

SOPHIE HAYES FOUNDATION

England & Wales · Charity number 1145176

Details

Status	Registered
Legal form	Charitable company
Company number	07886303
Registered	2011-12-20
Register	View on the Charity Commission register

Contact

Address	PILL BOX. Workspace. 115 Coventry Road London E2 6GG
Phone	07871055114
Email	info@sophiehayesfoundation.org
Website	www.sophiehayesfoundation.org

Activities

Objects: THE OBJECTS OF THE CHARITY ARE TO:1) RELIEVE THE CHARITABLE NEED OF ANYONE WHO MAY HAVE BEEN A VICTIM OF HUMAN TRAFFICKING OR OTHER RELATED FORMS OF HUMAN EXPLOITATION; AND2) PROMOTE AWARENESS OF HUMAN TRAFFICKING, ITS CAUSES, MANIFESTATIONS AND ADVERSE CONSEQUENCES AND TO ASSIST IN THE REDUCTION AND ERADICATION OF HUMAN TRAFFICKING IN ALL ITS ASPECTS.

Activities: Supporting women survivors of human trafficking and modern slavery to achieve the goal of complete and sustainable freedom. Adhering to best practices in coaching, facilitation and training to renew survivor confidence, purpose, and employability. Providing workshops, coaching, access to vocational work placements, internships, volunteer opportunities, training, and formal education.

Classification

- **How:** Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£580,554	£525,171	£234,048	11
2024-12-31	£633,269	£602,488	£178,665	11
2023-12-31	£593,205	£564,771	£147,884	10
2022-12-31	£535,461	£512,667	£119,450	9
2021-12-31	£340,847	£483,528	-	-
2020-12-31	£450,226	£241,663	-	-

Trustees

Name	Role	Appointed
Laura Haynes	Chair	2020-05-19
Aarti Chitra Gurnani		2025-11-26
Alexandra Jane Cole-Hamilton		2021-02-15
Danielle Bekker		2023-06-01
Johanne Westcott-Simpson		2026-05-01
Konstantina Papadopoulou		2023-10-01
Mamoona Shah		2021-02-15
Rebecca Hirst		2025-09-01

SOPHIE HAYES FOUNDATION

England & Wales - Charity number 1145176

Accounts

Company registration number 07886303 (England and Wales)

Charity registration number 1145176 (England and Wales)

SOPHIE HAYES FOUNDATION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

SOPHIE HAYES FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	D Bekker	
	A Cole-Hamilton	
	A Gurnani	(Appointed 25 November 2025)
	L Haynes	
	R Hirst	(Appointed 1 September 2025)
	K Papadopoulou	
	M Shah	
Secretary	R Hirst	
Senior management	Emily Death	Chief Executive Officer
Country of incorporation	United Kingdom (England and Wales)	07886303
Charity registration	England and Wales	1145176
Principal address	115 Coventry Road London E2 6GG	
Registered office	115 Coventry Road London E2 6GG	
Independent examiner	Frances Wilde FCCA DChA Warner Wilde Limited Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF	
Bankers	HSBC Bank Plc 281 Chiswick High Road Chiswick London W4 4HJ	

SOPHIE HAYES FOUNDATION

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SOPHIE HAYES FOUNDATION

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

The trustees present their annual report and financial statements for the year ended 31 December 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

Charitable Objects

The Charitable Objects of Sophie Hayes Foundation (SHF) as set out in our founding document are:

1. Relieve the charitable need of anyone who may have been a victim of human trafficking or other related forms of human exploitation; and
2. Promote awareness of human trafficking, its causes, manifestations and adverse consequences and to assist in the reduction and eradication of human trafficking in all its aspects.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Activities

Our mission is achieved through meeting survivors where they are in a complex survivor support landscape. We do this by adapting and responding to need as it arises. Our flagship service is the Employability Programme (EP). The EP runs across three modules:

1. Rebuilding confidence and a sense of purpose.
2. Developing practical workplace skills such as CV writing, cover-letter drafting, and interview techniques.
3. Providing personalised follow-on support through access to work placements, volunteering opportunities, or further education.

In 2024 we launched a pre-Programme Conversational English for Independence Course (CEFI), which builds participants' skills and confidence in speaking English, enabling them to proceed into the Employability Programme, or to take these skills into their independent lives in the UK.

Community is at the heart of all we do. Our survivor community CREW – Creative Resilient Empowered Women – is a network of peer support, available to survivors on their own terms whenever they choose to access it. It provides a rolling programme of skills workshops and social gatherings. From CREW we have built a Lived Experience Advisory Group (LEAG) with which we consult and co-create new workstreams and approaches.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

SOPHIE HAYES FOUNDATION

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

Strategy

Founded in 2011 by Sophie Hayes, a British woman trafficked into sexual exploitation overseas, Sophie Hayes Foundation has always been centred around sustainable freedom. Sustainable freedom means freedom from exploitation, slavery, and trafficking; and freedom to look to the future with renewed confidence, rebuilt skills, and a sense of purpose for survivors.

Whilst our mission of sustainable freedom has continued over the last 14 years, forms of exploitation, as well as the landscape of support to survivors of exploitation, has changed beyond recognition. To adapt and respond to this, we launched a new strategy in 2024. Our new, clearly defined and in the process of being executed mission, coupled with enhanced brand awareness, and with survivor voice at its heart, enables us to raise awareness, provide leadership, and develop the conversation on modern slavery and human trafficking in the UK.

Our strategy brings stability and transformation, is created through collaboration and inspirational leadership, and provides foundational support to survivors whilst empowering them as actors for change.

The Strategy sets out how we will work at two levels:

1. Freedom to look to the future with renewed confidence. Rebuilt skills and sense of purpose can only be achieved by meeting survivors where they are in a complex support landscape, adapting and responding to need as it arises, and pursuing new and innovative ways to open essential pathways to lifelong development, employment, and education opportunity, and long-term support to survivors of exploitation, slavery, and trafficking.
2. Whilst adapting and responding to need, we will boldly assert that survivors deserve better than a system in collapse, recognising their right to comprehensive care and a genuine pathway to sustainable freedom. To this end, Sophie Hayes Foundation will take up our place as a dynamic and recognised charity, carving out a thought leadership niche for ourselves where our unique voice will enable us to attest to measurable advocacy achievements which improve life for survivors in the UK, and in turn make society more equitable.

Achievements

- During 2025 - 160 women joined the EP (an increase of 22% from 2024)
- Our CEFI course saw 91 participants join the course, an increase of 193% from 2024.
- We asked participants about their workplace understanding and 91% had an improvement in their understanding of their rights. Through our skills-building activities and ongoing support we empower survivors to take control of their futures.
- 84 women attended our Graduation event in London in October. The event was attended by The Independent Anti-Slavery Commissioner, Eleanor Lyons, who presented the Certificates to Graduates.
- We rolled out a leadership course for our LEAG. These individuals co-designed many innovative workstreams this year across Programme evaluation, research, and advocacy.
- In September, our staff and Lived Experience Advisory Group held a Policy and Campaigning Bootcamp, visiting the Houses of Parliament and Basildon Council.
- This year we launched our research partnership with Rights Lab, Nottingham University and the Modern Slavery Policy Evidence Centre on 'Readiness to Work as Prevention of Re-Trafficking'. We look forward to presenting the findings in 2026 which will significantly contribute to the evidence base in the sector on support for long-term independence, and to SHF's own data monitoring, evaluation and impact learning work.
- We hosted many engaging events for our wonderful community of supporters, from a central London Comedy Gig to an International Women's Day 10k run.
- We contributed to the development of a new set of Survivor Care Standards, joining the sector working group on 'Access to training, education, volunteering, employment'.

SOPHIE HAYES FOUNDATION

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

Future Plans

In subsequent years, the charity will continue the implementation of its 2024 strategy to:

- Respond to survivor need through adapted and increased programmes and services for the widest possible range of participants.
- Advocate for survivor support services based on the long-term outcome of preventing re-exploitation.
- Contribute to the evidence base for this work as a thought leader.

Fundraising

During 2025, the National Lottery Communities Fund, which had previously represented a significant proportion of income, came to an end. In anticipation of this transition, the charity implemented a funding diversification strategy, and, as a result, income in 2025 was drawn from a wider range of grant-makers, charitable trusts, foundations, and institutional partners than in prior years. This has significantly reduced funding concentration risk and strengthened the resilience of the funding model.

The charity continued to prioritise grant funding while also developing strategic partnerships and revenue-generating collaborations aligned to its mission, including strategic collaborations (such as our research project with the University of Nottingham) and revenue-generating partnerships. In addition, a programme of supporter events and individual giving initiatives contributed to maintaining and expanding engagement with individual donors.

The Trustees continue to monitor the funding landscape closely and remain focused on maintaining a diversified and sustainable income base to support the charity's mission and strategy.

Financial Review

Sophie Hayes Foundation generated total income of £580,554 in 2025, compared with £633,269 in 2024. A decrease of 8.3% as a result of some larger multi-year grants coming to an end. The resulting position remains strong in a challenging fundraising landscape and a solid base for coming years.

The reserves position is equally strong at year end, with the charity holding reserves of £221,516 equivalent to 5 months of total expenditure.

In 2025, we allocated a marginally higher staff resource to raising funds as a result of the aforementioned need for concerted fundraising efforts for the future of the charity's work: £29,892 or 5.7% of total expenditure, compared to £10,707 in 2024. This resulted in a drop in expenditure on programme activities of 16.3% as a percentage of overall spend. That being said, overall expenditure on charitable activities remains high at £495,279, which is 94.3% of total.

The charity does not have investments or make grants.

The Board of Trustees are satisfied with the performance of the charity during the year and the position at 31st December 2025 and consider that the charity is in a strong position to continue its activities during the coming year, and that the charity's assets are adequate to fulfil its obligations.

Reserves Policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, the charity will be able to continue its current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

SOPHIE HAYES FOUNDATION

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

Risk Management

The Trustees recognise that effective risk management is integral to good governance and the long-term sustainability of the charity. The Board maintains oversight of a risk register which identifies the principal risks facing the organisation, assesses their likelihood and potential impact, and sets out mitigating controls. This is reviewed regularly by the Board and updated as new or emerging risks arise.

Given the nature of the charity's work with women who are survivors of trafficking and exploitation, safeguarding remains a principal operational and reputational risk and is supported by a comprehensive safeguarding framework, including designated leads, training, and clear reporting procedures. Other key risks include financial sustainability in a competitive funding environment, workforce capacity and wellbeing given the specialist nature of the work, and broader reputational, regulatory and programme delivery risks. These are managed through a diversified fundraising approach, regular financial monitoring and reserves management, staff support and supervision, and ongoing Board oversight of organisational performance and strategy.

Structure, governance and management

The charity is a company limited by guarantee.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

D Bekker	
A Cole-Hamilton	
A Gurnani	(Appointed 25 November 2025)
L Haynes	
R Hirst	(Appointed 1 September 2025)
F Lee	(Resigned 22 July 2025)
N Murphy	(Resigned 12 June 2025)
K Papadopoulou	
W Putman	(Resigned 17 October 2025)
M Shah	

Recruitment and appointment of trustees

The number of Trustees shall not be subject to any maximum but shall not be less than two. Any person who is willing to act as a Trustee, and is permitted by law to do so, may be appointed to be a Trustee: by ordinary resolution; or by a decision of the Trustees. The usual term of office for a Trustee shall be three years, at the end of which they shall retire or be re-appointed. Subject to article 24.2, no Director shall serve for more than six consecutive years, unless the Trustees consider it would be in the best interests of the Charity for that Director to continue. In such circumstances, the Trustees may reappoint that Director for a further term of up to two years, provided that:

Such reappointment is approved by a majority decision of the Trustees;

- a. The Trustees record their reasons for determining that such appointment is in the best interests of the Charity; and
- b. The Trustees review the appointment annually
- c. In no circumstances shall a Trustee serve more than eight consecutive years.

Trustee vacancies are advertised on external platforms and recruitment takes the form of an open competition in which prospective Trustees are interviewed by existing Trustees and Staff. This process, as well as Trustee induction and training, is managed by the Governance & Nominations Committee. None of the Trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The Trustees delegate day-to-day management of the Charity and its operations to staff, led by the CEO.

SOPHIE HAYES FOUNDATION

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

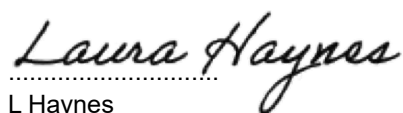
Structure

As of 31 December 2025, the Foundation has a staff of 9.1 FTE equivalent and 1 Consultant:

- CEO
- Head of Operations
- Head of Programmes
- Development & Communications Manager
- Regional Programme Officer (part-time)
- Programme Coordinator
- Learning & Development Officer
- CREW Coordinator
- Peer Researcher (part-time)
- Development & Communications Officer
- Finance Manager (consultant)

The charity also has a significant contribution from a pool of around 25 volunteers.

The trustees' report was approved by the Board of Trustees.



