net assets		<u><u>90,256</u></u>	<u><u>89,381</u></u>
Charity funds			
Restricted funds	13	23,844	8,635
Unrestricted funds	13	66,412	80,746
Total funds		<u><u>90,256</u></u>	<u><u>89,381</u></u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

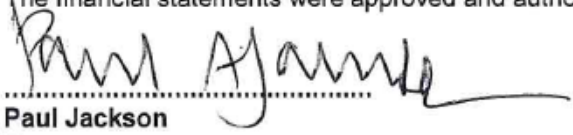
The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2024

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


Paul Jackson
Treasurer

Date: 12/06/2025

The notes on pages 15 to 28 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. General information

The Human Trafficking Foundation is a private limited company by guarantee incorporated in England and Wales. The registered office is Blackfriars Settlement, 1 Rushworth Street, London, SE1 0RB. The objects of the Charity are set out in the Trustees' Report on page 2.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Human Trafficking Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

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 £.

2.2 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, this liability in respect of the guarantee is limited to £1 per member of the Charity.

2.3 Going concern

The Charity receives most of its income in the form of grants from trusts and foundations. After the reviewing the level of recurring expenditure, expected income (including grants already notified to/received by the Charity), and the future plans of the Charity for the year ended 31 December 2024 and beyond, the Trustees consider that the Charity is a going concern and that the financial statements are appropriately prepared on the going concern basis.

2.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.5 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the Charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the Charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Grant income is recognised once the above criteria have been met, together with any performance conditions attached to the grant. Grant income received is deferred only when the Charity has yet to fulfil the performance conditions.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.7 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

Tangible assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	- 25% straight line
Office equipment	- 25% straight line

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.12 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.13 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The Trustees have not identified any estimates or assumptions that are considered to have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

4. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Donations	55,912	12,039	67,951	79,914
Grants	28,592	123,191	151,783	90,876
	84,504	135,230	219,734	170,790
<i>Total 2023</i>	98,484	72,306	170,790	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Investment income	219	219	172
<i>Total 2023</i>	172	172	

6. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Grant funding of activities 2024 £	Support costs 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Shaping policy	164,221	5,586	49,271	219,078	207,853
<i>Total 2023</i>	155,290	4,714	47,849	207,853	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

6. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Shaping policy 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Staff costs	128,618	128,618	127,880
Awards event	4,267	4,267	4,609
Seminars, conferences and workshops	18,463	18,463	3,316
Printing, postage and stationery	-	-	480
Project travel, subsistence and volunteer costs	113	113	770
Consultancy and professional fees	12,760	12,760	18,235
	164,221	164,221	155,290
<i>Total 2023</i>	155,290	155,290	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Shaping policy 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Printing, postage and stationery	94	94	855
Premises costs	28,028	28,028	24,769
Telephone and internet	1,084	1,084	1,086
Accountancy	10,888	10,888	10,855
Bank charges	172	172	160
Depreciation	468	468	231
Computer costs	2,494	2,494	2,592
Recruitment, staff training and other staff costs	726	726	1,409
Insurance	697	697	937
Independent examination fee	4,554	4,554	4,414
Trustees and governance costs	66	66	541
	<u>49,271</u>	<u>49,271</u>	<u>47,849</u>
<i>Total 2023</i>	<u>47,849</u>	<u>47,849</u>	

7. Analysis of grants payable

	Grants to Institutions 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Victim fund	5,586	5,586	4,714
<i>Total 2023</i>	<u>4,714</u>	<u>4,714</u>	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Shaping policy	99,057	120,021	219,078	207,853
<i>Total 2023</i>	<i>136,549</i>	<i>71,304</i>	<i>207,853</i>	

9. Staff costs

	2024 £	2023 £
Wages and salaries	114,737	115,553
Social security costs	7,176	6,655
Contribution to defined contribution pension schemes	6,705	5,672
	128,618	127,880

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

	2024 No.	2023 No.
Full time	3	3

No employee received remuneration amounting to more than £60,000 in either year.

Key management personnel are considered to be the Trustees.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

10. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 January 2024	4,560	18,062	22,622
Additions	-	1,140	1,140
At 31 December 2024	4,560	19,202	23,762
Depreciation			
At 1 January 2024	4,560	17,786	22,346
Charge for the year	-	468	468
At 31 December 2024	4,560	18,254	22,814
Net book value			
At 31 December 2024	-	948	948
At 31 December 2023	-	276	276

11. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	924	3,138
Other debtors	1,375	1,403
Prepayments and accrued income	-	5,664
	2,299	10,205

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

12. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	1,476	4,992
Other taxation and social security	3,698	3,075
Pension fund loan payable	1,050	682
Other creditors	1,446	225
Accruals and deferred income	58,039	54,470
	65,709	63,444
	2024	2023
	£	£
Deferred income at 1 January 2024	50,000	-
Resources deferred during the year	50,000	50,000
Amounts released from previous periods	(50,000)	-
	50,000	50,000

Deferred income represents grant income received in advance of the Charity having full entitlement to the funding.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

13. Statement of funds

Statement of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Balance at 31 December 2024 £
Unrestricted funds				
Designated funds				
European Council Work	24,158	-	(89)	24,069
General funds				
General Funds - all funds	56,588	84,723	(98,968)	42,343
Total Unrestricted funds	80,746	84,723	(99,057)	66,412
Restricted funds				
Survivor Fund	426	-	(200)	226
Victim Fund	5,693	3,136	(5,386)	3,443
National Lottery	2,516	100,000	(101,596)	920
Care Standards	-	3,300	-	3,300
LEAP Police Project	-	19,755	(3,800)	15,955
VS25	-	9,039	(9,039)	-
	8,635	135,230	(120,021)	23,844
Total funds	89,381	219,953	(219,078)	90,256

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2023 £</i>
Unrestricted funds				
Designated funds				
European Council Work	26,293	-	(2,135)	24,158
General funds				
General Funds - all funds	92,346	98,656	(134,414)	56,588
Total Unrestricted funds	118,639	98,656	(136,549)	80,746
Restricted funds				
Survivor Fund	949	-	(523)	426
Victim Fund	6,684	3,200	(4,191)	5,693
Commonweal Housing	-	7,096	(7,096)	-
National Lottery	-	50,000	(47,484)	2,516
Modern Slavery Policy and Evidence Centre	-	12,010	(12,010)	-
	7,633	72,306	(71,304)	8,635
Total funds	126,272	170,962	(207,853)	89,381

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

13. Statement of funds (continued)

Restricted funds in the current and prior years relate to the following purposes:

- Survivor fund - to provide education for a specific survivor.
- Victim Fund - to provide necessary financial help to victims of human trafficking.
- National lottery - funding towards HTF's programmes providing support to survivors, as well as towards its policy work with local authorities.
- Care Standards - to update the Slavery & Trafficking Survivor Care Standards.
- LEAP Police Project - for the Lived Experience Advisory Panel to create a self-identification tool for police to use with survivors.
- VS25 - to consult with survivors on modern slavery on what the government's future victim care contract should include.
- Commonweal Housing - project to provide support to survivors.
- Modern Slavery Policy and Evidence Centre - research project to identify audits with lived experience of modern slavery.

Designated funds are held for the following purposes:

- European Council Work Fund - the Trustees have designated funds for European council work in future periods.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

14. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	948	-	948
Current assets	81,173	73,844	155,017
Creditors due within one year	(15,709)	(50,000)	(65,709)
Total	66,412	23,844	90,256

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	276	-	276
Current assets	143,914	8,635	152,549
Creditors due within one year	(63,444)	-	(63,444)
Total	80,746	8,635	89,381

15. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £6,705 (2023: £5,672). Contributions totalling £1,050 (2023: £682) were to the fund at the balance sheet date and are included in creditors.

16. Related party transactions

The Foundation reimbursed the Charity's Trustees for travel, hotel, and other direct costs incurred as a result of their voluntary work on behalf of the Foundation. All costs incurred were considered to be exclusively in the pursuit of the charitable objectives of the organisation.

Amounts reimbursed during the period are as follows:
Anthony Steen CBE - £30 (2023: £24)

During the year, a donation totalling £nil (2023: £100) was received from a trustee. No restrictions or conditions were attached to this donation.

Accounts

Registered number: 07121887
Charity number: 1134448

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021**

Trustees

Anthony Steen CBE, Chair
Rt Hon Karen Bradley MP
Rt Hon Baroness Elizabeth Butler-Sloss of March Green GBE
Lord Coaker of Gedling
Lord Harrington of Watford (appointed 25 January 2024)
Paul Jackson
Lord Randall of Uxbridge Kt. PC

Company registered number

07121887

Charity registered number

1134448

Registered office

Blackfriars Settlement
1 Rushworth Street
London
SE1 0RB

Head of Office

Robyn Phillips

Independent examiner and accountants

Martin Bailey FCA
Goodman Jones LLP
29-30 Fitzroy Square
London
W1T 6LQ

Bankers

Barclays
348 Kings Road
London
SW3 5UT

Solicitors

Maurice Turnor Gardner LLP
15th Floor
Milton House
Milton Street
London
EC2Y 9BH

HUMAN TRAFFICKING FOUNDATION

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees (who are also directors of Human Trafficking Foundation ("the Foundation" or HTF" herein) for the purposes of the Companies Act 2006) present their Annual Report together with the financial statements of the Charity for the year 1 January 2023 to 31 December 2023. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Objectives and activities

a. Policies and objectives

The Human Trafficking Foundation grew out of the All-Party Parliamentary Group on Human Trafficking and Modern Slavery with three objectives:

1. To shape policy and legislation by equipping parliamentarians and policy makers, lead government departments, local authorities, police and statutory agencies to better understand the extent and nature of human trafficking, and the need to adjust rapidly to changing trends;
2. To provide a sustained and collective voice amongst NGOs, civil society, and voluntary organisations fighting modern day slavery so that short-comings in current policy can be identified and addressed, and how that can best be tackled; and
3. Identifying opportunities for new and different types of intervention within the rapidly evolving landscape of human trafficking

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Activities and performance

a. Overview

During 2023, HTF developed new internal policies such as a policy on co-working between people with learnt experience and people with lived experience of modern slavery, a social media policy and brand guidelines. HTF also formalised its values:

The Human Trafficking Foundation is committed to leading change through unity not adversity. We partner with all individuals and organisations working to tackle human trafficking and share facts to enable partners to draw their own conclusions. We are proactive in our approach, seeking out trends and issues and bringing together multi-agency partners to create practical solutions.

