

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

UNAUDITED

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details of the Charity, its Trustees and Advisers	1
Trustees' Report	2 - 9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the Financial Statements	13 - 27

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

Trustees

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

Company registered number

07121887

Charity registered number

1134448

Registered office

Blackfriars Settlement
1 Rushworth Street
London
SE1 0RB

Head of Office

Robyn Phillips

Independent examiner and accountants

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

Bankers

Barclays
348 Kings Road
London
SW3 5UT

Solicitors

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

HUMAN TRAFFICKING FOUNDATION

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

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

Objectives and activities

a. Policies and objectives

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

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

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

Activities and performance

a. Overview

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

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

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

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

Activities and performance (continued)

(continued)

b. Review of activities

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

APPG

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

Policy

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

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

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

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

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

Activities and performance (continued)

(continued)

Local Government

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

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

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

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

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

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

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

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

Activities and performance (continued)

(continued)

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

Lived Experience Advisory Panel

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

Anti-Slavery Day Awards

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

National Network Coordinators' Forum

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

Online Resources

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

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

Activities and performance (continued)

(continued)

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

Advisory Forums

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

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

Europe

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

Research

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

Activities and performance (continued)

(continued)

Victim Fund

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

Financial review

a. Finances

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

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

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

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

Our Funding

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

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

b. Reserves policy

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

Structure, governance and management

a. Constitution

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

The Foundation is a limited company with registration number 07121887.

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

b. Methods of appointment or election of Trustees

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

c. Organisational structure and decision-making policies

Trustees who served during the year were:

Anthony Steen CBE (Chairman)

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

Rt Hon Lord John Randall (Deputy - Chairman)

Lord Vernon Coaker of Gedling

Rt Hon Karen Bradley MP

Paul Jackson (Treasurer)

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

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

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

Statement of Trustees' responsibilities

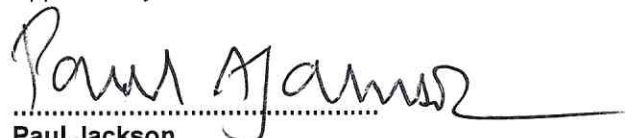
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report including the Strategic Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted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

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

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

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

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



Paul Jackson
Treasurer

Date: 28/8/24

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

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

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

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

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

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

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

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

Signed: *Martin Bailey*

Dated: 20-09-24

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

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

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

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

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

BALANCE SHEET
AS AT 31 DECEMBER 2023

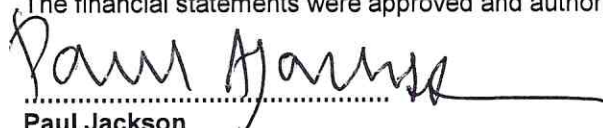
	Note	2023 £	2022 £
Fixed assets			
Tangible assets	10	276	507
		<u>276</u>	<u>507</u>
Current assets			
Debtors	11	10,205	4,973
Cash at bank and in hand		142,344	132,671
		<u>152,549</u>	<u>137,644</u>
Creditors: amounts falling due within one year	12	(63,444)	(11,879)
Net current assets		<u>89,105</u>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

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

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

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

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



Paul Jackson

Treasurer

Date: 28/8/24

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

1. General information

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

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

2.2 Company status

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

2.3 Going concern

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

2.4 Fund accounting

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

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

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

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

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

2. Accounting policies (continued)

2.5 Income

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

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

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

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

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

2.6 Interest receivable

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

2.7 Expenditure

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

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

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

All expenditure is inclusive of irrecoverable VAT.

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

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

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

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

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

2.9 Debtors

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

2.10 Cash at bank and in hand

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

2.11 Liabilities and provisions

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

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

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

2.12 Financial instruments

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.13 Pensions

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

3. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

4. Income from donations and legacies

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

5. Investment income

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

6. Analysis of expenditure by activities

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

6. Analysis of expenditure by activities (continued)

Analysis of direct costs

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

6. Analysis of expenditure by activities (continued)

Analysis of support costs

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

7. Analysis of grants payable

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

8. Analysis of expenditure on charitable activities

Summary by fund type

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

9. Staff costs

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

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

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

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

Key management personnel are considered to be the Trustees.

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

10. Tangible fixed assets

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

11. Debtors

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

12. Creditors: Amounts falling due within one year

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

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

13. Statement of funds

Statement of funds - current year

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

13. Statement of funds (continued)

Statement of funds - prior year

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

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

13. Statement of funds (continued)

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

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

Designated funds are held for the following purposes:

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

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

Analysis of net assets between funds - prior year

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

15. Pension commitments

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

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

16. Related party transactions

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

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

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

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