L Haynes

Trustee

Date: 20.3.26

SOPHIE HAYES FOUNDATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF SOPHIE HAYES FOUNDATION

I report to the trustees on my examination of the financial statements of Sophie Hayes Foundation (the charity) for the year ended 31 December 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Frances Wilde FCCA DChA

Warner Wilde Limited
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF
Date: 30 March 2026

SOPHIE HAYES FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income and endowments from:							
Donations and legacies	3	370,726	169,740	540,466	334,695	292,148	626,843
Investments	4	1,065	-	1,065	1,248	-	1,248
Other income	5	4,224	34,799	39,023	5,178	-	5,178
Total income		376,015	204,539	580,554	341,121	292,148	633,269
Expenditure on:							
Raising funds	6	29,892	-	29,892	10,707	-	10,707
Charitable activities	7	273,931	221,348	495,279	264,250	327,531	591,781
Total expenditure		303,823	221,348	525,171	274,957	327,531	602,488
Net income/(expenditure) and movement in funds		72,192	(16,809)	55,383	66,164	(35,383)	30,781
Reconciliation of funds:							
Fund balances at 1 January 2025		149,324	29,341	178,665	83,160	64,724	147,884
Fund balances at 31 December 2025		221,516	12,532	234,048	149,324	29,341	178,665

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

SOPHIE HAYES FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	13		5,051		2,264
Current assets					
Debtors	14	7,765		8,902	
Cash at bank and in hand		259,995		190,580	
		267,760		199,482	
Creditors: amounts falling due within one year	15	(38,763)		(23,081)	
Net current assets			228,997		176,401
Total assets less current liabilities			234,048		178,665
The funds of the charity					
Restricted income funds	18	12,532		29,341	
Unrestricted funds	19	221,516		149,324	
		234,048		178,665	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 20.3.26



L Haynes
Trustee

SOPHIE HAYES FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	23		72,511		27,653
Investing activities					
Purchase of tangible fixed assets		(4,161)		(1,830)	
Investment income received		1,065		1,248	
Net cash used in investing activities			(3,096)		(582)
Net cash generated from financing activities			-		-
Net increase in cash and cash equivalents			69,415		27,071
Cash and cash equivalents at beginning of year			190,580		163,509
Cash and cash equivalents at end of year			259,995		190,580

SOPHIE HAYES FOUNDATION

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

1 Accounting policies

Charity information

Sophie Hayes Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is 115 Coventry Road, London, E2 6GG.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

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 £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

1 Accounting policies

(Continued)

1.5 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 are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	straight line over four years
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	157,804	-	157,804	137,849	-	137,849
Grants	197,090	169,740	366,830	192,568	292,148	484,716
Other	15,832	-	15,832	4,278	-	4,278
	<u>370,726</u>	<u>169,740</u>	<u>540,466</u>	<u>334,695</u>	<u>292,148</u>	<u>626,843</u>

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,065	1,248

5 Other income

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Appeal	3,674	-	3,674	4,923	-	4,923
Other income	550	34,799	35,349	255	-	255
	<u>4,224</u>	<u>34,799</u>	<u>39,023</u>	<u>5,178</u>	<u>-</u>	<u>5,178</u>

Other income represents amounts received for visit and training provided.

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Raising funds	1,041	10,707
Staff costs	28,851	-
	<u>29,892</u>	<u>10,707</u>

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

7 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	352,639	438,615
Depreciation and impairment	1,374	1,815
Programme costs	36,001	35,601
Travel and subsistence- core operational	2,744	3,607
Consultancy costs	-	6,523
Rents and rates	27,239	38,705
Other staff costs	6,219	12,018
Professional fees	4,704	1,728
	<u>430,920</u>	<u>538,612</u>
Share of support and governance costs (see note 8)		
Support	60,913	50,911
Governance	3,446	2,258
	<u>495,279</u>	<u>591,781</u>
Analysis by fund		
Unrestricted funds	273,931	264,250
Restricted funds	221,348	327,531
	<u>495,279</u>	<u>591,781</u>

8 Support costs allocated to activities

	2025 £	2024 £
Accountancy	29,376	29,600
Insurance	1,684	1,677
Office costs	27,904	16,643
Subscriptions	1,885	2,862
Bank charges	64	129
Governance costs	3,446	2,258
	<u>64,359</u>	<u>53,169</u>
Analysed between:		
Charitable activities	<u>64,359</u>	<u>53,169</u>

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

8 Support costs allocated to activities (Continued)

	2025 £	2024 £
Governance costs comprise:		
Independent examination fee	2,268	2,160
Board expenses	1,178	98
	<u>3,446</u>	<u>2,258</u>

9 Net movement in funds

	2025 £	2024 £
--	-----------	-----------

The net movement in funds is stated after charging/(crediting):

Fees payable for the independent examination of the charity's financial statements	2,268	2,160
Depreciation of owned tangible fixed assets	1,374	1,815
	<u>3,642</u>	<u>3,975</u>

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	<u>11</u>	<u>11</u>

	2025 £	2024 £
Employment costs		
Wages and salaries	341,356	393,431
Social security costs	30,388	34,366
Other pension costs	9,746	10,818
	<u>381,490</u>	<u>438,615</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£70,001 - £80,000	<u>1</u>	<u>1</u>

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

11 Employees

(Continued)

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	215,547	167,084

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Computers £
Cost	
At 1 January 2025	13,157
Additions	4,161
Disposals	(5,916)
At 31 December 2025	11,402
Depreciation and impairment	
At 1 January 2025	10,893
Depreciation charged in the year	1,374
Eliminated in respect of disposals	(5,916)
At 31 December 2025	6,351
Carrying amount	
At 31 December 2025	5,051
At 31 December 2024	2,264

14 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Other debtors	4,725	7,296
Prepayments and accrued income	3,040	1,606
	7,765	8,902

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

15 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		8,843	7,593
Deferred income	16	22,500	5,500
Trade creditors		5,152	7,815
Other creditors		-	13
Accruals		2,268	2,160
		<u>38,763</u>	<u>23,081</u>

16 Deferred income

	2025 £	2024 £
Other deferred income	<u>22,500</u>	<u>5,500</u>

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	<u>22,500</u>	<u>5,500</u>
Movements in the year:		
Deferred income at 1 January 2025	5,500	-
Released from previous periods	(5,500)	-
Resources deferred in the year	<u>22,500</u>	<u>5,500</u>
Deferred income at 31 December 2025	<u>22,500</u>	<u>5,500</u>

17 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>9,746</u>	<u>10,818</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2025	Incoming resources	Resources expended	At 31 December 2025
	£	£	£	£
City Bridge Foundation	197	35,156	(35,353)	-
Another Way Women's Fund	3,036	-	(3,036)	-
National Lottery Communities Fund	25,298	70,564	(95,862)	-
National Lottery Communities Fund (Cost of living)	810	-	(810)	-
Rosa: The UK Fund for Women & Girls	-	10,000	(2,375)	7,625
DWF	-	2,000	(2,000)	-
Hidden Harmful Practices	-	8,250	(8,250)	-
Clothworkers Foundation	-	13,770	(13,770)	-
Evan Cornish	-	10,000	(10,000)	-
Lancaster Foundation	-	20,000	(20,000)	-
MSPEC	-	34,799	(29,892)	4,907
	<u>29,341</u>	<u>204,539</u>	<u>(221,348)</u>	<u>12,532</u>

Previous year:	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
People's Postcode Lottery	3,787	-	(3,787)	-
City Bridge Foundation	904	34,807	(35,514)	197
Another Way Women's Fund	-	5,000	(1,964)	3,036
The Big Give Trust	13,016	-	(13,016)	-
National Lottery Communities Fund	31,839	248,341	(254,882)	25,298
National Lottery Communities Fund (Cost of living)	8,614	-	(7,804)	810
Rosa: The UK Fund for Women & Girls	6,564	-	(6,564)	-
The Edward Cadbury Charitable Trust	-	4,000	(4,000)	-
	<u>64,724</u>	<u>292,148</u>	<u>(327,531)</u>	<u>29,341</u>

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

18 Restricted funds

(Continued)

These funders support SHF services including the employability programme and CREW. The charity has opted this year (2025) to give additional detail in how these programmes are financed.

The Employability Programme Fund

The Employability Programme Fund is used to continue the charity's comprehensive programme, comprising workshops, coaching, vocational placements, training, education and formal learning designed to support women survivors of human trafficking and modern day slavery, as they transition from emergency care through long term support and sustainable freedom. The Employability Programme Fund also includes the Survivor Network renamed as The CREW in 2023, which supports women survivors in a peer to peer environment for long term leadership development and socialisation.

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2025	Incoming resources	Resources expended	At 31 December 2025
	£	£	£	£
General funds	149,324	376,015	(303,823)	221,516
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
General funds	83,160	341,121	(274,957)	149,324
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

20 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 December 2025:			
Tangible assets	5,051	-	5,051
Current assets/(liabilities)	216,465	12,532	228,997
	<u> </u>	<u> </u>	<u> </u>
	221,516	12,532	234,048
	<u> </u>	<u> </u>	<u> </u>

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

20 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	2,264	-	2,264
Current assets/(liabilities)	147,060	29,341	176,401
	<u>149,324</u>	<u>29,341</u>	<u>178,665</u>

21 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	15,188	-
Between two and five years	11,813	-
	<u>27,001</u>	<u>-</u>

22 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

23 Cash generated from operations

	2025 £	2024 £
Surplus for the year	55,383	30,781
Adjustments for:		
Investment income recognised in statement of financial activities	(1,065)	(1,248)
Depreciation and impairment of tangible fixed assets	1,374	1,815
Movements in working capital:		
Decrease in debtors	1,137	5,726
(Decrease) in creditors	(1,318)	(14,921)
Increase in deferred income	17,000	5,500
Cash generated from operations	<u>72,511</u>	<u>27,653</u>

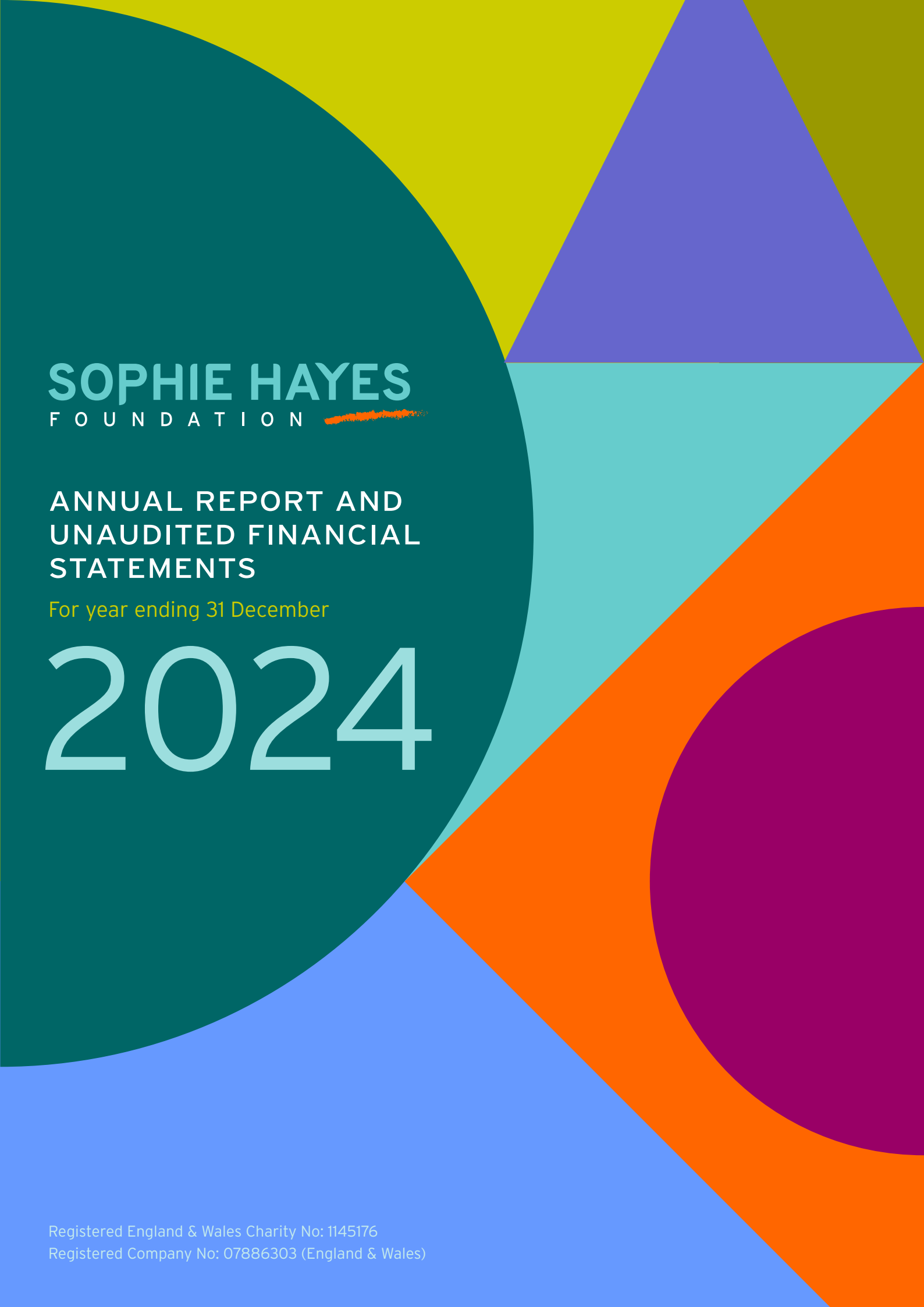
24 Analysis of changes in net funds

The charity had no material debt during the year.

SOPHIE HAYES FOUNDATION

England & Wales - Charity number 1145176

Accounts



SOPHIE HAYES
FOUNDATION

**ANNUAL REPORT AND
UNAUDITED FINANCIAL
STATEMENTS**

For year ending 31 December

2024

LEGAL AND ADMINISTRATIVE INFORMATION

Annual Report and Unaudited Financial Statements

For year ending 31 December 2024

Registered company number: 07886303 (England & Wales)

Registered charity number: 1145176

CHARITABLE OBJECTS

- 1) Relieve the charitable need of anyone who may have been a victim of human trafficking or other related forms of human exploitation; and
- 2) Promote awareness of human trafficking, its causes, manifestations and adverse consequences and to assist in the reduction and eradication of human trafficking in all its aspects.

The Trustees provide this report having paid due regard to the guidance issued by the Charity Commission guidance regarding public benefit.