- We facilitate both **inclusive and collaborative working**, welcoming all perspectives to find common ground in order to tackle human trafficking.
- We learn from all partners and equip anyone involved in anti-trafficking with knowledge to **bridge gaps and create change**.
- We **elevate all voices equally** and identify opportunities to evolve the response to human trafficking.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Activities and performance (continued)

(continued)

b. Review of activities

Objective 1: To shape policy and legislation by equipping parliamentarians and policy makers, lead government departments, local authorities, police and statutory agencies to better understand the extent and nature of human trafficking, and the need to adjust rapidly to changing trends

APPG

In 2023, Human Trafficking Foundation continued to offer the Secretariat to the All-Party Parliamentary Group (APPG) on Human Trafficking and Modern Slavery, co-chaired by Rt Hon Karen Bradley MP and Baroness Elizabeth Butler Sloss. Anthony Steen was re-elected the Specialist Advisor. The APPG produced a leaflet to share with MPs to provide awareness on modern slavery and the difference between trafficking and smuggling. The APPG hosted a panel event on 23 May, entitled 'Impact of the Nationality and Borders Act on trafficked British and foreign-national children' where they heard from the Office of the Children's Commissioner and National Police Chief Council about the effects of recent legislation on child victims of modern slavery. In November, Baroness Butler Sloss and Lord Randall met with the US Ambassador at Large during her visit to the UK ahead of the US Trafficking in Persons report.

Policy

HTF submitted written evidence to the Joint Committee on Human Rights in relation to the modern slavery elements of their pre-legislative scrutiny of the Illegal Migration Bill and written and oral evidence to their inquiry into the treatment of asylum seekers in the UK. HTF also submitted evidence to the Home Affairs Select Committee inquiry into human trafficking and Baroness Butler Sloss was invited to give oral evidence.

Following Part 5 of the Nationality and Borders Act coming into effect, HTF published a briefing, working with partners to collate the impact on victims of trafficking. The briefing highlighted the large number (1,058) of potential victims of trafficking unable to access support because they couldn't provide evidence at an early stage. The briefing was well received and over half of the recommendations have been implemented by government, (including publishing the average length of time for a reasonable grounds decision, publishing the number of reconsideration requests, and the offline prompt sheet updated in line with the new National Referral Mechanism form). Following this, the Modern Slavery Policy & Evidence Centre commissioned HTF, in collaboration with The British Institute of International and Comparative Law, and the Anti Trafficking Monitoring Group, to produce a report on the overall impact of Part 5 of the Nationality and Borders Act to date, to be published in 2024.

Prior to the passing of the Illegal Migration Act, HTF worked with the University of Nottingham Rights Lab to produce evidence briefings and coordinated an open letter to the Home Secretary on behalf of 12 councils seeking clarification on how the new legislation would impact the statutory duties of local authorities under the Modern Slavery Act 2015. This followed concerns raised by councils that they were making referrals for victims who would be later disqualified from support and subject to removal once the Act comes into effect. The Minister for Safeguarding responded to this letter, reiterating the government's 'commitment to providing effective support to victims of modern slavery'.

Throughout 2023, HTF continued to co-chair the Modern Slavery Engagement Forum for Victim Support (MSEF) with the Home Office Modern Slavery Unit, the channel in which they consult with the sector.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Activities and performance (continued)

(continued)

Local Government

Approximately one third of all victims of modern slavery in the UK are identified in London. As a result, HTF supports all 32 boroughs, plus the City of London Corporation, to ensure local authorities are meeting their statutory duties under section 52 Modern Slavery Act and systems are in place to identify and support survivors.

HTF continued to provide 1-1 support to London boroughs looking to strengthen their response to modern slavery. This included connecting boroughs to share best practice, attending and advising on modern slavery working groups across London, and delivering awareness raising presentations. HTF continued to produce a regular newsletter for over 600 people working in statutory agencies in London to provide information, resources, updates and tools to support with meeting statutory responsibilities in tackling modern slavery and in developing good practice locally.

Throughout 2023, HTF continued to coordinate the London Modern Slavery Leads Network (LMSL), the first cross-council group in the UK, which HTF established in 2018 to share best practice, allow a space for partners to keep up to date with policy changes and ensure modern slavery remains high on the agenda for statutory agencies in London. An average of 50 professionals attended the quarterly meetings, representing all London Boroughs, the Metropolitan Police and key statutory agencies. During 2023, the LMSL was Chaired by the Community Safety Partnership Manager at Lambeth Council and two new members joined the LMSL Executive Committee: the Strategic Lead for Domestic Violence and Abuse at NHS England and the Detective Chief Inspector for the Modern Slavery Central Special Crime team within the Met Police. Speakers at LMSL meetings highlighted the most prevalent issues, including attendance from the Home Office Modern Slavery Unit outlining major policy changes to members. The LMSL's priority areas for 2023 were data, transitional safeguarding, housing and training.

With permission, HTF continued to share the Met's anonymised modern slavery data with LMSL members – the only in-depth modern slavery data available to boroughs – on a monthly basis and hold quarterly subgroup discussions with boroughs on how to use the data to inform their response to modern slavery.

The transitional safeguarding subgroup continued to meet quarterly to share good practice on developing a response to prevent young victims of trafficking falling through gaps in support once they turn 18 and are considered an adult. HTF was invited to share its work on this with the West Midlands Violence Reduction Unit who aim to develop a similar model.

Based on a model between Sheffield Council and the Snowdrop Project, in July, HTF developed the 'Trusted Assessor' pilot in collaboration with The Salvation Army and Hestia and the London Boroughs of Westminster, Islington and Hillingdon. The Trusted Assessor pilot enables Hestia to complete housing applications on behalf of survivors to avoid re-traumatisation by the housing officer asking personal questions; to build trust between survivors and the authorities, and to strengthen multi-agency working. HTF developed the project plan and monitoring framework and facilitated reciprocal training. Following training delivered by the councils, Hestia reported their understanding and empathy of the councils' housing processes had improved and all partners reported improved communication. The pilot will run until July 2024.

The need for training for First Responders given the various legislative changes and updates to the Modern Slavery Statutory Guidance led to HTF facilitating an online conference for 750 First Responders from across England and Wales in October. The Modern Slavery Unit and Immigration Enforcement Competent Authority, among others, spoke at the event and took an in-depth look at what the National Referral Mechanism is, what makes a good NRM referral and how the decisions are made. Prior to the event, 33% of attendees agreed with the statement "I am confident making referrals to the NRM." After the event, 86% agreed with the statement and 0% disagreed with the statement. 97% found the event useful.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Activities and performance (continued)

(continued)

Objective 2: To provide a sustained and collective voice amongst NGOs, civil society, and voluntary organisations fighting modern day slavery so that short-comings in current policy can be identified and addressed, and how that can best be tackled

Lived Experience Advisory Panel

Throughout 2023, HTF continued to work with independent consultants with lived experience of modern slavery to develop the Lived Experience Advisory Panel (LEAP) to ensure lived experience is embedded in anti-trafficking work across the UK. In February, LEAP developed a specialist modern slavery training series, designed to focus on topics they consider most important for professionals to know, including a relational response to child exploitation, cultural humility and criminal exploitation. This training series was open to NHS, local authorities, community groups and law enforcement in London and over 340 people signed up. Post training, 97% of attendees said they felt confident in their ability to support survivors of modern slavery in their work, compared to only 47% before training. In addition to training, organisations commissioned LEAP through HTF for consultations. For example, through HTF, LEAP was commissioned by two councils in the West Midlands to review training materials; by a youth group to speak to its members about the risks of grooming and exploitation; and by the Modern Slavery and Organised Immigration Crime Unit to consult on the Modern Slavery Investigative Guide for all police forces, which was subsequently updated and LEAP's work referenced by the Minister for Safeguarding during a Westminster Hall Debate.

Anti-Slavery Day Awards

The Anti-Slavery Day Awards event was held at Speaker's House on 17th October to recognise the media's role in raising awareness of modern slavery and celebrate the achievements of individuals and organisations working to tackle this crime. The event welcomed 150 leaders from across the sector, as well as MPs and Peers. Rt Hon Sir Lindsay Hoyle MP hosted the event alongside the Shadow Home Secretary Yvette Cooper MP who presented the Outstanding Contributions awards.

National Network Coordinators' Forum

HTF continued to coordinate the National Networks Coordinators Forum (NNCF), which HTF established for Coordinators of local Anti-Slavery Partnerships across the country, and hold quarterly meetings to share trends, best practice and challenges and encourage collaboration across geographical areas. October saw the first in-person meeting post pandemic which was held in Birmingham and over 20 Coordinators from across England and Wales travelled to attend. New anti-slavery partnerships joined NNCF and areas re-engaged where the partnership response had previously paused. The Modern Slavery & Organised Immigration Crime team, Local Government Association and the National Crime Agency also began regularly attending the NNCF meetings. Coordinators played a key role in the Nationality and Borders Act briefing that HTF produced and in the letter from councils to the Home Secretary.

Online Resources

There were 5,374 visits to the map of survivor support services on HTF's website in 2023, with people accessing the interactive map, alongside lists of accommodation, legal services and support for survivors across the country all in one place. HTF also continued to maintain the Survivor Hub; a webpage where people with lived experience of modern slavery can access information and resources all in one place. HTF also maintained the Single Point of Contact Directory for statutory agencies in London and the London Support Services Directory.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Activities and performance (continued)

(continued)

Objective 3. Identifying opportunities for new and different types of intervention within the rapidly evolving landscape of human trafficking

Advisory Forums

HTF produces a fortnightly newsletter for over 1,500 people working in the anti-slavery sector to keep them updated on policy changes, events and reports. In 2023, the newsletter had an average open rate of 41% (compared with an average of 28.59% for non-profits) and an average click rate of 11% (compared with 3.3% average for non-profits). The newsletter recipients are also invited to HTF's advisory forum, which brings the sector together to hear from expert speakers on specific topics and emerging trends.

In February, HTF organised the first in-person advisory forum since the pandemic, hosted by Linklaters LLP and chaired by Anthony Steen and Baroness Butler Sloss. 175 guests attended the Forum to hear updates from the Deputy Directors of the Modern Slavery Unit in the Home Office and to discuss emerging trends and key issues such as lack of capacity for referrals amongst First Responder organisations. HTF also organised two advisory forums online which provided a platform for speakers from a diverse range of organisations, including community grassroots and diaspora-led organisations and people with lived experience of modern slavery. On 18th May the online forum had 120 attendees and focused on practical tips for responding to vicarious trauma, burnout and staff retention in the sector. Speakers' guidance was combined into a briefing and attendees said the forum helped them feel heard and supported. An NGO contacted HTF to say the forum had led to them developing a sabbatical policy. HTF held an online Forum on 7th December focused on modern slavery and exploitation in the care sector, responding to a huge increase in identification of victims in care homes. This forum heard from speakers from the Gangmasters and Labour Abuse Authority, National Care Association and Pan-African Workers' Association among others and was attended by 300 people, resulting in heightened awareness and more organisations joining a coalition of partners responding to this pressing issue.

