

**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)**

---

**CONTENTS**

---

	Page
<b>Reference and Administrative Details of the Charity, its Trustees and Advisers</b>	1
<b>Trustees' Report</b>	2 - 8
<b>Independent Examiner's Report</b>	9
<b>Statement of Financial Activities</b>	10
<b>Balance Sheet</b>	11
<b>Notes to the Financial Statements</b>	12 - 25

---

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

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**

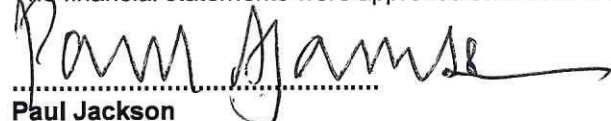
	Note	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	9	507	955
		<u>507</u>	<u>955</u>
<b>Current assets</b>			
Debtors	10	4,973	44,950
Cash at bank and in hand		132,671	165,683
		<u>137,644</u>	<u>210,633</u>
Creditors: amounts falling due within one year	11	(11,879)	(7,024)
<b>Net current assets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

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

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**

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

**6. Analysis of expenditure by activities**

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

---

**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**

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

**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**

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

**7. Analysis of grants payable**

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

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

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

	<b>2022</b>	<b>2021</b>
	<b>No.</b>	<b>No.</b>
Full time	<b>3</b>	<b>3</b>

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 £
<b>Cost or valuation</b>			
At 1 January 2022	4,560	18,062	22,622
At 31 December 2022	4,560	18,062	22,622
<b>Depreciation</b>			
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
<b>Net book value</b>			
At 31 December 2022	-	507	507
At 31 December 2021	-	955	955

**10. Debtors**

	2022 £	2021 £
<b>Due within one year</b>		
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**

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

**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 £
<b>Unrestricted funds</b>				
<b>Designated funds</b>				
European Council Work	30,000	-	(3,707)	26,293
<b>General funds</b>				
General Funds - all funds	161,538	70,444	(139,636)	92,346
<b>Total Unrestricted funds</b>	<b>191,538</b>	<b>70,444</b>	<b>(143,343)</b>	<b>118,639</b>
<b>Restricted funds</b>				
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
<b>Total funds</b>	<b>204,564</b>	<b>147,337</b>	<b>(225,629)</b>	<b>126,272</b>



**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>
<b>Unrestricted funds</b>				
<b>Designated funds</b>				
European Council Work	30,000	-	-	30,000
<b>General funds</b>				
General Funds - all funds	139,904	139,670	(118,036)	161,538
<b>Total Unrestricted funds</b>	169,904	139,670	(118,036)	191,538
<b>Restricted funds</b>				
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
<b>Total funds</b>	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**

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

**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)
<b>Total</b>	<b>191,538</b>	<b>13,026</b>	<b>204,564</b>

**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:

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

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

	<b>2022</b> £	<b>2021</b> £
Operating lease rentals	<b>14,280</b>	14,280
	-	-