

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)

CONTENTS

	Page
Reference and Administrative Details of the Charity, its Trustees and Advisers	1
Trustees' Report	2 - 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Notes to the Financial Statements	12 - 24

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
(A Company Limited by Guarantee)

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
(A Company Limited by Guarantee)

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 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
.....
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 £	<i>Total funds 2020 £</i>
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 £	<i>Total funds 2020 £</i>
Victim fund	9,110	9,110	6,611
<i>Total 2020</i>	<u>6,611</u>	<u>6,611</u>	

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Total 2020</i>	4	2	6	
	<hr/>	<hr/>	<hr/>	

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
	<hr/>	<hr/>
	122,153	120,163
	<hr/>	<hr/>

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

	2021 No.	2020 No.
Full time	3	3
	<hr/>	<hr/>

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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
	<hr/> 7,024 <hr/>	<hr/> 12,660 <hr/>

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.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

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	-
	<u>36,890</u>	<u>-</u>

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

	2021 £	2020 £
Operating lease rentals	14,280	-
	<u>-</u>	<u>-</u>