Europe

Responding to the increased risks of human trafficking following the war in Ukraine, HTF worked with the Speaker of the Polish Sejm and the Organisation for Security and Cooperation in Europe (OSCE) to host a workshop in Warsaw on the 27th and 28th June. The workshop was attended by Parliamentary Officials from 13 countries: Bulgaria, Czechia, Estonia, Ireland, Italy, Latvia, Lithuania, Moldova, Montenegro, Poland, Romania, UK and Ukraine, and focused on strengthening the legislative response to trafficking and modern slavery risks for Ukrainian refugees, the majority of whom are women and children, in host countries across Europe. The keynote speech was delivered by Olena Kondratiuk, the Vice Speaker of the Verkhovna Rada (Parliament) of Ukraine. A joint communique was signed by all participating states to express commitment to long-term assistance to Ukrainian refugees generally and victims of human trafficking specifically, including sharing information, prevention of human trafficking and enforcement.

Research

For many years HTF has heard from a wide range of partners with lived and learnt experience of modern slavery about the challenges surrounding access to housing. As such, HTF, funded by Commonweal Housing, worked with partners to publish a report *The Key Issue: Housing for Survivors of Modern Slavery* in October. Survivors are entitled to safe and appropriate accommodation under the Council of Europe Convention on Action Against Trafficking in Human Beings and yet access to this accommodation is full of challenges. The report found that only 13% of adult victims in the NRM are in safehouse accommodation, with the remainder in asylum accommodation, prison, detention and local authority accommodation. HTF will be hosting a roundtable in 2024 to take forward the recommendations.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Activities and performance (continued)

(continued)

Victim Fund

HTF provides small grants to survivors through the Victim Emergency Fund to help victims of human trafficking and modern slavery with small one-off grants (max. £200) to meet their immediate needs when no other sources of funding are readily available. HTF provided 54 grants to survivors in 2022, funding items such as school uniforms for children of survivors, winter clothing, laptops, items for unfurnished properties, cooking utensils and essentials for new-born babies.

Financial review

a. Finances

An annual budget was agreed before the start of the financial year, setting out the policy and objectives for that year, the financial implications, and the general modus operandi for achieving the objectives. The financial transactions of the Foundation during the year and the financial position at the end of the year are set out in the attached accounts.

During this period, the Foundation received gross income of £170,962 (2022: £147,337) in the form of grants from the National Lottery Community Fund, Samworth Foundation and AB Charitable Trust amongst others.

Expenditure for 2023 was £207,853 (2022: £225,629). This created a deficit in funds for the year of £36,891 (2022: £78,292 deficit).

We also have a reserves policy included in the carried forward balance which is listed separately below.

Our Funding

The Foundation is grateful to the trusts and research bodies who have supported our work this year, including:

National Lottery Community Fund
Samworth Foundation
AB Charitable Trust
Commonweal Housing
Mayors Office for Police and Crime (MOPAC)
Modern Slavery Policy and Evidence Centre (MS PEC)
University of Nottingham Rights Lab
The Vandervell Foundation
William Whyte Tait Charitable Trust
Marsh Charitable Trust

b. Reserves policy

The Trustees have approved a reserve of £45,000, which equals approximately three months essential running costs.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Structure, governance and management

a. Constitution

The Foundation is constituted under a Memorandum of Association and is a registered charity number 1134448.

The Foundation is a limited company with registration number 07121887.

Our principal objective is to support and add value to the work of the many charities operating to combat human trafficking and modern slavery in the UK and to provide information and advice on preventing trafficking and modern slavery to parliamentarians, central and local government, regional and individual police forces and border and immigration agencies.

b. Methods of appointment or election of Trustees

The management of the Foundation is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. New trustees are appointed by resolution of a meeting of the Trustees after nomination by one member, with due regard given to the diversity, skills, experience and knowledge required to complement the skill profile of the current Board. Upon appointment Trustees meet the Chairman and are briefed on their responsibilities and obligations as trustees and provided with appropriate documents.

c. Organisational structure and decision-making policies

Trustees who served during the year were:

Anthony Steen CBE (Chairman)

Rt Hon Baroness Elizabeth Butler Sloss GBE (Deputy- Chairman)

Rt Hon Lord John Randall (Deputy - Chairman)

Lord Vernon Coaker of Gedling

Rt Hon Karen Bradley MP

Paul Jackson (Treasurer)

The Foundation is run by a Board of Trustees, who play an active part in the running of the Foundation in conjunction with an outstanding team of three members of staff. The trustees meet quarterly. The role of the Board is to steer the growth and strategic direction of the charity, to approve the budget for the year and monitor the financial position based on regular reports, and approve the annual accounts, auditor's report and appointment.

In 2023, the charity's activities were carried out by a small, committed team, comprising staff with different but complementary skills, supported by the trustees, keeping a tight focus on those areas where the Foundation is uniquely able to make a difference.

The Trustees review the main risks facing the Foundation on a regular basis, giving consideration to the appropriate policies, procedures and systems to minimise the Foundation's exposure to risk.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Statement of Trustees' responsibilities

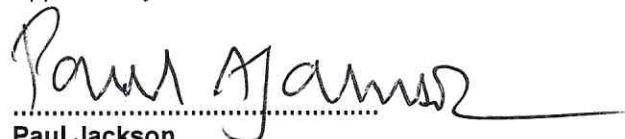
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report including the Strategic Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Paul Jackson
Treasurer

Date: 28/8/24

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

Independent Examiner's Report to the Trustees of Human Trafficking Foundation ('the Charity')

We report to the charity Trustees on our examination of the accounts of the Charity for the year ended 31 December 2023.

Responsibilities and Basis of Report

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied ourselves that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, we report in respect of our examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out our examination we have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

We have completed our examination. We confirm that no matters have come to our attention in connection with the examination giving us cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

We have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our work has been undertaken so that we might state to the Charity's Trustees those matters we are required to state to them in an Independent Examiner'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 Trustees as a body, for our work or for this report.

Signed: *Martin Bailey*

Dated: 20-09-24

Martin Bailey FCA
Goodman Jones LLP
29-30 Fitzroy Square
London
W1T 6LQ

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	4	98,484	72,306	170,790	147,318
Investments	5	172	-	172	19
Total income		98,656	72,306	170,962	147,337
Expenditure on:					
Charitable activities	8	136,549	71,304	207,853	225,629
Total expenditure		136,549	71,304	207,853	225,629
Net movement in funds		(37,893)	1,002	(36,891)	(78,292)
Reconciliation of funds:					
Total funds brought forward		118,639	7,633	126,272	204,564
Net movement in funds		(37,893)	1,002	(36,891)	(78,292)
Total funds carried forward		80,746	8,635	89,381	126,272

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 13 to 27 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07121887

BALANCE SHEET
AS AT 31 DECEMBER 2023

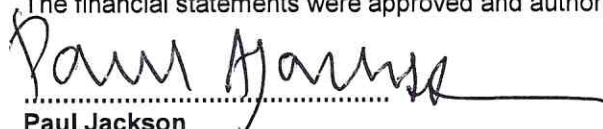
	Note	2023 £	2022 £
Fixed assets			
Tangible assets	10	276	507
		<u>276</u>	<u>507</u>
Current assets			
Debtors	11	10,205	4,973
Cash at bank and in hand		142,344	132,671
		<u>152,549</u>	<u>137,644</u>
Creditors: amounts falling due within one year	12	(63,444)	(11,879)
Net current assets		<u>89,105</u>	<u>125,765</u>
Total assets less current liabilities		<u>89,381</u>	<u>126,272</u>
Total net assets		<u><u>89,381</u></u>	<u><u>126,272</u></u>
Charity funds			
Restricted funds	13	8,635	7,633
Unrestricted funds	13	80,746	118,639
Total funds		<u><u>89,381</u></u>	<u><u>126,272</u></u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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



Paul Jackson

Treasurer

Date: 28/8/24

The notes on pages 13 to 27 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. General information

The Human Trafficking Foundation is a private limited company by guarantee incorporated in England and Wales. The registered office is Blackfriars Settlement, 1 Rushworth Street, London, SE1 0RB. The objects of the Charity are set out in the Trustees' Report on page 2.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Human Trafficking Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

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 £.

2.2 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, this liability in respect of the guarantee is limited to £1 per member of the Charity.

2.3 Going concern

The Charity receives most of its income in the form of grants from trusts and foundations. After the reviewing the level of recurring expenditure, expected income (including grants already notified to/received by the Charity), and the future plans of the Charity for the year ended 31 December 2024 and beyond, the Trustees consider that the Charity is a going concern and that the financial statements are appropriately prepared on the going concern basis.

2.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.5 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the Charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the Charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Grant income is recognised once the above criteria have been met, together with any performance conditions attached to the grant. Grant income received is deferred only when the Charity has yet to fulfil the performance conditions.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.7 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

Tangible assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	- 25% straight line
Office equipment	- 25% straight line

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.12 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.13 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The Trustees have not identified any estimates or assumptions that are considered to have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

4. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Donations	71,714	3,200	74,914	94,237
Grants	26,770	69,106	95,876	53,081
	98,484	72,306	170,790	147,318
<i>Total 2022</i>	70,425	76,893	147,318	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Investment income	172	172	19
<i>Total 2022</i>	19	19	

6. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Grant funding of activities 2023 £	Support costs 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Shaping policy	155,289	4,714	47,850	207,853	225,629
<i>Total 2022</i>	166,171	6,974	52,484	225,629	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

6. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Shaping policy 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Staff costs	127,880	127,880	110,777
Awards event	4,609	4,609	3,641
Seminars, conferences and workshops	3,316	3,316	950
Printing, postage and stationery	479	479	3,395
Project travel, subsistence and volunteer costs	770	770	4,658
Consultancy and professional fees	18,235	18,235	12,686
Home Office project	-	-	30,064
	155,289	155,289	166,171
<i>Total 2022</i>			
	166,171	166,171	

HUMAN TRAFFICKING FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Shaping policy 2023 £	Total funds 2023 £	Total funds 2022 £
Printing, postage and stationery	856	856	624
Premises costs	24,769	24,769	26,637
Telephone and internet	1,086	1,086	1,007
Accountancy	10,855	10,855	11,659
Bank charges	160	160	192
Depreciation	231	231	449
Computer costs	2,592	2,592	2,725
Recruitment, staff training and other staff costs	1,409	1,409	3,098
Insurance	937	937	936
Independent examination fee	4,414	4,414	4,576
Trustees and governance costs	541	541	581
	<u>47,850</u>	<u>47,850</u>	<u>52,484</u>
<i>Total 2022</i>	<u>52,484</u>	<u>52,484</u>	

7. Analysis of grants payable

	Grants to Institutions 2023 £	Total funds 2023 £	Total funds 2022 £
Victim fund	4,714	4,714	6,974
	<u>4,714</u>	<u>4,714</u>	
<i>Total 2022</i>	<u>6,974</u>	<u>6,974</u>	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
shaping policy	136,549	71,304	207,853	225,629
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
<i>Total 2022</i>	<u>143,343</u>	<u>82,286</u>	<u>225,629</u>	

9. Staff costs

	2023 £	2022 £
Wages and salaries	115,553	97,694
Social security costs	6,655	7,222
Contribution to defined contribution pension schemes	5,672	5,861
	<u>127,880</u>	<u>110,777</u>

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

	2023 No.	2022 No.
Full time	3	3
	<u> </u>	<u> </u>

No employee received remuneration amounting to more than £60,000 in either year.