Trustees	D Bekker	
	A Cole-Hamilton	
	L Haynes	
	F Lee	(Appointed 8 April 2024 - resigned 1 September 2025)
	K Papadopoulou	
	W Putman	
	M Shah	
Secretary	Vacant	
Senior management	Emily Death	Chief Executive Officer
Charity number (England and Wales)	1145176	
Company number	07886303	
Principal address	Workspace	
	154-160 Fleet Street	
	London EC4A 2DQ	
Registered office	Workspace	
	154-160 Fleet Street	
	London EC4A 2DQ	
Independent examiner	Frances Wilde FCCA DChA	
	Warner Wilde	
	Chartered Certified Accountants	
	4 Marigold Drive	
	Bisley	
	Surrey GU24 9SF	
Bankers	HSBC Bank Plc	
	281 Chiswick High Road	
	Chiswick	
	London W4 4HJ	

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ACRONYM GLOSSARY

CEFI -	our Conversational English for Independence Programme
CREW -	Creative Resilient Empowered Women, our survivor community
EP -	Employability Programme, our flagship programme
MEI -	Monitoring, Evaluation, Impact, how we capture the impact of the work we do
NRM -	National Referral Mechanism, the UK system which identifies and supports victims of modern slavery
RTW -	Right to Work in the UK
SHF -	Sophie Hayes Foundation

OUR MISSION

Founded in 2011 by Sophie Hayes, a British woman trafficked into sexual exploitation overseas, Sophie Hayes Foundation's work has always been centred around sustainable freedom. Sustainable freedom means freedom from exploitation, slavery, and trafficking; and freedom to look to the future with renewed confidence, rebuilt skills, and a sense of purpose for survivors.

Whilst our mission of sustainable freedom has continued over the last 13 years, forms of exploitation, as well as the landscape of support to survivors of exploitation, has changed beyond recognition. To adapt and respond to this, our new clearly defined and executed mission, coupled with enhanced organisational recognition, and with survivor voice at its heart, will enable us to raise awareness, provide leadership, and develop the conversation on modern slavery and human trafficking in the UK.

Freedom from modern slavery, and human trafficking must be achieved through creating a community of survivors whose voices are amplified to challenge assumptions about slavery and trafficking and to work with policymakers and businesses to understand and tackle root causes of the exploitation of vulnerabilities.

We will build on our core strengths to consolidate, expand, and diversify our funding streams for the immediate benefit of our services and the long-term stability and growth of our organisation, opening up and seizing opportunities and partnerships which arise, to expand and improve our support to survivors.

Our strategy will bring stability and transformation, will be created through collaboration and inspirational leadership, will provide foundational support to survivors and empower them as actors for change.

We will work at two levels:

1

Freedom to look to the future with renewed confidence, rebuilt skills and sense of purpose can only be achieved by meeting survivors where they are in a complex survivor support landscape, adapting and responding to need as it arises, and pursuing new and innovative ways to open essential pathways to lifelong development, employment, and education opportunity, and long-term support to survivors of exploitation, slavery, and trafficking.

2

Whilst adapting and responding to need, we will boldly assert that survivors deserve better than a system in collapse, recognising their right to comprehensive care and a genuine pathway to sustainable freedom. To this end, Sophie Hayes Foundation will take up our place as a dynamic and recognised charity, carving out a thought leadership niche for ourselves where our unique voice will enable us to attest to measurable advocacy achievements which improve life for survivors in the UK, and in turn make society more equitable.

IN BRIEF - WHAT WE DO

Our mission is achieved through meeting survivors where they are in a complex survivor support landscape. We do this by adapting and responding to need as it arises. Our flagship service is the Employability Programme (EP). The Employability Programme works through three modules, from re-building confidence and sense of purpose; to concrete workplace skills like CV building, cover letter writing, or interview techniques; on to personalised follow-on support through access to work placements, volunteering, or education.

Community is at the heart of all we do. Our survivor community **CREW** - Creative Resilient Empowered Women - is a network of peer support, available to survivors on their own terms whenever they should choose to access it. It provides a rolling programme of skills workshops and social gatherings. From **CREW** we have built a Lived Experience Advisory Group with whom we consult and co-create new workstreams and approaches.

We do this through adapting to meet survivors where they are, our new strategy also asserts we do not accept a system which lets survivors down, increases their marginalisation, and disempowers them. We are taking up our place as an active advocate, amplifying survivor perspectives to raise awareness, keeping the topic of Modern Slavery and Human Trafficking (MSHT) high on the policy and public agenda.

EMPLOYABILITY
PROGRAMME
SOPHIE HAYES FOUNDATION



THE **C|R|E|W** Creative Resilient
Empowered Women

WELCOME FROM THE CHAIR

2024 was a year of positive change at Sophie Hayes Foundation. Reflecting back on the year just gone, it is clear the organisation has made a huge amount of progress, launching and reaching new strategic ambitions.

The change started from the first working day of the year when our new CEO, Emily Death, came on board. She has built great energy and momentum to the team and unlocked rapid and substantial developments in our services and operations.

At a governance level we have also seen several new trustees join the Board, this has provided valuable expertise and insight. Board members have been involved in the creation of the new strategy, and careful financial planning as we have sought to create a path towards financial growth and the long-term stability of our organisation and the invaluable services it provides.

The huge leap forward the organisation has taken this year means great ideas which have long been considered, came to fruition. One example is our pre-Employability programme English language support course. We piloted the course over the Summer, and have since rolled it out in full. It was developed to plug a gap in existing survivor support, as it had become clear to us level of English was a blocker for individuals wishing to join the programme. This is a clear demonstration of the agility and responsiveness of the Foundation to complex and developing need. Already, 31 women have completed the course, and of those 45% have continued onto the Employability Programme [Just verifying final stats and will insert them].

There are, regrettably, many obstacles which prevent women survivors of modern slavery finding employment. One of these is a lack of qualifications and experiences around which to build a successful CV. I am absolutely delighted to report that SHF has sought to address this need by providing a City & Guilds accreditation for the Programme, meaning all Programme Participants now receive a badge for their participation which they can use to evidence the skills they have built to employers. Over 100 women have already received this accreditation. One participant upon hearing about it told us,

"This is a great news. I had wanted to study some programs with City and Guilds but for over 5 years now I have not been able to raise the fees which was over £4000. This is fantastic, I had said to about 4 women I introduced to Sophie Hayes that the Employability Programme is one of the most great opportunities that any woman can have."

As a small charity, we could not do this work without a huge range of organisations and individuals who partner with us. Providing support, expertise, time, and resource. On behalf of Sophie Hayes Foundation - thank you to all our partners.

I have been incredibly fortunate this year to meet and work with several of the SHF and CREW survivor participants. I participated in the thoroughly joyful graduation ceremony, seeing clearly the ambition and appetite for autonomy these women have.

I am particularly impressed by the development of our CREW (Creative Resilient Empowered Women) survivor network this year. It has gone from strength to strength, providing an ever greater array of skills workshops, social gatherings, and tracks for learning and growth. It has become the entry point to all Foundation Programmes, and has grown into a Lived Experience Advisory Group with which we co-design new aspects of our work.

At Sophie Hayes Foundation we know this community of survivors is resilient, creative, and committed. With appropriate support, and, most crucially, given the right opportunities, this group of brilliant women will become a massive asset to our society and economy. Enabling and empowering them to take up their places is what we do at Sophie Hayes Foundation. And I am personally encouraged to see our policy and advocacy work take shape at the charity, calling for a landscape in which support is compassionate and readily available, and in which opportunity is provided to all.

As we end 2024, SHF has a variety of possible strategic options available to us. To continue to deliver in our defined employability niche with a unique service and dedicated funds, or to explore wider partnership in the sector and beyond. Whichever path we choose, I know that our exceptional team will deliver the best survivor outcomes and a bright future for the Foundation's work.

NICOLA MURPHY



OUR NEW STRATEGY

Developed collaboratively over the first quarter of 2024 and launched this Spring. The below is a summary of the new Sophie Hayes Foundation strategy.

Context

The Foundation's flagship Employability Programme was inspired by Sophie Hayes's journey to sustainable freedom, recognising the importance of community, independence, and opportunity. SHF Programmes have received consistently strong feedback from participants and the wider sector, highlighting their transformational impact on survivor recovery at a critical phase in their journey. However, going into 2024, we recognised that the modern slavery and human trafficking support system had changed beyond recognition since the introduction of the Modern Slavery Act in 2015 and the development of the Programme.

To meet survivors where they are, and to continue to provide transformative support to empower them to where they want to be, the Programme and all SHF services needed to pivot and adapt in response to survivor need and alongside legitimate sector partners. Over 2023 we began initial strategic research and groundwork, consulting with survivors and referral partners to better understand the pathways to support inside and outside of the National Referral Mechanism (NRM). We used these findings to adapt programming to provide wraparound support that is accessible to survivors whatever stage of their journey they may be at.

Regrettably, the topic of modern slavery has been forced down the political agenda, conflated by some politicians and certain parts of the media with broader culture war topics around migration. The safety net for survivors is in collapse. Legislation has completely failed to keep pace with changes in exploitative practices, such as a growth in homegrown slavery and trafficking in the UK.

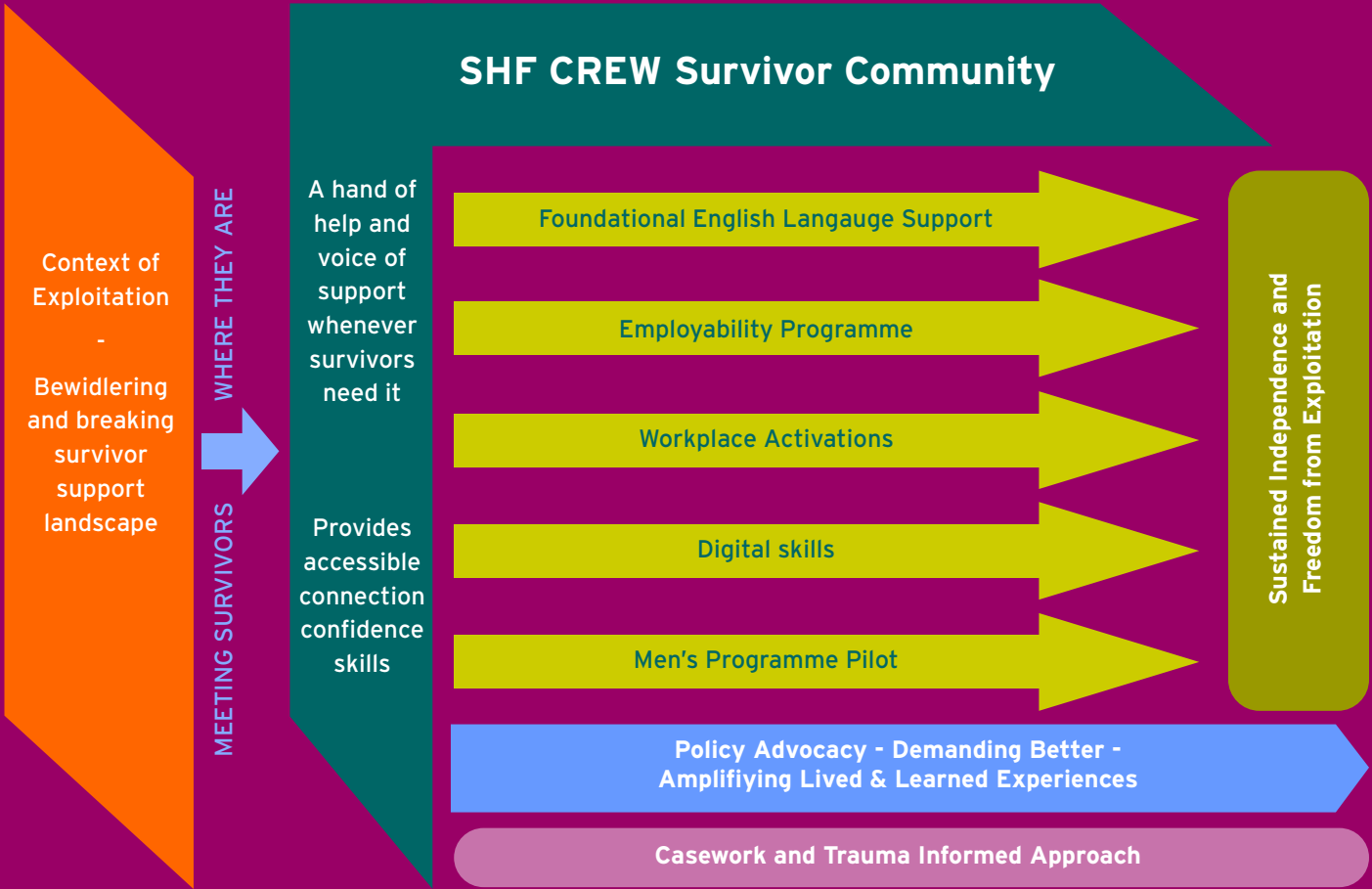
Whilst our new strategy recognises immediate survivor need and adapts our services to meet it, we do not accept a modern slavery and human trafficking approach in the UK which devalues previous leadership on this topic and dangerously undermines survivor support systems. Our strategy also sets out how we will take up our place as a dynamic charity, carving out a thought leadership niche for ourselves where our unique voice will enable us to attest to measurable advocacy achievements which improve life for trafficking and slavery survivors in the UK.

To meet this changing need, we also recognise it is vital that the charity retains and increases funding in a modern slavery support landscape that has changed beyond recognition in recent years. Our strategy thus seeks to set a vision for both our external and internal developments.

Although our ambitions are bold, we also recognise that SHF is part of a much wider anti-slavery sector, and it is only in partnership and through communicating much more widely that change will be effected. Every day, the Sophie Hayes Foundation team speaks to an individual or group who had no idea that slavery still existed, how we can be exacerbating exploitation through our daily habits, and that it takes place right on their doorstep. This means that every day, we meet a new potential actor for change in the fight against slavery and trafficking, who with the right information and opportunities for engagement, can become a champion for the work of the Foundation in supporting survivors to sustainable freedom, and our strategy sets out how we will seek to mobilise them.

Most crucially, the strategy seeks to centre the lived experience of SHF participants. Founded by a survivor, for survivors, lived experience has always been in the organisation's DNA. Our new strategy enables us to set a clear pathway for lived and learnt experience to be fully integrated into decision making throughout the organisation by design and for survivors to co-lead development of all of the charity's programmes, advocacy, and communications.

