

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

Trustees

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

Company registered number

07121887

Charity registered number

1134448

Registered office

Blackfriars Settlement
1 Rushworth Street
London
SE1 0RB

Head of Office and company secretary

Robyn Phillips

Independent examiner and accountants

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

Bankers

Barclays Bank PLC
348 Kings Road
London
SW3 5UT

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

Solicitors

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

HUMAN TRAFFICKING FOUNDATION

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

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

Objectives and activities

a. Policies and objectives

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

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

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

b. Our values

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

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

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

Activities and performance

a. Review of activities

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

APPG

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

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

Police & Crime Commissioners

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

Victim Care Contract Consultation

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

Local Government

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

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

Activities and performance (continued)

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

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

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

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

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

Trusted Housing Assessor

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

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

Lived Experience Advisory Panel

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

HUMAN TRAFFICKING FOUNDATION (A Company Limited by Guarantee)

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

Activities and performance (continued)

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

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

National Network Coordinators' Forum

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

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

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

Slavery & Trafficking Survivor Care Standards

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

Online Resources

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

Anti-Slavery Day Awards

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

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

Activities and performance (continued)

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

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

Advisory Forums

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

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

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

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

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

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

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

Research

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

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

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

Activities and performance (continued)

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

Survivor Emergency Support Fund

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

Financial review

a. Finances

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

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

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

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

Our Funding

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

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

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

b. Reserves policy

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

Structure, governance and management

a. Constitution

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

The Foundation is a limited company with registration number 07121887.

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

b. Methods of appointment or election of Trustees

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

c. Organisational structure and decision-making policies

Trustees who served during the year were:

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

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

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

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

Statement of Trustees' responsibilities

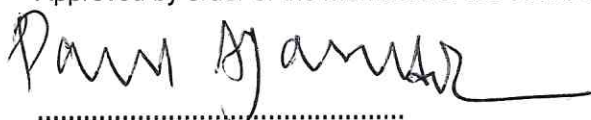
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report including the Strategic Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted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

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

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

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

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



.....
Paul Jackson
Treasurer

Date: 12/6/25

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

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

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

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

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

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

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

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

Signed: *Martin Bailey*

Dated: 23-06-25

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

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

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

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

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

BALANCE SHEET
AS AT 31 DECEMBER 2024

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

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

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

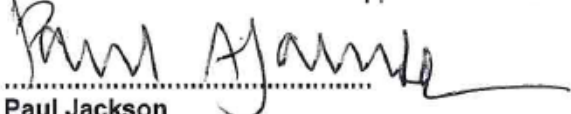
The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

HUMAN TRAFFICKING FOUNDATION
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BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2024

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


Paul Jackson
Treasurer

Date: 12/06/2025

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

1. General information

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

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

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

2.2 Company status

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

2.3 Going concern

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

2.4 Fund accounting

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

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

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

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

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

2. Accounting policies (continued)

2.5 Income

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

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

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

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

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

2.6 Interest receivable

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

2.7 Expenditure

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

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

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

All expenditure is inclusive of irrecoverable VAT.

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

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

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

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

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

2.9 Debtors

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

2.10 Cash at bank and in hand

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

2.11 Liabilities and provisions

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

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

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

2.12 Financial instruments

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.13 Pensions

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

3. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

4. Income from donations and legacies

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

HUMAN TRAFFICKING FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

5. Investment income

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

6. Analysis of expenditure by activities

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

6. Analysis of expenditure by activities (continued)

Analysis of direct costs

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

HUMAN TRAFFICKING FOUNDATION
(A Company Limited by Guarantee)

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

6. Analysis of expenditure by activities (continued)

Analysis of support costs

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

7. Analysis of grants payable

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

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

8. Analysis of expenditure on charitable activities

Summary by fund type

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

9. Staff costs

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

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

	2024 No.	<i>2023 No.</i>
Full time	3	3
	<hr/>	<hr/>

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

10. Tangible fixed assets

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

11. Debtors

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

HUMAN TRAFFICKING FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

12. Creditors: Amounts falling due within one year

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

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

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

13. Statement of funds

Statement of funds - current year

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

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

13. Statement of funds (continued)

Statement of funds - prior year

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

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

13. Statement of funds (continued)

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

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

Designated funds are held for the following purposes:

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

HUMAN TRAFFICKING FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

14. Analysis of net assets between funds

Analysis of net assets between funds - current period

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

Analysis of net assets between funds - prior period

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

15. Pension commitments

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

16. Related party transactions

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

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

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