Key management personnel are considered to be the Trustees.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

10. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 January 2023	4,560	18,062	22,622
At 31 December 2023	4,560	18,062	22,622
Depreciation			
At 1 January 2023	4,560	17,555	22,115
Charge for the year	-	231	231
At 31 December 2023	4,560	17,786	22,346
Net book value			
At 31 December 2023	-	276	276
At 31 December 2022	-	507	507

11. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	3,138	-
Other debtors	1,403	1,403
Prepayments and accrued income	5,664	3,570
	10,205	4,973

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

12. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	4,992	2,660
Other taxation and social security	3,075	3,079
Pension fund loan payable	682	896
Other creditors	225	301
Accruals and deferred income	54,470	4,943
	63,444	11,879
	2023	2022
	£	£
Resources deferred during the year	50,000	-

Deferred income represents grant income received in advance of the Charity having full entitlement to the funding.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

13. Statement of funds

Statement of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
Unrestricted funds				
Designated funds				
European Council Work	26,293	-	(2,135)	24,158
General funds				
General Funds - all funds	92,346	98,656	(134,414)	56,588
Total Unrestricted funds	118,639	98,656	(136,549)	80,746
Restricted funds				
Survivor fund	949	-	(523)	426
Victim Fund	6,684	3,200	(4,191)	5,693
Commonweal Housing	-	7,096	(7,096)	-
National Lottery	-	50,000	(47,484)	2,516
Modern Slavery Policy and Evidence Centre	-	12,010	(12,010)	-
	7,633	72,306	(71,304)	8,635
Total funds	126,272	170,962	(207,853)	89,381

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2022 £</i>
Unrestricted funds				
Designated funds				
European Council Work	30,000	-	(3,707)	26,293
General funds				
General Funds - all funds	161,538	70,444	(139,636)	92,346
Total Unrestricted funds	191,538	70,444	(143,343)	118,639
Restricted funds				
Survivor fund	1,550	-	(601)	949
Victim Fund	4,129	9,123	(6,568)	6,684
City Bridge Trust	7,347	-	(7,347)	-
Home Office Survivor Project	-	64,932	(64,932)	-
Commonweal Housing	-	2,838	(2,838)	-
	13,026	76,893	(82,286)	7,633
Total funds	204,564	147,337	(225,629)	126,272

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

13. Statement of funds (continued)

Restricted funds in the current and prior years relate to the following purposes:

- Victim Fund - to provide necessary financial help to victims of human trafficking
- City Bridge Trust - grant towards the core work of the Human Trafficking Foundation
- Survivor fund - to provide education for a specific survivor.
- Home Office Survivor Fund - project to provide support to survivors.
- Commonwealth Housing - project to provide support to survivors.
- National lottery - funding towards HTF's programmes providing support to survivors, as well as towards its policy work with local authorities.
- Modern Slavery Policy and Evidence Centre - research project to identify adults with lived experience of modern slavery.

Designated funds are held for the following purposes:

- European Council Work Fund - the Trustees have designated funds for European council work in future periods.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	276	-	276
Current assets	143,914	8,635	152,549
Creditors due within one year	(63,444)	-	(63,444)
Total	80,746	8,635	89,381

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	507	-	507
Current assets	130,011	7,633	137,644
Creditors due within one year	(11,879)	-	(11,879)
Total	118,639	7,633	126,272

15. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £5,672 (2022: £5,861). Contributions totalling £682 (2022: £896) were to the fund at the balance sheet date and are included in creditors.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

16. Related party transactions

The Foundation reimbursed the Charity's Trustees for travel, hotel, and other direct costs incurred as a result of their voluntary work on behalf of the Foundation. All costs incurred were considered to be exclusively in the pursuit of the charitable objectives of the organisation.

Amounts reimbursed during the period are as follows:
Anthony Steen CBE - £24 (2022: £581)

At the balance sheet date, £nil (2022: £nil) of these costs remained outstanding.

During the year, a donation totalling £100 (2022: £nil) was received from a trustee. No restrictions or conditions were attached to this donation.

Accounts

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021**

Trustees

Anthony Steen CBE, Chair
Rt Hon Baroness Elizabeth Butler-Sloss of March Green GBE
Lord Randall of Uxbridge Kt. PC
Rt Hon Karen Bradley MP
Lord Coaker of Gedling
Rt Hon David Heathcoat-Amory (resigned 3 April 2022)
Paul Jackson

Company registered number

07121887

Charity registered number

1134448

Registered office

Blackfriars Settlement
1 Rushworth Street
London
SE1 0RB

Head of Office

Robyn Phillips

Independent examiner and accountants

Martin Bailey FCA
Goodman Jones LLP
29-30 Fitzroy Square
London
W1T 6LQ

Bankers

Barclays
348 Kings Road
London
SW3 5UT

Solicitors

Maurice Turnor Gardner LLP
15th Floor
Milton House
Milton Street
London
EC2Y 9BH

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees (who are also directors of the Foundation for the purposes of the Companies Act 2006) present their Annual Report together with the financial statements of the Human Trafficking Foundation for the year year1 January 2022 to 31 December 2022. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Objectives and activities

a. Policies and objectives

The Human Trafficking Foundation grew out of the All-Party Parliamentary Group on Human Trafficking and Modern Slavery with three objectives:

1. To shape policy and legislation by equipping parliamentarians and policy makers, lead government departments, local authorities, police and statutory agencies to better understand the extent and nature of human trafficking, and the need to adjust rapidly to changing trends;
2. To provide a sustained and collective voice amongst NGOs, civil society, and voluntary organisations fighting modern day slavery so that short-comings in current policy can be identified and addressed, and how that can best be tackled; and
3. Identifying opportunities for new and different types of intervention within the rapidly evolving landscape of human trafficking

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Activities and performance

a. Overview

The Trustees are pleased with the Foundation's performance and believe that its policies are in place to achieve the aims and objectives and to ensure that all undertaken activities are for the public benefit, as defined by the Charity Commission's guidance on the subject.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Activities and performance (continued)

(continued)

b. Review of activities

Objective 1: To shape policy and legislation by equipping parliamentarians and policy makers, lead government departments, local authorities, police and statutory agencies to better understand the extent and nature of human trafficking, and the need to adjust rapidly to changing trends

APPG

The Human Trafficking Foundation continued to offer the Secretariat to the All-Party Parliamentary Group (APPG) on Human Trafficking and Modern Slavery, co-chaired by Rt Hon Karen Bradley MP and Baroness Elizabeth Butler-Sloss. Anthony Steen was re-elected the Specialist Advisor. In 2022 the APPG held a panel event to investigate the role of local government licensing in mitigating the risks of trafficking in high-risk sectors predisposed to fraudulent practices and exploitation such as hand car washes and nail bars. The Co-Chairs also held a meeting with the Head of Protection Ukraine at IOM, to understand the risks of human trafficking following the invasion of Ukraine.

Ukraine

Following the outbreak of war and increased risk of human trafficking following the large numbers of people being displaced, the Human Trafficking Foundation held an online Forum for the Anti-Slavery sector entitled, Addressing the Risks of Exploitation for Displaced Ukrainians in the UK. Over 600 professionals booked to attend the Forum to discuss how to ensure the safety from trafficking of Ukrainian refugees arriving in the UK. HTF developed a webpage of resources for Ukrainian refugees, signposting to human trafficking helplines, safety advice and information on their rights in the UK. Furthermore, the Director of Operations at HTF and Deputy Chair Lord Randall travelled to Warsaw to meet with Polish parliamentarians to discuss safety measures for preventing human trafficking.

At the quarterly National Network of Coordinators (NNCF) meeting in July, three partnerships raised cases of modern slavery in the Homes for Ukraine scheme. HTF brought the Coordinators of these partnerships together for a meeting with the Department for Levelling Up, Housing and Communities (DLUHC) and produced a briefing with recommendations for local authorities on how to identify and respond to modern slavery within the Homes for Ukraine scheme, which was shared with all councils by the Local Government Association.

Local Government in London

Approximately one third of all victims of modern slavery in the UK are identified in London. As a result, HTF majors on all 32 boroughs, plus the City of London Corporation, to ensure local authorities are meeting their statutory duties under section 52 Modern Slavery Act and systems are in place to identify and support survivors. In 2022, HTF supported one Borough to develop a modern slavery strategy, one to develop a training plan and another to update their housing protocol, contributed to 9 Borough's board meetings with policy changes and guidance, and supported further Boroughs with advice or support with complex cases.

Throughout 2022, HTF continued to coordinate The London Modern Slavery Leads Network (LMSL), the first and only cross-council group in the UK, which HTF established in 2018 to share best practice and ensure modern slavery remains high on the agenda. An average of 50 professionals attended the quarterly meetings, representing all London Boroughs, the Metropolitan Police and key statutory agencies. During 2022, HTF continued to grow the data subgroup and launched a transitional safeguarding subgroup, to bring statutory agencies together to strengthen the response for exploited children as they turn 18 and mitigate the risk of them falling through the gap between children and adult services.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Activities and performance (continued)

(continued)

HTF published the inaugural *London Modern Slavery Leads Annual Report*, which for the first time, allowed partners to understand the picture of modern slavery in each of the 32 London Boroughs, providing data from the Metropolitan police on victim and perpetrator demographics to help inform an intelligence led response. Every local authority in London, including the City of London Corporation provided HTF with a detailed description of how they are responding to modern slavery, with regards to governance, successes, challenges, key partners and priority areas for the following year. The report was launched at an online event with the Local Government Association and enabled Boroughs to understand the local and pan-London picture and HTF to support each Borough continue to strengthen their approach to modern slavery.