OUR THEORY OF CHANGE



STRATEGIC GOALS

OPERATIONAL GOAL

1. Stability and growth to sustainable freedom

Deliver robust and growing services supporting the sustainable freedom of our participants, increase the Foundation’s financial and operational stability and resilience, whilst making it nimble and ready to seize opportunities, ultimately setting us on a path to growth, driven by our exceptional people.

GOAL HIGHLIGHTS



SERVICE DELIVERY GOAL

2. Meeting survivors where they are, supporting them to where they want to be

Adapt and expand programming with survivor voice at its heart, retaining our employability programme’s core strengths whilst making it able to pivot and respond to need, reaching survivors where they are and supporting and empowering them to where they want to be.

GOAL HIGHLIGHTS



ADVOCACY GOAL

3. Contributing to a better future for survivors

Develop and deliver measurable advocacy achievements in a clear thought leadership niche of sustainable freedom, alongside legitimate and creative partners, to bring much enhanced understanding and better informed decision-making amongst policymakers and citizens, businesses and consumers.

GOAL HIGHLIGHTS

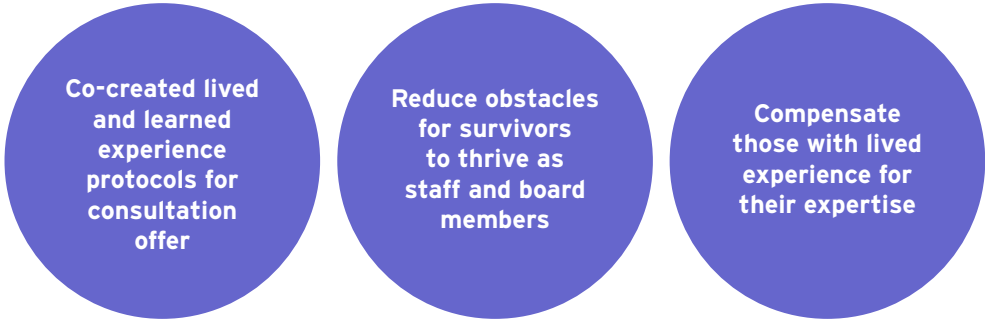


COMMUNICATIONS & PARTNERSHIP GOAL

4. Spreading the word

Become a nationally recognised charity with enhanced and coherent brand awareness and innovative engagement opportunities to inform and activate a diverse range of sustainable freedom advocates amongst partners, volunteers, donors, and engaged supporters.

GOAL HIGHLIGHTS



SURVIVOR EMPOWERMENT GOAL

5. Telling our stories

The experience of survivors of slavery and trafficking has informed Sophie Hayes Foundation’s approach from the outset. Critical to the legitimacy and success of all our work, will be the amplification of survivors’ stories. We will continually open up opportunities for survivor empowerment, providing skills and support to enable survivors to take them up.

GOAL HIGHLIGHTS



FOUNDATION VALUES

An important part of our collaborative approach to strategy development was discussing and designing the kind of organisation we want Sophie Hayes Foundation to be, based around the values we hold most dear:

We are BOLD

Slavery and trafficking are abhorrent crimes which have no place in the modern world. Survivors' stories of bravery and survival inspire us to be courageous in boldly challenging assumptions about slavery and trafficking, and in advocating with integrity to policymakers and citizens, businesses and consumers, for a future free from exploitation for all.

We are INCLUSIVE

We seek to build understanding and awareness of all areas in which exploitation of vulnerabilities can lead to modern slavery and human trafficking and the profound significance of intersectional marginalisation on survivors. We champion and amplify voices of survivors. We actively welcome and respect different perspectives and experiences from amongst staff, survivors, volunteers, trustees, and supporters, to enhance the quality of the services we provide and the work we do.

We are HOPEFUL

In supporting survivors to, and advocating for, sustainable freedom, we need to inspire people with hope and belief that a better future is possible. Adapting our approach to recognise the challenges people face, we remain optimistic and look to find and provide inspiration wherever we can.

We are INQUISITIVE

We are experts in our work with a thorough understanding of the context and realities of modern slavery and human trafficking, centred around lived and learnt experience. But we see great value in continued learning, and take up all opportunities to develop our skills and understanding. We invite everyone to inquire alongside us and believe in their roles as agents of change.

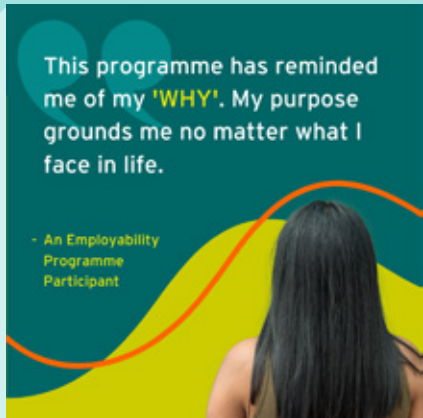
We are CREATIVE

We are flexible, adaptable, and responsive to change. We look to innovate, with an entrepreneurial and creative approach to providing opportunities for survivors and to expand our work. We are open to partnership with a wide range of institutions and businesses, and collaborating with them to co-create bold approaches to tackling exploitation and providing pathways to sustainable freedom.

REMARKS FROM THE CEO

2024 has been a hugely significant year for Sophie Hayes Foundation.

I joined the charity as CEO at the start of the new year. I was genuinely excited to come into an organisation that felt poised on the edge of incredible development. I saw an eager, enthusiastic and knowledgeable staff team; an impressive Board with a vast array of experience; an appetite for new services, partnerships; a nascent community of likeminded supporters; and at its core a compelling story, a strong case for existing, a clear purpose - to enable women survivors of modern slavery to live lives of freedom and autonomy. We got started right away. The first part of the year was focused on developing and launching the organisation's new strategy. I was delighted that we were able to make this a truly collaborative endeavour, we consulted and co-



designed our new approaches with stakeholders across the organisation - our survivor community who had themselves experienced Sophie Hayes Foundation programmes, our staff, trustees, volunteers, and partners in the wider sector. The result was our new Strategy, launched in Spring 2024, which seeks to meet survivors where they are, in a complex and hostile support system, and take them to where they want to go. We present more details of the strategy and its successes so far, in this report. The Strategy also sets out how we demand better for survivors than a support system which fails them, taking up our place as active advocate with and for survivors. This is of particular importance to me, coming from a background of politics and campaigning. I can see that SHF holds a vital place in the anti-slavery sector, having supported hundreds of survivors, being very well-respected by partner organisations. We have a unique base of knowledge and lived and learned experience we can bring to important policy debates. The time is truly now as the shocking scale of modern slavery continues to grow in the UK, hidden in plain sight in all of our communities. Without the financial independence, community contribution, and social routine that employment provides, we know at SHF that it is almost impossible to break free from cycles of re-exploitation. Whilst we have seen this to sadly be the case, it is of vital importance that we can evidence this. To that end, SHF has sought out and won research funding from the Modern Slavery Policy Evidence Centre for a research partnership with the University of Nottingham's Rights Lab who in 2025 will conduct an Independent Evaluation of the effectiveness of our Employability Programme as an intervention targeted on preventing re-exploitation. We believe this will bring hugely significant and robust findings to strengthen our advocacy position and programme delivery in the years ahead. Whilst the environment for small charities is undeniably tough, and demand for services grows ever more complex, our brilliant team at Sophie Hayes Foundation

have achieved an incredible amount this year. They have dedicated themselves tirelessly to providing quality, compassionate services; securing stable and growing funding to enable our development; and building an empowering and enjoyable place to do meaningful work. I am proud of them all. Our bold vision will require significantly increased funding, and some great funding wins in the second half of this year have been instrumental in all we have achieved in 2024. I want to personally thank everyone who supports the Foundation in our work with women survivors - to the grant-making organisations, business partners, and many generous individuals who contribute, we could not do this work without you. 2024 was an important year for the Foundation, but it was also just the start, here's to what 2025 has in store!

EMILY DEATH

Emily Death



KEY 2024 ACHIEVEMENTS



SURVIVORS CASE STUDY

“

“My name is Esther, and I am 48 years old. I was raised in Nigeria, and my life changed drastically when I was taken to the UK. I was promised work, but instead, I was forced into sexual labour. It was awful.

During my exploitation, I was treated in such an inhumane way. I wasn't a person, my feelings didn't matter. I was treated like a machine to make money with. This stuck with me for years, it's hard to see your value after someone has placed such a low price on it.

It's difficult to describe my experience, I felt nobody understood me. I couldn't return to Nigeria because my traffickers were still there, so I claimed asylum and have been waiting for over 15 years. I felt like I was only surviving, not living, and that my life ended the moment I got trafficked.

I spent many years alone until my support worker referred me to the Sophie Hayes Foundation. I remember my first day, I was both nervous and excited for a new start. It was my first time in education since I was a child, and I worried I wouldn't keep up. I also take medication for anxiety and depression, which leaves me tired. I didn't take it on the first day, afraid I'd oversleep, and ended up having a panic attack. I was embarrassed and afraid I'd be judged or kicked out.

A staff member took me to a quiet garden, calmed me down, and reassured me. They told me I didn't need to prove anything to anyone but myself, and recovery is a journey. If I needed reminders for class, they would help, it was never an issue. I will never forget this feeling, I felt pressure was lifted, it was okay to make mistakes as long as I tried.

After that, I completed the session with my classmates. This was a big step for me, and I still consider it one of my proudest moments. Since then, I've achieved many goals through the Employability Programme. The biggest was gaining the courage to sign up for college. At 47, I thought it was too late for me, but I've completed my Level 2 in English, Level 1 in Maths, and am working on my Level 2 in Maths. I want to go to university to become a teacher. I believe my purpose is to give others the chance to learn as well.

I'm thankful to the Employability Programme for teaching me that life is a journey, and it does not matter what age you are to achieve your goals and your purpose.”



MONITORING, EVALUATING, AND COMMUNICATING OUR IMPACT

The following pages represent data related to the survivors engaged with Sophie Haes Foundation in 2024, including demographics, types of exploitation, and participation in programmes.

Participants referred to EP

Participants onboarded onto EP

Participants referred to CEFI

Participants onboarded onto CEFI

164

131

43

31

OVER

150

participants attended Programme and CREW sessions

OVER

600

contact hours delivered to survivors

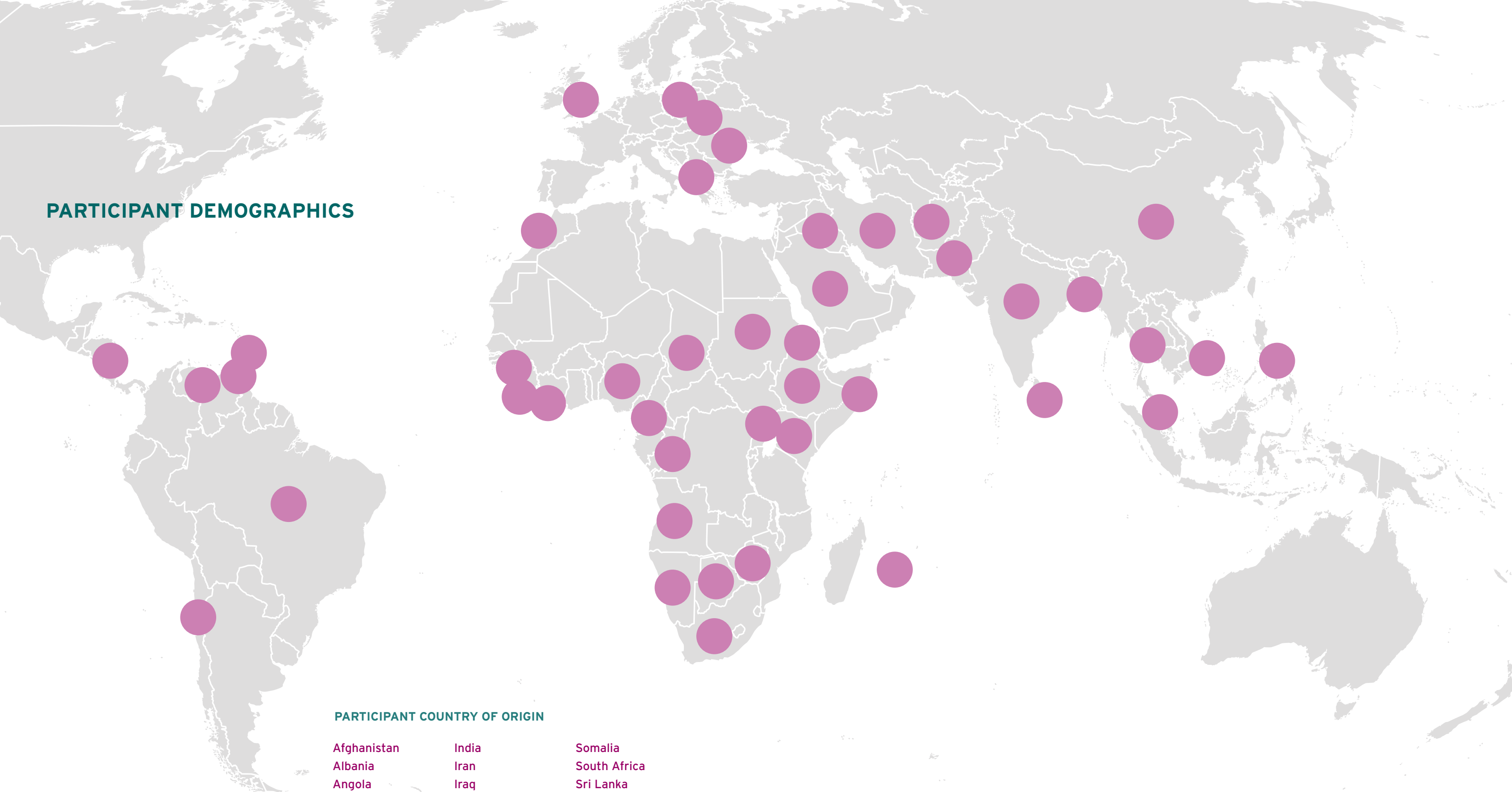
AGE RANGE

20

Years old

73

Years old



PARTICIPANT DEMOGRAPHICS

PARTICIPANT COUNTRY OF ORIGIN

- | | | |
|-------------|--------------|-------------------------|
| Afghanistan | India | Somalia |
| Albania | Iran | South Africa |
| Angola | Iraq | Sri Lanka |
| Bangladesh | Ivory Coast | St Vincent & Grenadines |
| Botswana | Kenya | St. Lucia |
| Brazil | Malaysia | Sudan |
| Cameroon | Mauritius | Thailand |
| Chad | Morocco | Trinidad & Tobago |
| Chile | Namibia | Uganda |
| China | Nigeria | United Kingdom |
| Congo | Pakistan | Venezuela |
| Eritrea | Philippines | Vietnam |
| Ethiopia | Poland | Zimbabwe |
| Gambia | Romania | |
| Honduras | Saudi Arabia | |
| Hungary | Sierra Leone | |

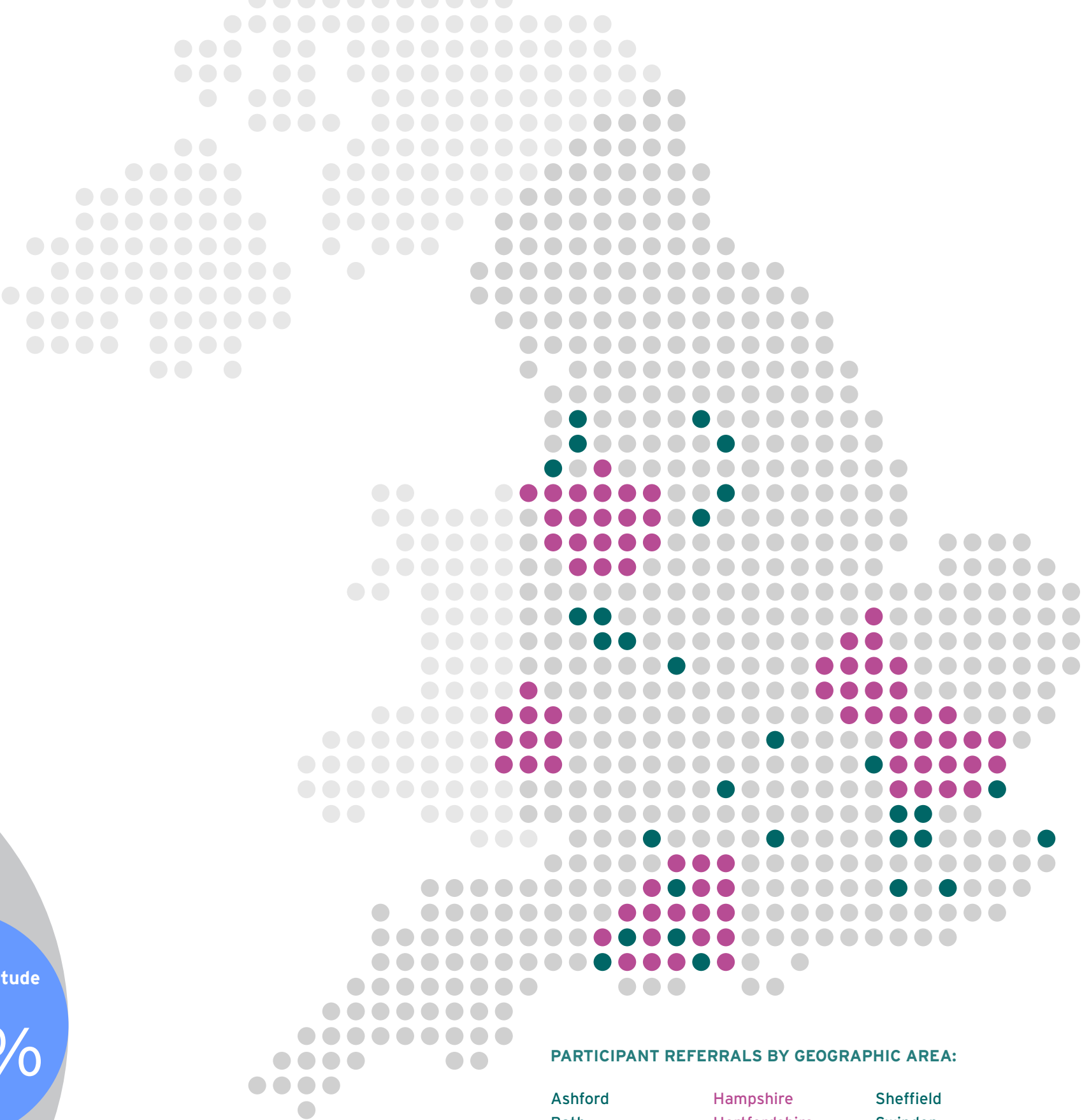
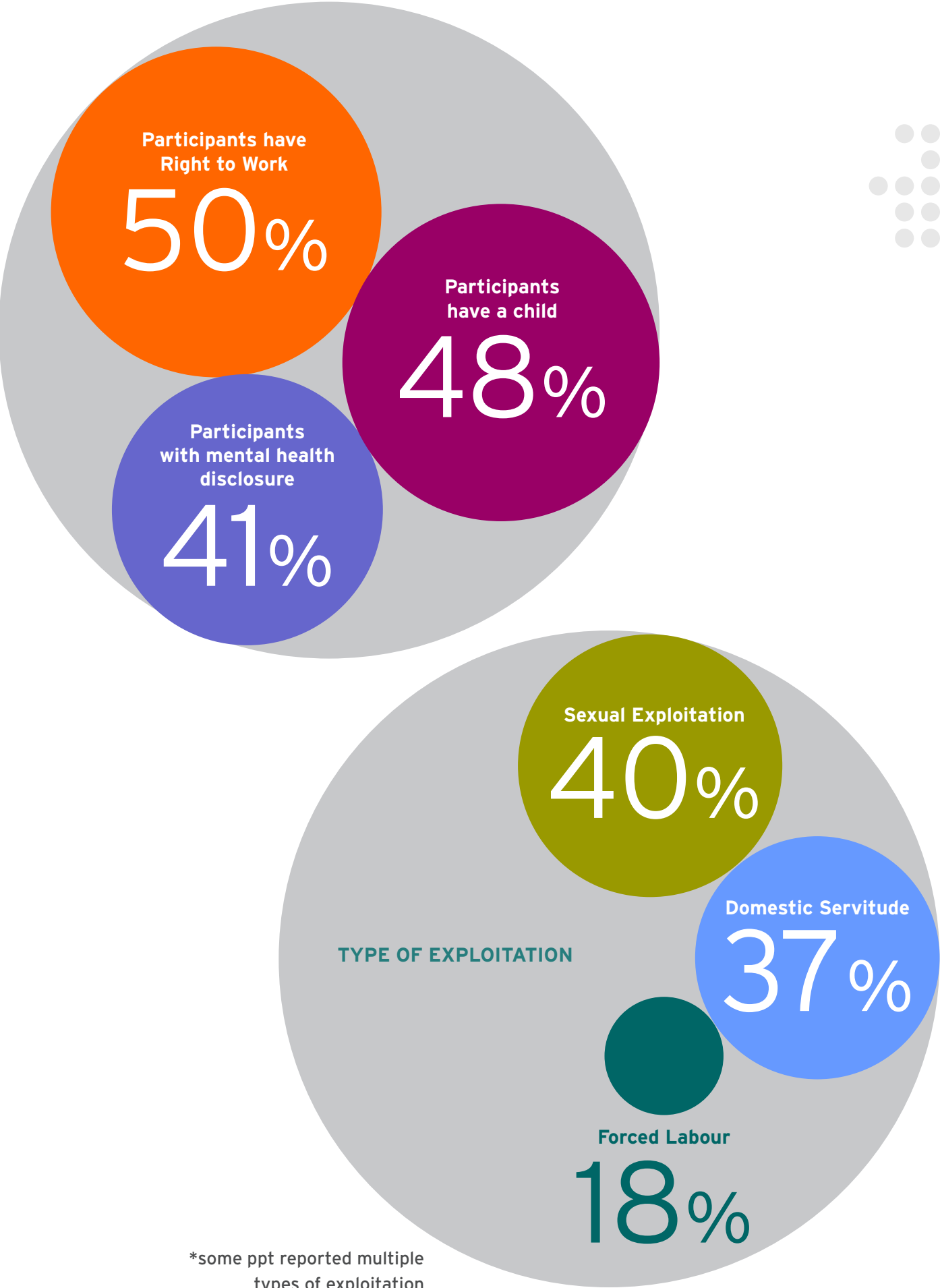
**TOP 3
NATIONALITIES WE
SUPPORT**

Albanian

Pakistani

Nigerian

PARTICIPANT DEMOGRAPHICS

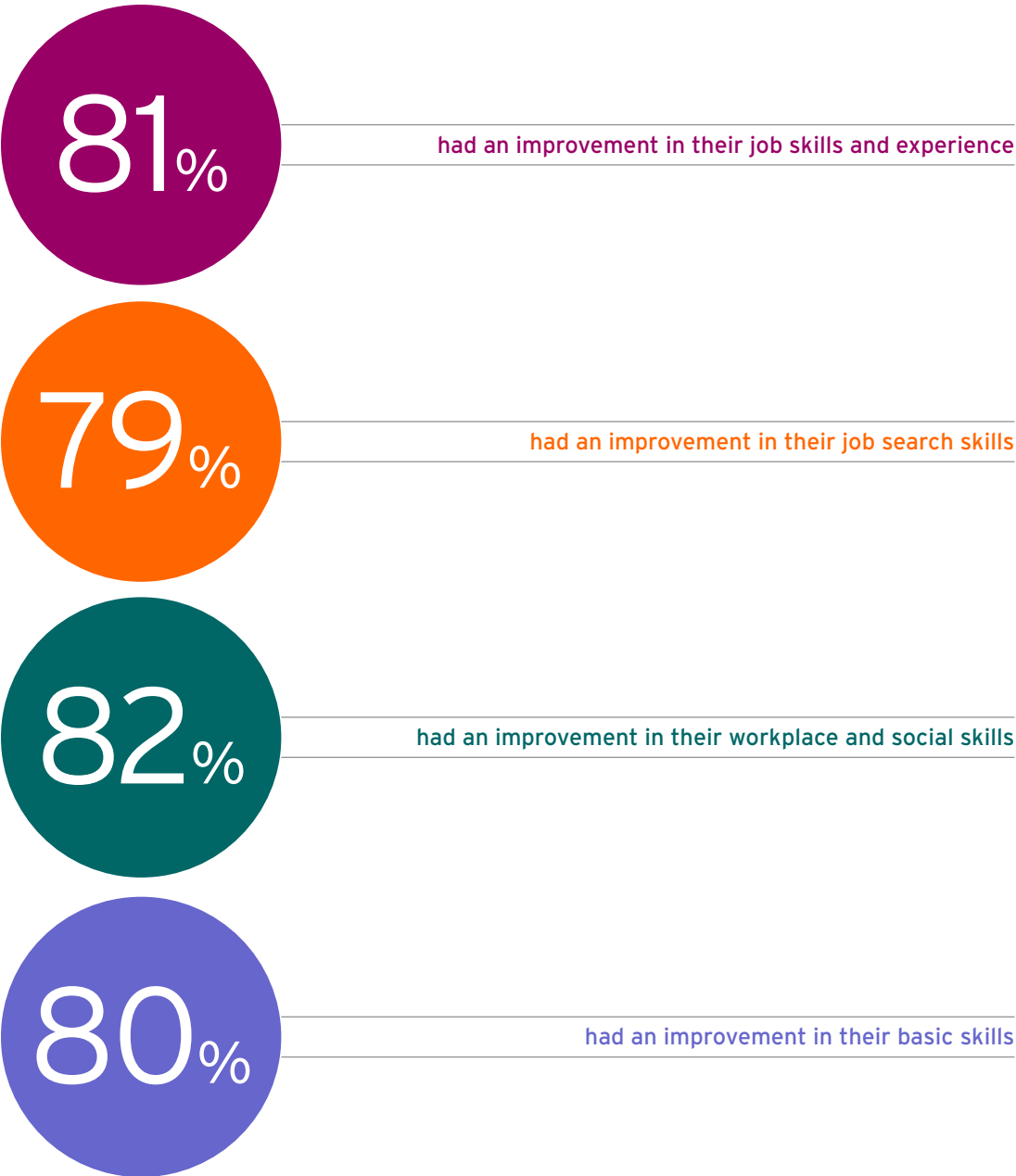


PARTICIPANT REFERRALS BY GEOGRAPHIC AREA:

- | | | |
|----------------|---------------|-----------------|
| Ashford | Hampshire | Sheffield |
| Bath | Hertfordshire | Swindon |
| Bedford | Leeds | Southampton |
| Birmingham | Liverpool | Southend on sea |
| Bournemouth | London | Stourbridge |
| Bradford | Milton Keyes | Telford |
| Broadstairs | Oxford | Wednesbury |
| Broxbourne | Portsmouth | West Bromwich |
| Cambridgeshire | Preston | Wigan |
| Cheshire | Reading | Wimborne |
| Coventry | Redhill | Winchester |
| Essex | Rotherham | |

EVALUATION STATISTICS

We acknowledge that not all progress is linear and can be measured in number, there are also instances where participants discover they have more to learn then they originally thought or feel like they didn't learn more due to personal circumstances.



DESTINATIONS CALLS

Sophie Hayes Foundation monitors and evaluates the success of our Programme and enables the women survivors participating in it to gauge their own progress.

As an intentionally deep service targeted at long-term transformation, it can actually be some time after the lifetime of the Programme that participants achievements attest to its full impact. In Summer 2024, to evaluate the medium and longer-term impact of the Employability Programme, we contacted all (nearly 300) former participants, speaking to over 120.