Due to the multi-faceted nature of human trafficking and modern slavery, multi-agency working is vital in tackling the issue and supporting survivors. HTF updated the London Single Point of Contact (SPOC) Directory to facilitate contact between key statutory agencies in London. All London boroughs voluntarily provided contact details for their SPOCs, along with NHS trusts, British Transport Police and the Metropolitan Central Specialist Crime team. This enables them to work collaboratively on cross-borough border cases and sharing learning and approaches in response to pan-London trends and issues. Furthermore, the newsletter HTF produces for statutory agencies in London reaches 670 recipients (with a 30% open rate) and provides them with important information about policy changes, resources (including the Met data) and training opportunities so partners can be better equipped with responding to modern slavery.

Objective 2: To provide a sustained and collective voice amongst NGOs, civil society, and voluntary organisations fighting modern day slavery so that short-comings in current policy can be identified and addressed, and how that can best be tackled

Lived Experience Advisory Panel

The Home Office funded HTF to deliver a 'train the trainer' programme for survivors of modern slavery whereby HTF and specialist partners delivered training to a small group of people with lived experience to build their confidence in public speaking and safe story telling. The individuals then developed and delivered their own training on modern slavery to local authorities, police and community groups in London, in order to bring lived experience to help improve understanding, attitudes and services available. 6 individuals delivered 15 training sessions for 750 professionals. Following the training, 92% of training attendees agreed they had the knowledge of how to respond if they identified someone at risk of modern slavery, compared to 58% before. The individuals decided to remain as a group and formed the Lived Experience Advisory Panel (LEAP), supported by HTF. Organisations can now commission HTF and LEAP to deliver training and provide valuable insight to organisations about how to best support survivors of modern slavery.

Anti-Slavery Day Awards

The Anti-Slavery Day Awards was held in-person in Speakers House for the first time since the pandemic and provided a platform to raise the profile of the issue of modern slavery amongst journalists and parliamentarians and celebrate the tireless work of individuals and organisations fighting modern slavery. The Awards were presented by Sir Lindsay Hoyle with Sir Mo Farah as an award winner for his outstanding contribution to the fight against modern slavery. Sir Mo Farah said, 'Really proud to receive the Trustees' Award for Outstanding Contribution to the Fight Against Modern Slavery from the Human Trafficking Foundation. I hope that by telling my story, others were inspired to share theirs.'

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Activities and performance (continued)

(continued)

National Network Coordinators' Forum

HTF continued to coordinate the National Networks Coordinators Forum (NNCF) HTF established for Coordinators of local Anti-Slavery partnerships across the country and hold quarterly meetings to share trends, best practice and challenges and encourage collaboration across geographical areas. The HTF website was updated in 2022 to ensure resources are easily accessible and the map of survivor support services had 5,600 visits, showing the number people utilising this resource of having a list of accommodation, legal services and support for survivors across the country all in one place.

Objective 3. Identifying opportunities for new and different types of intervention within the rapidly evolving landscape of human trafficking

Advisory Forums

HTF produces a fortnightly newsletter for over 1,500 people working in the anti-slavery sector to keep them updated. In 2022, the newsletter had an average open rate of 38% (compared with a Mailchimp average of 25% for non-profits). The newsletter recipients are also invited to HTF's advisory forum, which brings the sector together to hear from expert speakers on specific topics and emerging trends. HTF held 6 online forums in 2022, focusing on evolving issues from Supporting LGBTQI+ Survivors of Modern Slavery to exploring whether short term labour visas create conditions for exploitation. The online forum hears from speakers from a diverse range of organisations to give a platform to lesser heard voices and people with lived experience of modern slavery.

Many of the online forums led to reports detailing the findings and ongoing work. The Child Criminal Exploitation online forum held in 2021 led to roundtables with community groups and statutory agencies about best practice, which was published in a report in 2022, Child Criminal Exploitation and the Need for Consistency. Similarly, the online forum on Modern Slavery and Learning Disabilities co-hosted with the Snowdrop Project, led to working groups investigating the barriers survivors with learning disabilities face in navigating support and a report highlighting this under-explored area. HTF also partnered with the University of Rights Lab, Ann Craft Trust and the University of Birmingham on a two-year study which aims to investigate the connections between cognitive impairments, such as mental ill-health, learning disability or memory-loss, and vulnerabilities to exploitation.

Victim Fund

HTF provides small grants to survivors through the Victim Emergency Fund to help victims of human trafficking and modern slavery with small one-off grants (max. £200) to meet their immediate needs when no other sources of funding are readily available. HTF provided 54 grants to survivors in 2022, funding items such as school uniforms for children of survivors, winter clothing, laptops, items for unfurnished properties, cooking utensils and essentials for new-born babies.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Activities and performance (continued)

Financial review

a. Finances

An annual budget was agreed before the start of the financial year, setting out the policy and objectives for that year, the financial implications, and the general modus operandi for achieving the objectives. The financial transactions of the Foundation during the year and the financial position at the end of the year are set out in the attached accounts.

During this period, the Foundation received gross income of £147,337 (2021: £211,657) mainly in the form of unrestricted grants from the Esmee Fairbairn Foundation and the John Ellerman Foundation, as well as other donations from funders such as, the Mayors Office for Police and Crime, and for the first time, the Human Trafficking Foundation received a government grant from the Home Office.

Restricted income totalled £76,893 (2021: £72,000).

Expenditure for 2022 was £225,629 (2021: £189,879). This created a deficit in funds for the year of £78,292 (2021: surplus £21,791).

We also have a reserves policy included in the carried forward balance which is listed separately below.

Our Funding

The Foundation is very grateful to the trusts and individual donors, including HTF's chair Anthony Steen, who have generously supported our work since 2016, including:

Michael Bishop Foundation
City Bridge Trust
Commonweal Housing
The John Ellerman Foundation
Esmee Fairbairn
Emmanuel Kaye Foundation
Marsh Charitable Trust
Mayors Office for Police and Crime (MOPAC)
The Vandervell Foundation
William Whyte Tait Charitable Trust

b. Reserves policy

The Trustees have approved a reserve of £45,000, which equals approximately three months essential running costs.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Structure, governance and management

a. Constitution

The Foundation is constituted under a Memorandum of Association and is a registered charity number 1134448.

The Foundation is a limited company with registration number 07121887.

Our principal objective is to support and add value to the work of the many charities operating to combat human trafficking and modern slavery in the UK and to provide information and advice on preventing trafficking and modern slavery to parliamentarians, central and local government, regional and individual police forces and border and immigration agencies.

b. Methods of appointment or election of Trustees

The management of the Foundation is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. New trustees are appointed by resolution of a meeting of the Trustees after nomination by one member, with due regard given to the diversity, skills, experience and knowledge required to complement the skill profile of the current Board. Upon appointment Trustees meet the Chairman and are briefed on their responsibilities and obligations as trustees and provided with appropriate documents.

c. Organisational structure and decision-making policies

Trustees who served during the year were:

Anthony Steen CBE (Chairman)

Rt Hon Baroness Elizabeth Butler Sloss GBE (Deputy- Chairman)

Rt Hon Lord John Randall (Deputy - Chairman)

Paul Jackson (Treasurer)

Lord Vernon Coaker of Gedling

Rt Hon David Heathcoat-Amory - Resigned 3 April 2022

Rt Hon Karen Bradley MP

The Foundation is run by a Board of Trustees, who play an active part in the running of the Foundation in conjunction with an outstanding team of three members of staff. The Trustees meet quarterly. The role of the Board is to steer the growth and strategic direction of the charity, to approve the budget for the year and monitor the financial position based on regular reports, and approve the annual accounts, examiner's report and appointment.

In 2022, the charity's activities were carried out by a small, committed team, comprising staff with different but complementary skills, supported by the trustees, keeping a tight focus on those areas where the Foundation is uniquely able to make a difference.

The Trustees review the main risks facing the Foundation on a regular basis, giving consideration to the appropriate policies, procedures and systems to minimise the Foundation's exposure to risk.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Statement of Trustees' responsibilities

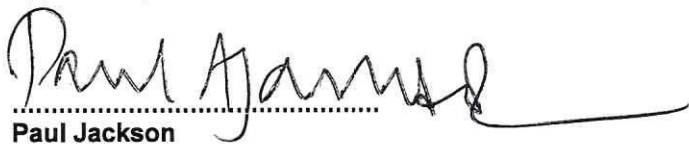
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report including the Strategic Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Paul Jackson
Treasurer

Date: 13/9/23

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

Independent Examiner's Report to the Trustees of Human Trafficking Foundation ('the Charity')

We report to the charity Trustees on our examination of the accounts of the Charity for the year ended 31 December 2022.

Responsibilities and Basis of Report

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied ourselves that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, we report in respect of our examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out our examination we have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

We have completed our examination. We confirm that no matters have come to our attention in connection with the examination giving us cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

We have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our work has been undertaken so that we might state to the Charity's Trustees those matters we are required to state to them in an Independent Examiner'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 Trustees as a body, for our work or for this report.

Signed: *Martin Bailey*

Dated: 13-09-23

Martin Bailey FCA
Goodman Jones LLP
29-30 Fitzroy Square
London
W1T 6LQ

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	4	70,425	76,893	147,318	211,657
Investments	5	19	-	19	13
Total income		70,444	76,893	147,337	211,670
Expenditure on:					
Charitable activities		143,343	82,286	225,629	189,879
Total expenditure		143,343	82,286	225,629	189,879
Net movement in funds		(72,899)	(5,393)	(78,292)	21,791
Reconciliation of funds:					
Total funds brought forward		191,538	13,026	204,564	182,773
Net movement in funds		(72,899)	(5,393)	(78,292)	21,791
Total funds carried forward		118,639	7,633	126,272	204,564

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 12 to 25 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07121887

BALANCE SHEET
AS AT 31 DECEMBER 2022

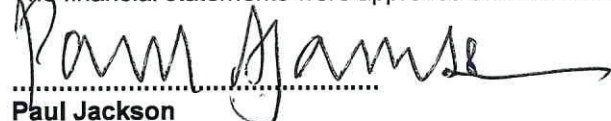
	Note	2022 £	2021 £
Fixed assets			
Tangible assets	9	507	955
		<u>507</u>	<u>955</u>
Current assets			
Debtors	10	4,973	44,950
Cash at bank and in hand		132,671	165,683
		<u>137,644</u>	<u>210,633</u>
Creditors: amounts falling due within one year	11	(11,879)	(7,024)
Net current assets		<u>125,765</u>	<u>203,609</u>
Total assets less current liabilities		<u>126,272</u>	<u>204,564</u>
Total net assets		<u>126,272</u>	<u>204,564</u>
Charity funds			
Restricted funds	12	7,633	13,026
Unrestricted funds	12	118,639	191,538
Total funds		<u>126,272</u>	<u>204,564</u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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



Paul Jackson

Treasurer

Date: 13/9/23

The notes on pages 12 to 25 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

1. General information

The Human Trafficking Foundation is a private limited company by guarantee incorporated in England and Wales. The registered office is Blackfriars Settlement, 1 Rushworth Street, London, SE1 0RB. The objects of the Charity are set out in the Trustees' Report on page 2.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Human Trafficking Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

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 £.