Here is a summary of the quantitative and qualitative responses they gave:



MEI DEVELOPMENT PLAN

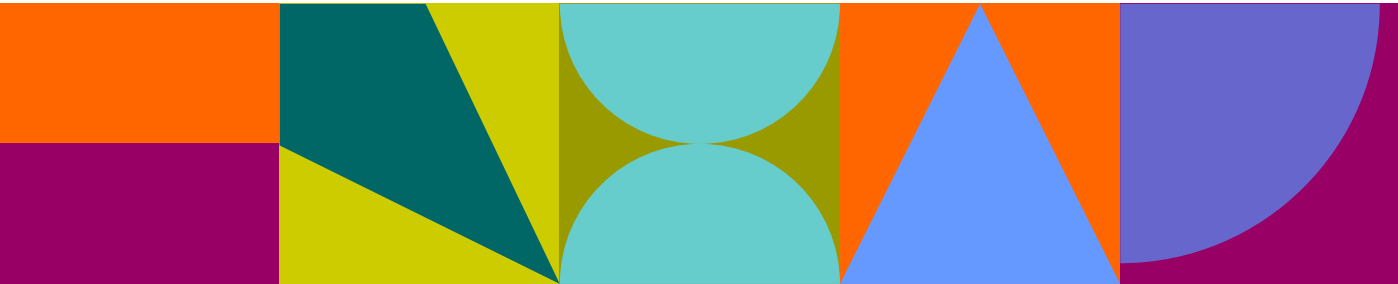
This process was just the starting point for our development of the way Sophie Hayes Foundation monitors, evaluates, and communicates our impact.

Having worked in the long-term survivor support field for well over a decade, the organisation has built up a great deal of anecdotal knowledge and awareness of what support is transformational in the long-term and where gaps are. It is an important next step to be able to provide qualitative and quantitative evidence to reinforce this knowledge, work with survivors in the achievement of their goals, and advocate for quality contextualised support in the sector and beyond.

To this end, and in line with our strategy, we created a research partnership with one of the foremost academic departments working on issues around Modern Slavery

in the UK – the University of Nottingham’s Rights Lab. With them, we bid to and were awarded funding from the Modern Slavery Policy Evidence Centre. They have commissioned us to deliver an Independent Assessment of the Effectiveness of the Sophie Hayes Foundation’s Employability Programme as an intervention targeted at preventing re-exploitation.

Not only will it provide vital evidence of the need for support with a long-term view, this research partnership with the University of Nottingham will enable the SHF team to build and develop our research and data gathering and analysis skills significantly. The capacity building this project provides, will leave Sophie Hayes Foundation with a refreshed and greatly improved approach to monitoring and evaluating our services.



GOVERNANCE

Principles

The Foundation conducts the charity in compliance with the principles established in our Code of Conduct, our values, and all applicable laws including charity law, company law, and laws and regulations covering health and safety, data protection and employment.

The charity is registered in the UK (Registered England & Wales Charity Number: 1145176) and also a company limited by guarantee (Registered Company Number: 7886303).

The liability of the Members is limited to a sum not exceeding £1.00, being the amount that each Member undertakes to contribute to the assets of the Charity in the event of its being wound up while he, she or it is a Member or within one year after he, she or it ceases to be a Member, for: payment of the Charity’s debts and liabilities incurred before he, she or it ceases to be a Member; payment of the costs, charges and expenses of winding up; and adjustment of the rights of the contributories among themselves.

Board Members

Subject to the Charity’s Articles of Association, the Trustees, as directors of the Charity, are responsible for the management of the Charity, for which purpose they may exercise all the powers of the Charity.

Trustees fulfil their roles on a voluntary basis, they are not employees of the Charity and do not receive any kind of remuneration.

In 2024 the Charity was governed by the following Trustees as members of its Board:



Nicola Murphy, Chair of the Board: CEO of the River Group, entrepreneurial leader, marketing and brand specialist, digital transformation, communications and PR.



Konstantina Papadopoulou, Treasurer, Chair of Risk & Finance Committee, Trustee: Strategy, Mergers & Acquisitions and Transformation senior executive with experience gained in global business services organisations, including real estate, legal and technology. Angel Investor and Board Advisor.



Laura Haynes, Chair of Governance & Nominations Committee, Trustee: President Blackbird Consultants, Chair Emeritus of UN Women UK, Director Haymarket Impact, Fellow of the RSA



Danielle Bekker, Trustee: Senior Executive with international experience in FMCG Innovation and Supply Chain and entrepreneurship. Portfolio Non-Executive Director.



Alex Cole-Hamilton, Trustee: Consultant with experience in business ethics, corporate responsibility, INGO senior leadership, charity governance.



Francesca Lee, Trustee: CEO/Founder, Social Value Architect. Portfolio Non-Executive Director. Focuses on helping large SMEs meet sustainability regulations and create social impact strategies.



Wouter Putman, Trustee: Business strategy and management, digital transformation and marketing, data driven decision making, analytical leadership.

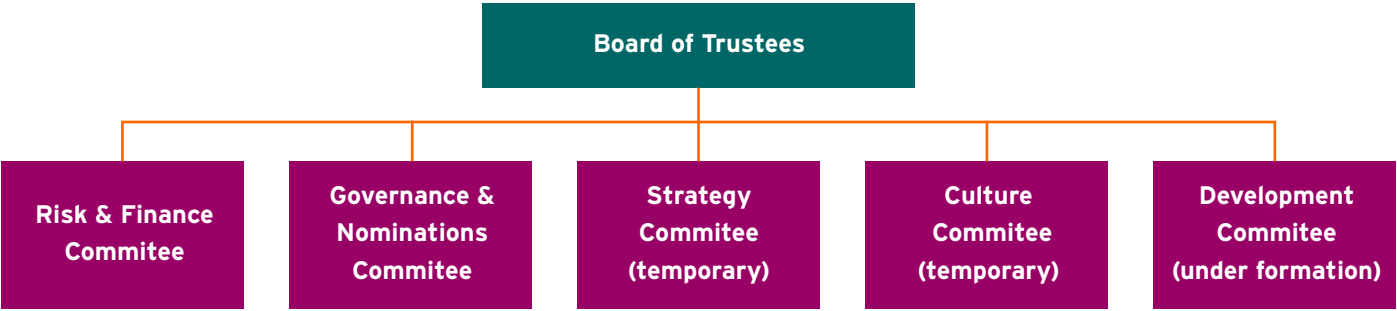


Mamoon Shah, Trustee: Events Lead at British International Investment, experienced in events, campaigns, strategy production and delivery, corporate partnerships, and public affairs.

Board Members who resigned during 2024

- Clare Bouwmeester (31.12.24)
- Mema Nackasha (14.2.24)
- Graham Stanton (29.2.24)
- Rachel Turk (27.11.24)
- Leanne Wright (18.2.24)

Board Structure



Note: Only Risk & Finance and Governance & Nominations are permanent committees, temporary and project based committees are assembled on an ad hoc basis.

- Board of Trustees meets on average once every two months.
- Committees meet between monthly and once every three months dependent on their mandates and urgencies.
- Committees exist to leverage and channel the specific expertise of Trustees into particular areas of the charity’s operations. Committees work separately on particular areas of focus (eg. new budget forecast, updating risk register, policy review) and make recommendations to full Board during Board Meetings.
- Risk & Finance Committee maintains oversight of budgeting, financial and reserves position, cash flow management safeguarding, risk register.

Risk Register is a key facet of Board Management and is reviewed by the Committee and full Board bi-annually.

Budgeting for the year ahead is conducted in the Autumn, with reforecasts as required in Spring and throughout each year.”
- Governance & Nominations Committee manages Board appointments, onboarding, and training, and organisational policies.
- The Strategy Committee was constituted for around six months from 2023 to 2024 to enable the drafting, approval, and launch of the new organisational strategy.
- The Culture Committee was constituted in response to organisational and leadership transition, composed of different stakeholder groups across the organisation.
- The Development Committee is intended to support Charity fundraising efforts and its composition has been under development in 2024.

Policy Review

In 2024 a complete review of all organisational policies was initialised and completed by the Board and Staff at SHF. Dissemination and launch has taken place towards the end of the year. All new policies are in compliance with legal and charitable obligations, but also modernised in line with principles of good governance, and espousing the ethos of trust in our brilliant people to act in the best interests of the Charity. The full list of organisational policies held is as follows:

BOARD

- General Policy for Board of Trustees
- Governance and Nominations Committee Terms of Reference
- Risk and Finance Committee Terms of Reference

FOUNDATIONAL

- Code of Conduct – trustee, staff and volunteer
- Communications Policy
- Confidentiality and Data Protection Policy
- Governance and Compliance Policy
- Health and Safety Policy
- Respectful Workplace
- Safeguarding Policy
- Speaking Out

OPERATIONAL

- Absence Reporting and Sick Leave
- Anti-Harassment and Bullying
- Complaints Statement and Procedure
- Conflict of Interest
- Cookies and Privacy
- Data Protection Policy
- Disciplinary Procedure
- Diversity and Inclusion Statement
- Employee Handbook
- Equal Opportunities Policy (including DEI statement)
- Family Leave Policy
- Finance Policy
- Flexible Working
- Grievance Procedure
- Lone Working Policy
- Performance Management Policy and Procedure
- Recruitment Policy and Procedure (incl safer recruitment)
- Safeguarding Policy and Procedure
- Speaking Out Policy & Procedure

Safeguarding

Given the nature of the work the Foundation conducts, safeguarding of service users, staff, volunteers, and all those who come into contact with SHF is of paramount importance.

The aforementioned policy is, we believe, a very thorough, compliant, and tried and tested approach to the issue, having been created with expert external consultancy guidance which built on compliance and best practice. This is reinforced by a structure and procedure, with responsibility for safeguarding spearheaded by our Designated Officers and Leads within both staff and trustees’ teams.

We actively work to promote and embed the six principles of safeguarding, Empowerment, Prevention, Proportionality, Protection, Partnership and Accountability. We always work to empower the service user, whilst maintaining contact with referral partners and case workers.

Staff and volunteer wellbeing is a priority, and we provide wellbeing supervisions for staff working directly with service users and opportunities for further training in Trauma Informed practice for example.

Equity, Diversity & Inclusion (EDI)

As a foundation working with survivors of modern slavery, we are committed to building a workforce and culture that reflect the diversity of those we serve. We believe diverse perspectives unlock new ideas, deepen impact, and help build

a more just and inclusive world. Our survivor-centred approach is covered in the Lived Experience section; here, we highlight our broader EDI work.

Embedding EDI in Our Culture

Inclusion was embedded as a core value through our new strategy, Sustainable Freedom from Modern Slavery, co-created with staff, trustees, and survivors. The value “We are inclusive” affirms our commitment to welcoming and respecting all perspectives across the organisation.

To support a values-led culture, we established a Culture Committee made up of trustees, staff, and a volunteer – diverse in age and ethnicity. Between March and September 2024, the group led staff and volunteer surveys and workshops. EDI emerged as a clear priority. To take this forward, we began working with the Lloyds Bank Foundation to carry out a full EDI review, due to complete in 2025.

Monitoring Representation

We also began formally tracking and reporting EDI data on race, disability, gender, sexual orientation, to support transparency and inform future EDI steps.

- **Lived Experience:** 10% of staff have lived experience of modern slavery
- **Executive Team:** 25% African, 25% Chinese, 50% White British
- **All Staff:** 20% African, 30% White (non-British), 50% White British
- **Board:** 14% Pakistani, 14% Chinese, 29% White British, 29% White (non-British)

*Ethnic categories indicated are self-selected by staff members in a monitoring form.

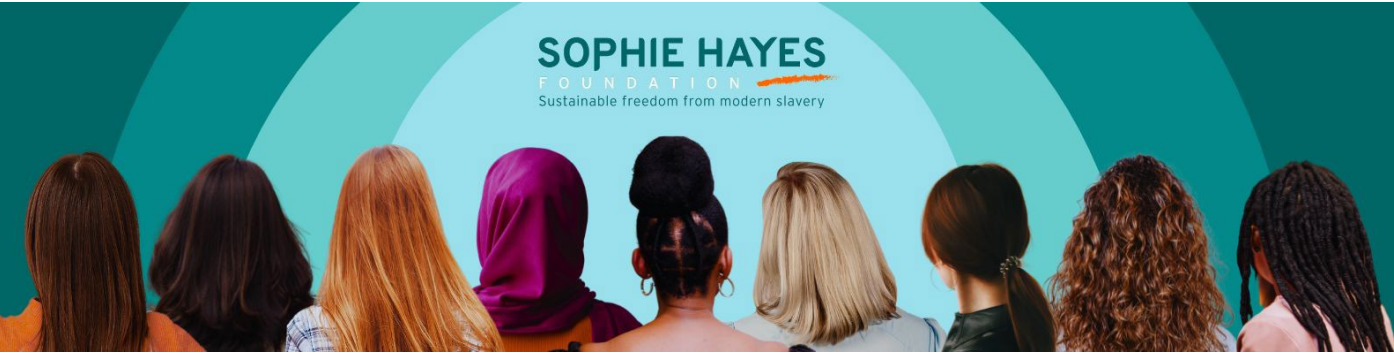
Embedding EDI in Policy

We also strengthened our internal policies, embedding EDI into our Code of Conduct. It now sets clear expectations around respect, openness, active listening, and championing equity in how we work together.

Risks

The Trustees have identified the risks facing the charity and taken steps to mitigate those. Our approach to risk considers risk of harm, regulatory, financial and reputational risk – reviewed six monthly by the executive and RFC and annually to the board.

OUR PEOPLE



Our bold, inquisitive, inclusive, creative, and hopeful values set out the ethos of Sophie Hayes Foundation and our team.

We are exceptionally lucky to bring together a staff, trustee, volunteer, survivor, and partner team who are experienced experts and practitioners in the anti-slavery sector, with a vast range of experience from the worlds of charity, business, politics, hospitality, law, academia, health and social care, education, accountancy and beyond.