2.2 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, this liability in respect of the guarantee is limited to £1 per member of the Charity.

2.3 Going concern

The Charity receives most of its income in the form of grants from trusts and foundations. After the reviewing the level of recurring expenditure, expected income (including grants already notified to/received by the Charity), and the future plans of the Charity for the year ended 31 December 2023 and beyond, the Trustees consider that the Charity is a going concern and that the financial statements are appropriately prepared on the going concern basis.

2.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2. Accounting policies (continued)

2.5 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the Charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the Charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Grant income is recognised once the above criteria have been met, together with any performance conditions attached to the grant. Grant income received is deferred only when the Charity has yet to fulfil the performance conditions.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.7 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

Tangible assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	- 25% straight line
Office equipment	- 25% straight line

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.12 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2. Accounting policies (continued)

2.13 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The Trustees have not identified any estimates or assumptions that are considered to have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

4. Income from donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Donations	20,182	74,055	94,237	23,080
Grants	50,243	2,838	53,081	188,577
	70,425	76,893	147,318	211,657
<i>Total 2021</i>	139,657	72,000	211,657	

Government grant income represents amounts received under the Coronavirus Job Retention Scheme.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Investment income	19	19	13
<i>Total 2021</i>	13	13	

6. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Grant funding of activities 2022 £	Support costs 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Shaping policy	166,171	6,974	52,484	225,629	189,879
<i>Total 2021</i>	133,702	9,110	47,067	189,879	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

6. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Shaping policy 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Staff costs	110,777	110,777	122,153
Awards event	3,641	3,641	330
Seminars, conferences and workshops	950	950	3,414
Printing, postage and stationery	3,395	3,395	357
Project travel, subsistence and volunteer costs	4,658	4,658	1,448
Consultancy and professional fees	12,686	12,686	6,000
Paid to survivors	30,064	30,064	-
	166,171	166,171	133,702
<i>Total 2021</i>	133,702	133,702	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Shaping policy 2022 £	Total funds 2022 £	Total funds 2021 £
Printing, postage and stationery	624	624	220
Premises costs	26,637	26,637	24,454
Telephone and internet	1,007	1,007	1,042
Accountancy	11,659	11,659	11,682
Bank charges	192	192	127
Depreciation	449	449	413
Computer costs	2,725	2,725	2,384
Recruitment, staff training and other staff costs	3,098	3,098	1,240
Insurance	936	936	934
Independent examination fee	4,576	4,576	3,600
Trustees and governance costs	581	581	971
	<u>52,484</u>	<u>52,484</u>	<u>47,067</u>
<i>Total 2021</i>	<u>47,067</u>	<u>47,067</u>	

7. Analysis of grants payable

	Grants to Institutions 2022 £	Total funds 2022 £	Total funds 2021 £
Victim fund	6,974	6,974	9,110
	<u>6,974</u>	<u>6,974</u>	
<i>Total 2021</i>	<u>9,110</u>	<u>9,110</u>	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

8. Staff costs

	2022	2021
	£	£
Wages and salaries	97,694	108,270
Social security costs	7,222	7,387
Contribution to defined contribution pension schemes	5,861	6,496
	110,777	122,153

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

	2022	2021
	No.	No.
Full time	3	3

No employee received remuneration amounting to more than £60,000 in either year.

Key management personnel are considered to be the Trustees.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

9. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 January 2022	4,560	18,062	22,622
At 31 December 2022	4,560	18,062	22,622
Depreciation			
At 1 January 2022	4,560	17,107	21,667
Charge for the year	-	448	448
At 31 December 2022	4,560	17,555	22,115
Net book value			
At 31 December 2022	-	507	507
At 31 December 2021	-	955	955

10. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	-	1,773
Other debtors	1,403	1,403
Prepayments and accrued income	3,570	41,774
	4,973	44,950

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

11. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	2,660	962
Other taxation and social security	3,079	-
Pension fund loan payable	896	963
Other creditors	301	121
Accruals and deferred income	4,943	4,978
	11,879	7,024

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

12. Statement of funds

Statement of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Balance at 31 December 2022 £
Unrestricted funds				
Designated funds				
European Council Work	30,000	-	(3,707)	26,293
General funds				
General Funds - all funds	161,538	70,444	(139,636)	92,346
Total Unrestricted funds	191,538	70,444	(143,343)	118,639
Restricted funds				
Survivor fund	1,550	-	(601)	949
Victim Fund	4,129	9,123	(6,568)	6,684
City Bridge Trust	7,347	-	(7,347)	-
Home Office Survivor Project	-	64,932	(64,932)	-
Commonwealth Housing	-	2,838	(2,838)	-
	13,026	76,893	(82,286)	7,633
Total funds	204,564	147,337	(225,629)	126,272

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

12. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2021 £</i>
Unrestricted funds				
Designated funds				
European Council Work	30,000	-	-	30,000
General funds				
General Funds - all funds	139,904	139,670	(118,036)	161,538
Total Unrestricted funds	169,904	139,670	(118,036)	191,538
Restricted funds				
Survivor fund	(550)	4,000	(1,900)	1,550
Victim Fund	5,871	5,500	(7,242)	4,129
City Bridge Trust	7,548	62,500	(62,701)	7,347
	12,869	72,000	(71,843)	13,026
Total funds	182,773	211,670	(189,879)	204,564

Restricted funds are held for the following purposes:

- Victim Fund - to provide necessary financial help to victims of human trafficking
- City Bridge Trust - grant towards the core work of the Human Trafficking Foundation
- Survivor fund - to provide education for a specific survivor.
- Home Office Survivor Fund - project to provide support to survivors.
- Commonwealth Housing - project to provide support to survivors.

Designated funds are held for the following purposes:

- European Council Work Fund - the Trustees have designated funds for European council work in future periods.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

13. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	507	-	507
Current assets	130,011	7,633	137,644
Creditors due within one year	(11,879)	-	(11,879)
Total	118,639	7,633	126,272

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	955	-	955
Current assets	197,607	13,026	210,633
Creditors due within one year	(7,024)	-	(7,024)
Total	191,538	13,026	204,564

14. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £5,861 (2021: £6,496). Contributions totalling £896 (2021: £963) were to the fund at the balance sheet date and are included in creditors.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

15. Related party transactions

The Foundation reimbursed the Charity's Trustees for travel, hotel, and other direct costs incurred as a result of their voluntary work on behalf of the Foundation. All costs incurred were considered to be exclusively in the pursuit of the charitable objectives of the organisation.

Amounts reimbursed during the period are as follows:
Anthony Steen CBE - £581 (2021: £971)

At the balance sheet date, £nil (2021: £nil) of these costs remained outstanding.

During the year, a donation totalling £nil (2021: £1,000) was received from a trustee. No restrictions or conditions were attached to this donation.

16. Operating lease commitments

At 31 December 2022 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Within 1 year		
Within 1 year	14,280	14,280
Later than 1 year and not later than 5 years	8,330	22,610
	22,610	36,890

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	2022 £	2021 £
Operating lease rentals	14,280	14,280
	-	-

Accounts

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021**

Trustees

Anthony Steen CBE, Chair
Rt Hon Baroness Elizabeth Butler-Sloss of March Green GBE
Lord Randall of Uxbridge Kt. PC
Paul Jackson
Lord Vernon Coaker MP
Rt Hon David Heathcoat-Amory (resigned 3 April 2022)
Rt Hon Karen Bradley

Company registered number

07121887

Charity registered number

1134448

Registered office

Blackfriars Settlement
1 Rushworth Street
London
SE1 0RB

Head of Office

Robyn Phillips

Independent examiner and accountants

Martin Bailey FCA
Goodman Jones LLP
29-30 Fitzroy Square
London
W1T 6LQ

Bankers

Barclays
348 Kings Road
London
SW3 5UT

Solicitors

Maurice Turnor Gardner LLP
15th Floor
Milton House
Milton Street
London
EC2Y 9BH

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees (who are also directors of the Foundation for the purposes of the Companies Act 2006) present their Annual Report together with the financial statements of the Human Trafficking Foundation for the year 1 January 2021 to 31 December 2021. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Objectives and activities

a. Policies and objectives

The Human Trafficking Foundation grew out of the All-Party Parliamentary Group on Human Trafficking and Modern Slavery with three objectives:

1. To shape policy and legislation by equipping parliamentarians and policy makers, lead government departments, local authorities, police and statutory agencies to better understand the extent and nature of human trafficking, and the need to adjust rapidly to changing trends;
2. To provide a sustained and collective voice amongst NGOs, civil society, and voluntary organisations fighting modern day slavery so that short-comings in current policy can be identified and addressed, and how that can best be tackled; and
3. Identifying opportunities for new and different types of intervention within the rapidly evolving landscape of human trafficking

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Activities and performance

a. Overview

The Trustees are pleased with the Foundation's performance and believe that its policies are in place to achieve the aims and objectives and to ensure that all undertaken activities are for the public benefit, as defined by the Charity Commission's guidance on the subject.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Activities and performance (continued)

b. Review of activities

Objective 1: To shape policy and legislation by equipping parliamentarians and policy makers, lead government departments, local authorities, police and statutory agencies to better understand the extent and nature of human trafficking, and the need to adjust rapidly to changing trends

APPG

Human Trafficking Foundation continued to provide the Secretariat to the All-Party Parliamentary Group (APPG) on Human Trafficking and Modern Slavery, co-chaired by Rt Hon Karen Bradley MP and Baroness Elizabeth Butler-Sloss. In 2021 the APPG focused on the Nationality and Borders Bill, meeting with leading Anti-Trafficking NGOs and Parliamentarians from both Houses to explore the key concerns within the Bill relating to modern slavery.

The APPG and HTF also hosted two panel discussions open to all Parliamentarians to discuss addressing exploitation in supply chains relating to the textile industry and to investigate whether national borders are more secure or more porous since Brexit, with a HTF report published in 2020 entitled 'Taking Back Control of our Borders? The Impact on Modern Day Slavery' as the basis for debate.

The Slavery and Trafficking Survivor Care Standards

In 2021, HTF's Trafficking Survivor Care Standards were used to develop the framework for the Care Quality Commission to monitor all government safe houses for victims of modern slavery. The Unit Head of Victim Witness Coordinators in the Philippines also contacted us to use HTF's Trafficking Survivor Care Standards to bring best practice to the Philippines.