The following quotes from our staff and volunteers tell the story of 2024 at Sophie Hayes Foundation in their own words:

Josephine Adejopo, CREW Coordinator

“I got an email recently from the CEO of one of our referral partners and it says the participant “broke the news to me in tears of joy! You have no idea how much difference you have made in her life already” and it speaks volume on the impact the work we do have on the women we support in ensuring continuous sustainable freedom. Changing one life at a time including myself as an alumni of the Employability Programme. In the past few weeks I have received a number of phone calls from alumni and current participants getting their right to work and finally being able to move onto the next stage of their lives and being grateful for the support they have received from the SHF staffs, it has really been a few weeks of tears of joy, especially for Participants that have lost hopes now been able to see a bright future ahead of them even with all the uncertainty life has thrown at them and will still throw at them, to me that deserve celebration. We are the voice of hope, the little ray of light for the women we support and am proud to be part of that amazing story.”

Caitlin Battersby, Development & Policy Officer

“This year, I moved into the Development and Policy role at Sophie Hayes Foundation and I have been delighted to work across our fundraising activities as well as being involved in our growing policy and advocacy activities. This has been a great year to be a part of the Sophie Hayes team and a real pivotal moment was the development of our new strategy, which we were all able to collaborate on, as well as the amazing graduation ceremony for participants at the end of the year.”

Mary Lazarus, Volunteer

“It’s the people that make volunteering for the Sophie Hayes Foundation so rewarding - the resilient survivors and the dedicated staff team. Watching each cohort of survivors grow in confidence during the course of the programme is extremely rewarding and inspires me to continue volunteering for the Sophie Hayes Foundation. Being part of a programme that injects some positivity and affirmation into the lives of survivors participating in the Employability Programme is more than enough inspiration and encouragement to continue volunteering with the Sophie Hayes Foundation.”

Rebecca Parkes, Volunteer

“As a volunteer, my favourite sessions on the employability course are very early on in the workshops part of the programme. Those where the participants have to think about their strengths and skills and purpose. It is hard to say good things about yourself to others. I never tire of seeing it come together, when they realise their unique self can fit perfectly into a team, knowing that what they are good at and the ways in which they learn can complement the different skills of others perfectly. Later on in the programme, I see those same women empowering each other, prompting each other about these strengths that they have and reminding each other of their purpose and their strengths, building each other up.”

Carly Webster, Head of Operations

“CREW remains the most meaningful part of my role at SHF. Seeing a group of previous graduates from EP plan 2024’s Graduation was a highlight of the year. It’s a privilege to see women begin to thrive again and play a small part in their journey.”

Maeve O'Briant, Digital Content Creator

“The past year at Sophie Hayes Foundation has been profoundly life-changing. It has opened up new opportunities that have added to my skills and reshaped my aspirations. I began 2024 as the Digital Content Creator, and left with the additional role of Programme Coordinator, now enjoying a hybrid role in which one side feeds into the other. Delivering our programmes has been a privilege, with the incredible women enrolled widening my perspective every day. They truly teach us as much as we teach them, and I’m so grateful to witness this chapter of their journeys. This is the first time I’ve worked somewhere in which I can say that my work truly matters - it makes a tangible difference in individual lives - and that is such a gift.”

Jo Wells, Learning & Development Officer

“After listening to participants struggling to access volunteer opportunities in the NHS, I supported NHS England to change their volunteering application process to not require a ‘Right to Work’ check. As a team we consulted numerous referral partners and identified that there was a growing need for English language support prior to participants joining the Employability Programme and so I co-developed CEFI - our Conversational English for Independence course. As I transitioned to my current role, I continued to deliver and develop resources for CEFI as well as resources to be used in training for external organisations.”

Angela McHale, Volunteer

“Speaking to participants to help gather evaluation data was an uplifting and moving highlight for me as I got to hear a consistent voicing of positive progress, achievement and confidence as a result of their being part of SH programmes.”

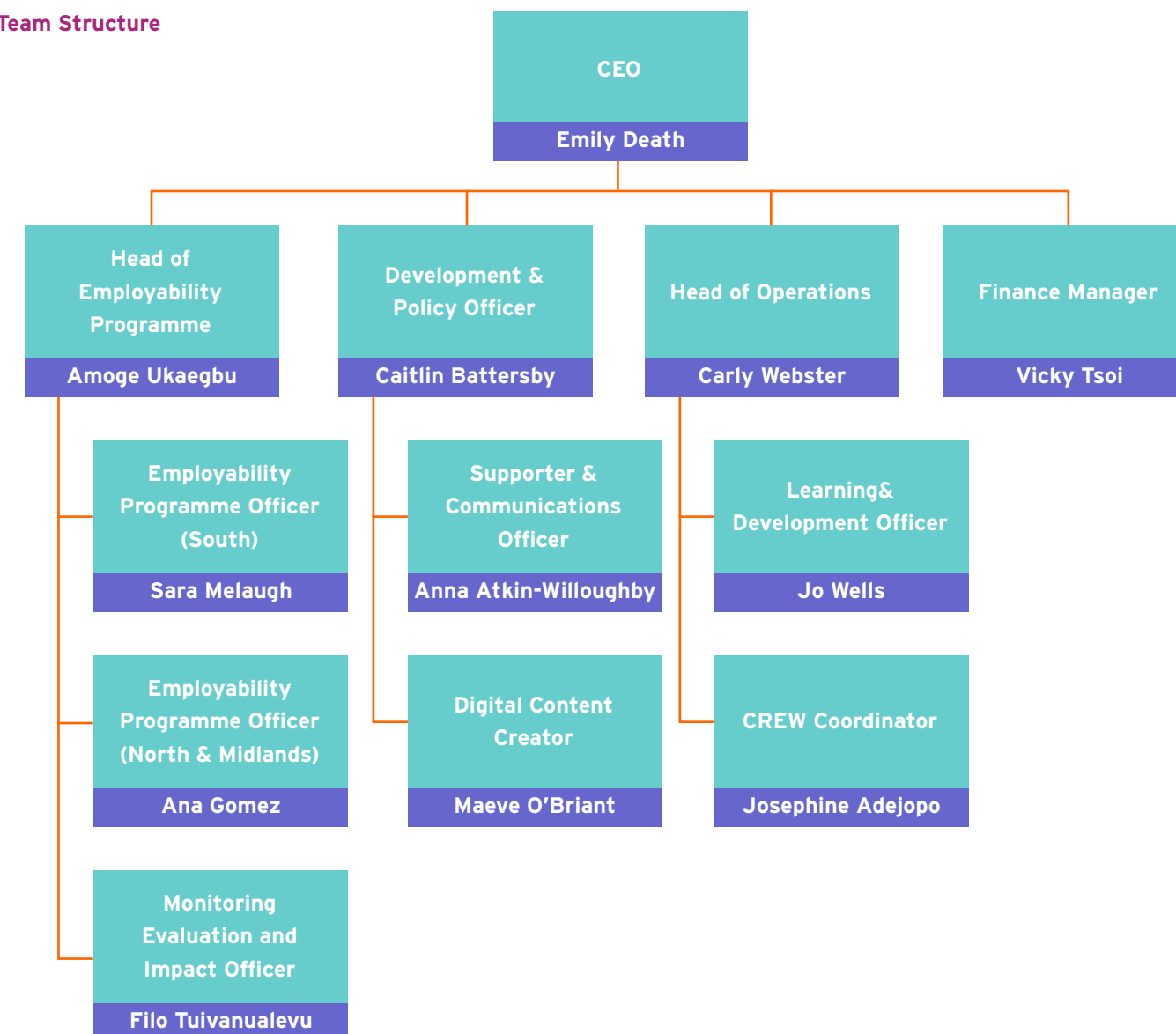
Corporate Volunteers from Partner Organisations

“I chose to volunteer because I wanted to support others in learning English, helping them improve their chances of finding employment and building a better future. I know how important that support can be—when I first arrived in Scotland, I had very little English and low confidence. Thankfully, I met people who were willing to help me along the way. Volunteering with the Sophie Hayes Foundation gave me the opportunity to give back and show participants that a better life is possible. These women are survivors of human trafficking, and their challenges are far greater than mine were. But being there for them, witnessing their progress, and seeing their confidence grow has been incredibly rewarding. It’s a truly uplifting experience that reminds me that even in the most difficult circumstances, there is always hope.”

“Volunteering with the Sophie Hayes Foundation has been incredibly rewarding, allowing me to connect with inspiring individuals and contribute to their English language learning. Witnessing their growing confidence from meeting to meeting was particularly meaningful and brought immense joy to all of us volunteers.”



Team Structure



Team Culture

In recognition of changes in new leadership and significant growth over recent years, a Culture Committee was established at the end of 2023, comprised of staff members, trustees, and volunteers.

The dialogue the Committee sought to engage in was around:

- What kind of culture do we want?
- How will we get there?
- How will we embed and communicate this?
- How will we monitor progress and impact?

Our Annual Staff & Volunteer survey was conducted in June. Following the above work of the Culture Committee, we saw a significant improvement since the previous survey, in particular in the following areas:

- Motivated to perform to best of their ability
- Able to prioritise workload
- Satisfied with the amount of autonomy and collaboration
- Feeling safe to share their opinions, ask questions and make mistakes
- Feeling safe to approach leadership
- Recommending us as an employer

Volunteers

Volunteers at SHF support and facilitate our programmes. We are pleased to say we have several who have been with us many years.

Volunteers attended training in 2024 on trauma informed practice, graduations, and funding bids. They are critical to our work and a true part of the team as the quotes above from our volunteers demonstrate.

Part of the options proposed to survivor participants in Module 3 of the Employability Programme is also around volunteering, we have been delighted to see an increasing number of former participants volunteering on the SHF Programmes.

Lived Experience

Founded by a survivor for survivors, survivor voice has been in our DNA since 2011.

We are proud and confident to say that empowerment informs everything we do. Participants have reflected to us that statutory support is essentially disempowering, housing or asylum payments are given, without scope for choice or autonomy.

The transformation of our survivor community CREW (Creative-Resilient-Empowered-Women) has been one of the most significant areas of development for the organisation, which will continue in the coming years.

In 2024 we evolved our CREW Committee into a Lived Experience Advisory Group (LEAG). This group has already been critical to our development, they have been consulted with and co-designed our new organisational strategy, as well as the next phase of our programmes.

For 2025 onwards, we have an ambitious two-track Programme for the LEAG. Track one is skills building, with a series of modules designed to provide experience and training on topics including consultancy 101; public speaking, communication, policy and advocacy; fundraising; project management. Building from these, the LEAG will engage in consultancy and co-design on all new areas of the organisation's work and external research.

The LEAG are compensated for their time and valuable experience (through vouchers as they do not all have the Right to Work) and can access additional resources to support participation including IT, travel costs, childcare, wellbeing support.

SHF participants already are, and will go on to be, powerful advocates for themselves, and other survivors of exploitation and diverse forms of marginalisation in the UK.

During an International Women's Day event for our survivor community CREW (Creative-Resilient-Empowered-Women), a Graduate of the Employability Programme expressed our Lived Experience work in her own words:

"The every woman image represents the diversity of all the women at Sophie Hayes. It represents the women who've impacted the world, who've transformed the world by speaking out with a lot of courage and with a lot of scrutiny. But it also represents women like Sophie Hayes who are nameless and faceless, but who through their courage and through their resilience were able to transform the lives of each of us here. And so I look at this every woman face and I see all of the millions of women across the world who are campaigning and all the women who are quiet - we are surviving on a day-to-day basis, we are nameless and faceless and unseen. But in their lives they're fighting wars and overcoming what feels impossible to overcome."



We are consistently seeking participant feedback on our services, using this to develop. Participants shared that they often referenced the Employability Programme (EP) on their CVs, but attaining a qualification from their participation would be much more useful and widely recognised when pursuing further education, training, or employment. Having discussed this need with the Independent Anti-Slavery Commissioner, she facilitated a connection with City & Guilds who have rolled out a full accreditation and badging for our EP. Starting 2025, participants will be able to evidence they have completed Module 1, 2, 3, or the entirety of the EP with a City & Guilds accreditation badge. Through this, City & Guilds have invited us to become part of a group working on a new tool being developed with organisations, employers and marginalised groups to recognise strengths developed through Lived Experience, in which we will champion the perspectives of survivors of exploitation.



ACCOUNTS SUMMARY

Sophie Hayes Foundation generated total income of £633,269 in 2024, compared with £593,205 in 2023, an increase of 7%. £137,849 of the income came from Donations & Gifts (2023: £106,167), £484,716 from Grants (£442,313) and the remainder from Other. Other includes Appeal Income of £4,923 (2023: £8,432).

The cost of raising funds, at £10,707 was 52% lower than last year (2023: £22,513).

Charitable Activities costs during the year were £591,781, compared with £542,258 in 2023, a £49,523 increase, i.e. 9% greater than 2023. In this period, direct costs were £538,612 (2023: £488,096), support costs were £50,911 (2023: £49,898) and Governance cost was £2,258 (2023: £4,264).

Thus the charity recorded a net surplus of £30,781 for the year, compared to a £28,434 surplus in the previous year (increase of 8%). As a result, total funds (reserves) at the year-end amounted to £178,665 (2023: £147,884) a 21% increase, of which £149,324 (2023: £83,160) is unrestricted, and £29,341 (2023: £64,724) is restricted.

The charity does not have investments or make grants.

The Board of Trustees are satisfied with the performance of the charity during the year and the position at 31st December 2024 and consider that the charity is in a strong position to continue its activities during the coming year, and that the charity’s assets are adequate to fulfil its obligations.

Income & Expenditure - A Year of Change at Sophie Hayes Foundation

Going into 2024 we had set ourselves an ambitious budget, aiming at a growth in income of nearly 25% from 2023. At the start of this year, many variables were in play, including several new team members, and a period of uncertainty around major grant renewal.