Local Government in London

Approximately one third of all victims of modern slavery in the UK are identified in London so HTF works with all 32 boroughs, plus the City of London Corporation, to ensure local authorities are meeting their duties under the Modern Slavery Act section 52 and systems are in place to identify and support survivors. In 2021, HTF supported seven boroughs to write a modern slavery strategy or policy, an additional to create a victim referral pathway and a further 3 boroughs to develop modern slavery e-learning. HTF attended 9 boroughs' modern slavery board meetings to share good practice and worked with two boroughs on case reflection workshops to consider how the response to victims of modern slavery could have been strengthened. A Community Safety Manager from Lambeth Council described HTF's support by saying, *'The work that you do is invaluable. I cannot thank you enough. The information you're pushing through is so hopeful and you have the wider oversight.'*

HTF received complaints about limited information being provided by councils and police in victim referral forms, which was leading to victims being rejected from support. In response to this, HTF delivered an online conference for 300 professionals from London local authorities and the Metropolitan and City of London police. This offered guidance on producing effective referrals, information on how decisions are made and the importance of language. After the conference, 90% felt confident making referrals compared to 39% prior to the conference. HTF then worked with the Local Government Association who replicated the conference for local authorities across England and Wales.

Throughout 2021, HTF continued to coordinate The London Modern Slavery Leads Network (LMSL), the first and only cross-council group in the UK, which we established in 2018. An average of 50 professionals attended the quarterly meetings, representing all London boroughs and the Metropolitan Police. During 2021, the LMSL

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Activities and performance (continued)

data subgroup progressed dramatically with in-depth modern slavery data shared by the Met Police for the first time. Previously boroughs relied on limited pan-London statistics, which allowed some boroughs to avoid putting a response to modern slavery in place. With the Met anonymised data shared through HTF on a monthly basis, boroughs can understand victim and perpetrator profile in their local area and use this to develop an intelligence-led response to disrupt and prevent exploitation.

Objective 2: To provide a sustained and collective voice amongst NGOs, civil society, and voluntary organisations fighting modern day slavery so that short-comings in current policy can be identified and addressed, and how that can best be tackled

Nationality and Borders Bill

HTF coordinated the anti-slavery sector in response to the Nationality and Borders Bill. The Bill has an entire chapter on modern slavery and organisations were concerned that it contained clauses which would be harmful to victims. HTF coordinated parliamentary briefings; a letter to parliamentarians signed by 116 CEOs of NGOs clarifying the effect of the proposed Bill; amendments; and online events where parliamentarians could hear directly from survivors about the impact the Bill would have on them. The CEO letter was cited in Parliament and in various media articles as proof of experts' agreement about the negative impact the Bill would have. It was important for the anti-slavery sector to have a unified voice when approaching MPs and Peers.

As a result of HTF's coordination, the Government agreed to exclude children from a clause that would put a time limit on when they could disclose their exploitation. The Government also committed to work with the anti-slavery sector on the statutory guidance for the Act and MPs and Peers, who had not engaged previously with the issue of modern slavery, were actively involved and have offered future support.

Anti-Slavery Day Awards

The Anti-Slavery Day Awards, held on Anti-Slavery Day (18 October), took place online for a second year. For the first time, we opened voting online and over 1,000 professionals for the Anti-Slavery sector voted to choose the winners. Individuals and organisations work tirelessly throughout the year to tackle modern slavery and the Awards provide a moment's respite to reflect on what has been achieved so far.

Anti-Slavery London Working Group

HTF also continues to run the Anti-Slavery London Working Group (LWG) for statutory and non-statutory partners. HTF coordinated the LWG to produce a pledge, which all London Mayoral Candidates signed, committing to prioritise modern slavery if they were elected. Following the election, we facilitated a workshop for the LWG to coordinate a response to the consultation on the Mayor of London's draft Police and Crime Plan 2021-25, ensuring modern slavery remained on the agenda. Following requests from the LWG, HTF also created the first London specific directory of support services for victims, which is on our website and has been shared with our extensive partners to ensure agencies and survivors are aware of the support available.

National Network Coordinators' Forum

HTF continues to coordinate the National Networks Coordinators Forum (NNCF) we established for Coordinators of local Anti-Slavery partnerships across the country. We developed a progress tracker to enable the coordinators to share good practice and collaborate on projects and HTF held a development day for the coordinators to build resilience in their challenging roles, and to discuss creating local Anti-Slavery strategies and building partnerships. 100% of attendees agreed that they felt they had the resilience to deal with any challenges in their role compared to 56% prior to the development day.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Activities and performance (continued)

Additional Projects

In addition to coordinating our own work, HTF also contributed to other agencies' projects. For example, we supported the charity Focus on Labour Exploitation to recruit attendees from each London council and Met Police basic command unit for their Train the Trainer project to ensure the support victims received is not based on a post-code lottery. The funder contacted us directly to thank us for our support with the project. In addition, HTF sat on a number of advisory groups, including a devolved decision-making panel steering group for trafficked children and a working group for developing a framework for training on child trafficking.

Objective 3. Identifying opportunities for new and different types of intervention within the rapidly evolving landscape of human trafficking

Advisory Forums

HTF produces a fortnightly newsletter for over 1,500 professionals working in the anti-slavery sector to keep them updated on policy changes and reports. The recipients are also invited to HTF's advisory forum, which brings the sector together to hear from expert speakers on specific topics and emerging trends. HTF held 8 online forums in 2021, focusing on evolving issues from 'The Barriers to Accessing Work and Education for Modern Slavery Survivors' to 'The Nexus Between Trafficking and Technology'. Four of the forums are discussed in more detail below:

HTF hosted a forum with the UK BME Anti-Slavery Network (BASNET) to mark the launch of their publication 'Promoting Racial Equality, Diversity and Inclusion: An Action Plan for the UK Modern Slavery and Human Trafficking Sector.' Chaired by Baroness Lola Young of Hornsey, the forum explored how to best implement the Action Plan to meet the needs of victims and survivors from different ethnic backgrounds and make charities more representative of the range of survivors they support. HTF continues to work with BASNET to support the implementation of the Action Plan.

HTF organised a forum on the 'Voices of British Survivors', co-created with two survivor advocates to highlight the challenges British survivors face accessing support. We wrote a report on the findings from the roundtable, which was featured in The Times, and led to a roundtable with five Government departments listening directly to the concerns of British survivors. The departments have agreed to continue to work together to address the report's recommendations.

At the request of Snowdrop, a frontline charity, HTF arranged a forum on 'Survivors and the Interplay of Exploitation with Learning Disabilities', which led to a report entitled 'Modern Slavery and Learning Disabilities' looking at the under-explored correlation between cognitive impairment and exploitation. A working group has since been established to develop a practical toolkit for frontline practitioners to improve and tailor the support they provide to victims of modern slavery with disabilities.

Another forum HTF organised was co-hosted with Stop & Prevent Adolescent Criminal Exploitation (SPACE) and attracted 500 attendees. The forum, entitled 'Child Criminal Exploitation and County Lines', explored the challenges and responses to child criminal exploitation. Following the event, HTF, in conjunction with solicitors, facilitated two roundtables with frontline and statutory agencies to explore solutions further. HTF plans to summarise the findings from the roundtables in a report and include recommendations for various agencies, from Schools to Social Services to the Probation Service.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Activities and performance (continued)

Survivor Support & Victim Fund

Whilst HTF is not a frontline organisation, we provide small grants to survivors through the Victim Emergency Fund and have worked with Survivor Alliance to create a survivor-led London group. The Survivor Emergency Fund helps victims of human trafficking and modern slavery with small one-off grants (max. £200) to meet their immediate needs when no other sources of funding are available. We provided 58 grants to survivors in 2021, funding items such as laptops, warm clothing, essential items for unfurnished properties, school trips for children of survivors, TB tests and passports for Family Reunion processes and hotel accommodation while traffickers were arrested.

The London survivor group meets regularly and is led by a survivor of modern slavery with HTF's support in identifying speakers and covering mobile data and travel expenses so survivors can access the group. The group has provided community support for survivors in London and a space for survivors to speak with each other and agencies on different topics. HTF organised a Christmas party with food, presents for the children, and food vouchers for members. One survivor said it was the first time they had been invited out in many years.

Financial review

a. Finances

An annual budget was agreed before the start of the financial year, setting out the policy and objectives for that year, the financial implications, and the general modus operandi for achieving the objectives. The financial transactions of the Foundation during the year and the financial position at the end of the year are set out in the attached accounts.

During this period, the Foundation received gross income of £211,657 (2020: £273,841) mainly in the form of unrestricted grants from the Esmee Fairbairn Foundation as well as other donations from trusts, such as John Ellerman Foundation, The Emmanuel Kaye Foundation and other individuals.

Restricted income came to a total of £72,000 (2020: £78,520), mainly from the City Bridge Trust (£62,500).

Expenditure for 2021 was £189,879 (2020: £188,639). This created a surplus in funds for the year of £21,791 (2020: £85,202).

We also have a reserves policy included in the carried forward balance which is listed separately below.

Our Funding

The Foundation is very grateful to the trusts and individual donors, including HTF's chair Anthony Steen, who have generously supported our work since 2016, including:

Michael Bishop Foundation
City Bridge Trust
The John Ellerman Foundation
Esmee Fairbairn
Emmanuel Kaye Foundation
Marsh Charitable Trust
The Vandervell Foundation
William Whyte Tait Charitable Trust
Schroder Charity Trust
Cheruby Trust

HUMAN TRAFFICKING FOUNDATION
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

b. Reserves policy

The Trustees have approved a reserve of £45,000, which equals approximately three months essential running costs.

Structure, governance and management

a. Constitution

The Foundation is constituted under a Memorandum of Association and is a registered charity number 1134448.

The Foundation is a limited company with registration number 07121887.

Our principal objective is to support and add value to the work of the many charities operating to combat human trafficking and modern slavery in the UK and to provide information and advice on preventing trafficking and modern slavery to parliamentarians, central and local government, regional and individual police forces and border and immigration agencies.

b. Methods of appointment or election of Trustees

The management of the Foundation is the responsibility of the Trustees who are elected and co opted under the terms of the Articles of Association. New trustees are appointed by resolution of a meeting of the Trustees after nomination by one member, with due regard given to the diversity, skills, experience and knowledge required to complement the skill profile of the current Board. Upon appointment Trustees meet the Chairman and are briefed on their responsibilities and obligations as trustees and provided with appropriate documents.

c. Organisational structure and decision-making policies

Trustees who served during the year were:

Anthony Steen CBE (Chairman)

Rt Hon Baroness Elizabeth Butler Sloss GBE (Deputy- Chairman)

Rt Hon Lord John Randall (Deputy - Chairman)

Paul Jackson (Treasurer)

Lord Vernon Coaker MP

Rt Hon David Heathcoat-Amory - Resigned 3 April 2022

Rt Hon Karen Bradley MP

The Foundation is run by a Board of Trustees, who play an active part in the running of the Foundation in conjunction with an outstanding team of three members of staff. The trustees meet quarterly. The role of the Board is to steer the growth and strategic direction of the charity, to approve the budget for the year and monitor the financial position based on regular reports, and approve the annual accounts, examiner's report and appointment.

In 2021, the charity's activities were carried out by a small, committed team, comprising staff with different but complementary skills, supported by the trustees, keeping a tight focus on those areas where the Foundation is uniquely able to make a difference.

The Trustees review the main risks facing the Foundation on a regular basis, giving consideration to the appropriate policies, procedures and systems to minimise the Foundation's exposure to risk.

HUMAN TRAFFICKING FOUNDATION
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report including the Strategic Report 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 . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Paul Jackson
.....
Paul Jackson
Trustee
Date: 16-09-22

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

Independent Examiner's Report to the Trustees of Human Trafficking Foundation ('the Charity')

We report to the charity Trustees on our examination of the accounts of the Charity for the year ended 31 December 2021.

Responsibilities and Basis of Report

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied ourselves that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, we report in respect of our examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out our examination we have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

We have completed our examination. We confirm that no matters have come to our attention in connection with the examination giving us cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

We have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our work has been undertaken so that we might state to the Charity's Trustees those matters we are required to state to them in an Independent Examiner'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 Trustees as a body, for our work or for this report.

Signed: *Martin Bailey*

Dated: 16-09-22

Martin Bailey FCA

Goodman Jones LLP
29-30 Fitzroy Square
London
W1T 6LQ

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	139,657	72,000	211,657	273,798
Investments	4	13	-	13	43
Total income		139,670	72,000	211,670	273,841
Expenditure on:					
Raising funds	7	-	-	-	6
Charitable activities		118,036	71,843	189,879	188,633
Total expenditure		118,036	71,843	189,879	188,639
Net movement in funds		21,634	157	21,791	85,202
Reconciliation of funds:					
Total funds brought forward		169,904	12,869	182,773	97,571
Net movement in funds		21,634	157	21,791	85,202
Total funds carried forward		191,538	13,026	204,564	182,773

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 12 to 24 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07121887

BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	9	955	955
		955	955
Current assets			
Debtors	10	44,950	36,160
Cash at bank and in hand		165,683	158,318
		210,633	194,478
Creditors: amounts falling due within one year	11	(7,024)	(12,660)
Net current assets		203,609	181,818
Total assets less current liabilities		204,564	182,773
Total net assets		204,564	182,773
Charity funds			
Restricted funds	12	13,026	12,869
Unrestricted funds	12	191,538	169,904
Total funds		204,564	182,773

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

Paul Jackson
.....

Paul Jackson
Trustee

Date: 16-09-22

The notes on pages 12 to 24 form part of these financial statements.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. General information

The Human Trafficking Foundation is a private limited company by guarantee incorporated in England and Wales. The registered office is Blackfriars Settlement, 1 Rushworth Street, London, SE1 0RB.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Human Trafficking Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

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 £.

2.2 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, this liability in respect of the guarantee is limited to £1 per member of the Charity.

2.3 Going concern

The Charity receives most of its income in the form of grants from trusts and foundations. After the reviewing the level of recurring expenditure, expected income for the year ended 31 December 2022 (including grants already notified to/received by the Charity), and the future plans of the Charity, the Trustees consider that the Charity is a going concern and that the financial statements are appropriately prepared on the going concern basis.

2.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

2.5 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the Charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the Charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Grant income is recognised once the above criteria have been met, together with any performance conditions attached to the grant. Grant income received is deferred only when the Charity has yet to fulfil the performance conditions.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.7 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include governance costs in respect of overall management of the Charity.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

Tangible assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	- 25% straight line
Office equipment	- 25% straight line

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.12 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

2.13 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

3. Income from donations and legacies

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Donations	16,080	7,000	23,080	22,870
Grants	123,577	65,000	188,577	244,554
Government grants	-	-	-	6,374
	<u>139,657</u>	<u>72,000</u>	<u>211,657</u>	<u>273,798</u>
<i>Total 2020</i>	<u>195,278</u>	<u>78,520</u>	<u>273,798</u>	

Government grant income represents amounts received under the Coronavirus Job Retention Scheme.

4. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Investment income	<u>13</u>	<u>13</u>	<u>43</u>
<i>Total 2020</i>	<u>43</u>	<u>43</u>	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

5. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Grant funding of activities 2021 £	Support costs 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Shaping policy	133,702	9,110	47,067	189,879	188,633
<i>Total 2020</i>	<u>136,804</u>	<u>6,611</u>	<u>45,218</u>	<u>188,633</u>	

Analysis of direct costs

	Shaping policy 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Staff costs	122,153	122,153	120,163
Awards event	330	330	731
Seminars, conferences and workshops	3,414	3,414	4,400
Printing, postage and stationery	357	357	196
Project travel, subsistence and volunteer costs	1,448	1,448	147
Consultancy and professional fees	6,000	6,000	11,167
	<u>133,702</u>	<u>133,702</u>	<u>136,804</u>
<i>Total 2020</i>	<u>136,804</u>	<u>136,804</u>	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

5. Analysis of expenditure by activities (continued)

Analysis of support costs

	Shaping policy 2021 £	Total funds 2021 £	Total funds 2020 £
Printing, postage and stationery	220	220	299
Premises costs	24,454	24,454	25,511
Telephone and internet	1,042	1,042	1,060
Accountancy	11,682	11,682	10,721
Bank charges	127	127	102
Depreciation	413	413	248
Computer costs	2,384	2,384	2,691
Recruitment, staff training and other staff costs	1,240	1,240	182
Insurance	934	934	-
Independent examination fee	3,600	3,600	3,600
Trustees and governance costs	971	971	804
	<u>47,067</u>	<u>47,067</u>	<u>45,218</u>
<i>Total 2020</i>	<u>45,218</u>	<u>45,218</u>	

6. Analysis of grants payable

	Grants to Institutions 2021 £	Total funds 2021 £	Total funds 2020 £
Victim fund	9,110	9,110	6,611
<i>Total 2020</i>	<u>6,611</u>	<u>6,611</u>	

HUMAN TRAFFICKING FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

7. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Fundraising support	-	-	-	6
<i>Total 2020</i>	4	2	6	

8. Staff costs

	2021 £	2020 £
Wages and salaries	108,270	106,664
Social security costs	7,387	7,099
Contribution to defined contribution pension schemes	6,496	6,400
	122,153	120,163

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

	2021 No.	2020 No.
Full time	3	3

No employee received remuneration amounting to more than £60,000 in either year.

HUMAN TRAFFICKING FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

9. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 January 2021	4,560	17,649	22,209
Additions	-	413	413
At 31 December 2021	4,560	18,062	22,622
Depreciation			
At 1 January 2021	4,560	16,694	21,254
Charge for the year	-	413	413
At 31 December 2021	4,560	17,107	21,667
Net book value			
At 31 December 2021	-	955	955
At 31 December 2020	-	955	955

10. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	1,773	-
Other debtors	1,403	1,403
Prepayments and accrued income	41,774	34,757
	44,950	36,160

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

11. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	962	2,967
Other taxation and social security	-	3,105
Pension fund loan payable	963	-
Other creditors	121	810
Accruals and deferred income	4,978	5,778
	7,024	12,660

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

12. Statement of funds

Statement of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
Unrestricted funds				
Designated funds				
European Council Work	30,000	-	-	30,000
General funds				
General Funds - all funds	139,904	139,670	(118,036)	161,538
Total Unrestricted funds	169,904	139,670	(118,036)	191,538
Restricted funds				
Survivor fund	(550)	4,000	(1,900)	1,550
Victim Fund	5,871	5,500	(7,242)	4,129
City Bridge Trust	7,548	62,500	(62,701)	7,347
	12,869	72,000	(71,843)	13,026
Total funds	182,773	211,670	(189,879)	204,564

The current year restricted funds are held for the following purposes:

- Victim Fund - to provide necessary financial help to victims of human trafficking
- City Bridge Trust - grant towards the core work of the Human Trafficking Foundation
- Survivor fund - to provide education for a specific survivor.

The prior year restricted funds were held for the following purposes:

- CJRS - government COVID-19 Job Retention Scheme income and associated salary costs

The current year designated funds are held for the following purposes:

- European Council Work Fund - the Trustees have designated £30k for European council work in future periods.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

12. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2020 £</i>
Unrestricted funds				
Designated funds				
European Council Work	30,000	-	-	30,000
General funds				
General Funds - all funds	67,262	195,321	(122,679)	139,904
Total Unrestricted funds	97,262	-	(122,679)	169,904
Restricted funds				
Survivor fund	-	-	(550)	(550)
Victim Fund	98	11,646	(5,873)	5,871
City Bridge Trust	211	60,500	(53,163)	7,548
Covid-19 Job Retention Scheme	-	6,374	(6,374)	-
	309	78,520	(65,960)	12,869
Total of funds	97,571	78,520	(188,639)	182,773

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

13. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	955	-	955
Current assets	197,607	13,026	210,633
Creditors due within one year	(7,024)	-	(7,024)
Total	191,538	13,026	204,564

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	955	-	955
Current assets	181,609	12,869	194,478
Creditors due within one year	(12,660)	-	(12,660)
Total	169,904	12,869	182,773

14. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £6,496 (2020: 6,400). Contributions totalling £963 (2020: £nil) were to the fund at the balance sheet date and are included in creditors.

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15. Related party transactions

The Foundation reimbursed the Charity's Trustees for travel, hotel, and other direct costs incurred as a result of their voluntary work on behalf of the Foundation. All costs incurred were considered to be exclusively in the pursuit of the charitable objectives of the organisation.

Amounts reimbursed during the period are as follows:

Anthony Steen CBE - £971 (2020: £916)

Vernon Coaker MP £nil (2020: £80)

At the balance sheet date, £nil (2020: £288) of these costs remained outstanding.

During the year, a donation totalling £1,000 (2020: £5,000) was received from a trustee. No restrictions or conditions were attached to this donation.

16. Operating lease commitments

At 31 December 2021 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Within 1 year		
Within 1 year	14,280	-
Later than 1 year and not later than 5 years	22,610	-
	36,890	-

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	2021 £	2020 £
Operating lease rentals	14,280	-
	-	-