Whilst we did not quite hit this level of growth, we did achieve growth of around 7% in income from 2023 to 2024, enabling us to close out the year with an operating surplus increase of £30,781 and holding reserves of over four months of operating costs, in line with our policy of three to six months.

With judicious management of resource, we managed to cut planned expenditure by around 15%. Savings were particularly found on reduced office rent, strategic reorganisation underway in 2024, and savings on hard cost programmatic expenditure such as materials and travel fares.

At Sophie Hayes Foundation, in common with the rest of the charitable sector, we are undeniably seeing a challenging funding landscape, with diminishing available resource becoming heavily over-subscribed, and our approach to creating a stable resource took persistence and determination this year.

That being said, there were some significant wins on the funding front, bringing new and creative partnerships, and we close the year in a strong position to continue our work at scale and with efficient resourcing. We would like to warmly thank all of our supporters and spotlight some sources of funding in illustration in this report.

Our Funders

- Another Way Women's Fund
- Big Give
- Blackbaud Community Matters
- CB&HH Taylor 1984 Charitable Trust
- City Bridge Foundation
- Edward Cadbury Charitable Trust
- Garfield Weston Foundation
- Henry Smith Charity
- Hiscox Foundation
- Lloyd's Bank Foundation
- National Lottery Communities Fund
- Rosa: The UK Fund for Women & Girls
- Souter Charitable Trust
- The Anti-Slavery Collective
- A broad range of generous individual and philanthropic contributors.



C B and H H Taylor 1984 Trust



Grantmaker Spotlights

The Anti-Slavery Collective

The Anti-Slavery Collective was founded in 2017 by HRH Princess Eugenie and Julia de Boinville. It is a convener of people, organisations and ideas. In 2024 they launched a Small grants programme to empower the organisations in the Anti-Slavery sector delivering direct support to survivors.

Sara Woodcock, CEO of the Anti-Slavery Collective:

“One of our strategic priorities is to support survivor-led organisations based in the UK. The Anti-Slavery Collective proudly supports the vital work of organisations like the Sophie Hayes Foundation and their work alongside survivors of human trafficking to break cycles of poverty, violence, and disadvantage.

Our granting model is based on the principles of equality and partnership - we believe that the grassroots organisations that we support are experts who we can constantly learn from. The work that Sophie Hayes Foundation does is deeply thoughtful, and has clear and measurable impact on the lives of survivors of modern slavery.

We were particularly keen that our support should enable the development of Sophie Hayes Foundation’s survivor community CREW. We are looking forward to deeper

and continued partnership in 2025, including visits for our team to see the important work of Sophie Hayes Foundation first hand, to celebrate the important work our partners do, and continue learning from those with lived experience of modern slavery.”



Funds for the Future

The shape of funding over the coming 1-3 years for Sophie Hayes Foundation will be somewhat different. We have come to a natural end of some of our larger grant cycles, have been in the process of re-applying for them, and have been building our innovative and creative approaches to unlocking new grant funding, partnerships, individual donations, challenge and social fundraising events, and institutional funds.

At this stage we are forecasting healthy growth in income in 2025, enabling us to dedicate more expenditure to our service delivery. We have set out a reasonable but, we believe, achievable growth strategy over the coming 3 years, building from the level of income growth seen in 2024.



Big Give

Big Give is a unique funder in that it provides match funding for a targeted campaign to support women and girls sector charities in the month of October. We applied and were successfully awarded £10,000 of match funding in 2024 which would be unlocked by us raising the equivalent £10,000 amount from our own networks.

We are exceedingly grateful to the Big Give for the direct financial support they provided, as well as the launchpad for a targeted period of highly successful fundraising. We mobilised our major donor community, known as the Freedom Circle; created specialised social media content and videos to advertise the campaign; and held a rock gig in Central London kindly hosted and organised by partner organisations in the legal and professional services sector.

We smashed our target, raising £32,459 in just the one week and becoming the top raising charity in 2024’s Big Give Women and Girls match funding session.



FINANCIAL REPORT

Charity registration number 1145176 (England and Wales)

Company registration number 07886303

SOPHIE HAYES FOUNDATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	D Bekker A Cole-Hamilton L Haynes F Lee (Appointed 8 April 2024 – resigned 1 September 2025) K Papadopoulou W Putman M Shah
Secretary	Vacant
Senior management	Emily Death Chief Executive Officer
Charity number (England and Wales)	1145176
Company number	07886303
Principal address	Workspace 154-160 Fleet Street London EC4A 2DQ
Registered office	Workspace 154-160 Fleet Street London EC4A 2DQ
Independent examiner	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF
Bankers	HSBC Bank Plc 281 Chiswick High Road Chiswick London W4 4HJ

LEGAL AND ADMIN INFO	Annual Report and Unaudited Financial Statements For year ending 31 December 2024 Registered company number: 07886303 (England & Wales) Registered charity number: 1145176
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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

For charity achievements and performance in 2024, please refer to previous pages of this report.

Financial review

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Structure, governance and management

The charity is a company limited by guarantee.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

N Murphy	(Resigned 12 June 2025)
D Bekker	
C Bouwmeester	(Appointed 8 April 2024 and resigned 26 December 2024)
A Cole-Hamilton	
L Haynes	
F Lee	(Appointed 8 April 2024 – resigned 1 September 2025)
M Nackasha	(Resigned 14 February 2024)
K Papadopoulou	
W Putman	
M Shah	
R Turk	(Resigned 27 November 2024)
L Wright	(Resigned 18 February 2024)

Recruitment and appointment of trustees

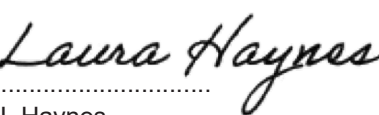
The number of Trustees shall not be subject to any maximum but shall not be less than two. Any person who is willing to act as a Trustee, and is permitted by law to do so, may be appointed to be a Trustee: by ordinary resolution; or by a decision of the Trustees. The usual term of office for a Trustee shall be three years, at the end of which they shall retire. Subject to article 24.2, a Trustee shall be eligible for reappointment by the Directors for a further term of three years. No Director shall serve for more than six consecutive years, unless the Trustees consider it would be in the best interests of the Charity for a particular Director to continue to serve beyond that period and that Trustee shall be reappointed for a maximum of one additional year. Trustee vacancies are advertised on external platforms and recruitment takes the form of an open competition in which prospective Trustees are interviewed by existing Trustees. This process, as well as Trustee induction and training, is managed by the Governance & Nominations Committee

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees' report was approved by the Board of Trustees.



L Haynes

Trustee and Interim Chair as of 12 June 2025

Date: 26.9.25

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF SOPHIE HAYES FOUNDATION

I report to the trustees on my examination of the financial statements of Sophie Hayes Foundation (the charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Frances Wilde FCCA DChA
Warner Wilde
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF
Date:

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	Notes	2024	2024	2024	2023	2023	2023
		£	£	£	£	£	£
Income and endowments from:							
Donations and legacies	3	334,695	292,148	626,843	259,452	317,139	576,591
Investments	4	1,248	-	1,248	1,045	-	1,045
Other income	5	5,178	-	5,178	15,569	-	15,569
Total income		341,121	292,148	633,269	276,066	317,139	593,205
Expenditure on:							
Raising funds	6	10,707	-	10,707	22,513	-	22,513
Charitable activities	7	264,250	327,531	591,781	207,884	334,374	542,258
Total expenditure		274,957	327,531	602,488	230,397	334,374	564,771
Net income/(expenditure) and movement in funds		66,164	(35,383)	30,781	45,669	(17,235)	28,434
Reconciliation of funds:							
Fund balances at 1 January 2024		83,160	64,724	147,884	37,491	81,959	119,450
Fund balances at 31 December 2024		149,324	29,341	178,665	83,160	64,724	147,884

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	13		2,264		2,249
Current assets					
Debtors	14	8,902		14,628	
Cash at bank and in hand		190,580		163,509	
		199,482		178,137	
Creditors: amounts falling due within one year	15	(23,081)		(32,502)	
Net current assets			176,401		145,635
Total assets less current liabilities			178,665		147,884
The funds of the charity					
Restricted income funds	18	29,341		64,724	
Unrestricted funds	19	149,324		83,160	
		178,665		147,884	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on

.....
L Haynes
Trustee and Interim Chair as of 12 June 2025

Company registration number 07886303 (England and Wales)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024		2023	
		£	£	£	£
Cash flows from operating activities					
Cash generated from operations	22		27,653		36,820
Investing activities					
Purchase of tangible fixed assets		(1,830)		-	
Proceeds from disposal of tangible fixed assets		-		450	
Investment income received		1,248		1,045	
Net cash (used in)/generated from investing activities			(582)		1,495
Net cash generated from financing activities			-		-
Net increase in cash and cash equivalents			27,071		38,315
Cash and cash equivalents at beginning of year			163,509		-
Cash and cash equivalents at end of year			190,580		163,509

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

Sophie Hayes Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is Workspace, 154-160 Fleet Street, London, EC4A 2DQ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

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 £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies (Continued)

1.5 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 are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers straight line over four years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies (Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity’s contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee’s services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity’s accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	137,849	-	137,849	106,167	-	106,167
Grants	192,568	292,148	484,716	125,174	317,139	442,313
Other	4,278	-	4,278	28,111	-	28,111
	<u>334,695</u>	<u>292,148</u>	<u>626,843</u>	<u>259,452</u>	<u>317,139</u>	<u>576,591</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

4 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	<u>1,248</u>	<u>1,045</u>

5 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Appeal	4,923	8,432
Gift Aid	-	5,845
Other income	255	1,292
	<u>5,178</u>	<u>15,569</u>

Other income represents amounts received for visit and training provided.

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Raising funds	<u>10,707</u>	<u>22,513</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

7 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	438,615	349,769
Depreciation and impairment	1,815	1,725
Programme costs	35,601	32,848
Travel and subsistence- Programme costs	-	6,579
Travel and subsistence- core operational	3,607	2,193
Consultancy costs	6,523	16,959
Rents and rates	38,705	44,975
Other staff costs	12,018	17,939
Professional fees	1,728	15,109
	<u>538,612</u>	<u>488,096</u>
Share of support and governance costs (see note 8)		
Support	50,911	49,898
Governance	2,258	4,264
	<u>591,781</u>	<u>542,258</u>
Analysis by fund		
Unrestricted funds	264,250	207,884
Restricted funds	327,531	334,374
	<u>591,781</u>	<u>542,258</u>

8 Support costs allocated to activities

	2024 £	2023 £
Accountancy	29,600	30,050
Insurance	1,677	1,591
Office costs	16,643	16,854
Subscriptions	2,862	1,270
Bank charges	129	133
Governance costs	2,258	4,264
	<u>53,169</u>	<u>54,162</u>
Analysed between:		
Charitable activities	<u>53,169</u>	<u>54,162</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

8 Support costs allocated to activities

(Continued)

	2024 £	2023 £
Governance costs comprise:		
Audit fees	2,160	3,040
Board expenses	98	1,224
	<u>2,258</u>	<u>4,264</u>

9 Net movement in funds

2024
£ 2023
£

The net movement in funds is stated after charging/(crediting):

Fees payable for the independent examination of the charity's financial statements	2,160	3,040
Depreciation of owned tangible fixed assets	1,815	1,725
	<u>2,160</u>	<u>1,725</u>

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Employees

The average monthly number of employees during the year was:

2024 Number	2023 Number
11	10
<u>11</u>	<u>10</u>

Employment costs

2024
£ 2023
£

Wages and salaries	393,431	320,114
Social security costs	34,366	21,449
Other pension costs	10,818	8,206
	<u>438,615</u>	<u>349,769</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

2024 Number	2023 Number
1	-
<u>1</u>	<u>-</u>

£70,001 - £80,000

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

11	Employees	(Continued)	
Remuneration of key management personnel			
The remuneration of key management personnel was as follows:			
		2024	2023
		£	£
	Aggregate compensation	167,084	70,779
	In comparison, note that in 2023 the CEO role was vacant for a period of time during the year.		
12	Taxation		
The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.			
13	Tangible fixed assets	Computers	
		£	
	Cost		
	At 1 January 2024		11,327
	Additions		1,830
	At 31 December 2024		13,157
	Depreciation and impairment		
	At 1 January 2024		9,078
	Depreciation charged in the year		1,815
	At 31 December 2024		10,893
	Carrying amount		
	At 31 December 2024		2,264
	At 31 December 2023		2,249
14	Debtors		
		2024	2023
	Amounts falling due within one year:	£	£
	Other debtors	7,296	6,929
	Prepayments and accrued income	1,606	7,699
		8,902	14,628

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

15	Creditors: amounts falling due within one year		2024	2023
		Notes	£	£
	Other taxation and social security		7,593	10,014
	Deferred income	16	5,500	-
	Trade creditors		7,815	16,965
	Other creditors		13	2,283
	Accruals		2,160	3,240
			23,081	32,502
16	Deferred income		2024	2023
			£	£
	Other deferred income		5,500	-
Deferred income is included in the financial statements as follows:				
			2024	2023
			£	£
	Deferred income is included within:			
	Current liabilities		5,500	-
Movements in the year:				
	Deferred income at 1 January 2024		-	-
	Resources deferred in the year		5,500	-
	Deferred income at 31 December 2024		5,500	-
17	Retirement benefit schemes		2024	2023
			£	£
Defined contribution schemes				
	Charge to profit or loss in respect of defined contribution schemes		10,818	8,206
The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.				

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
People's Postcode Lottery	3,787	-	(3,787)	-
City Bridge Foundation	904	34,807	(35,514)	197
Another Way Women's Fund	-	5,000	(1,964)	3,036
The Big Give Trust	13,016	-	(13,016)	-
National Lottery Communities Fund	31,839	248,341	(254,882)	25,298
National Lottery Communities Fund (Cost of living)	8,614	-	(7,804)	810
Rosa: The UK Fund for Women & Girls	6,564	-	(6,564)	-
The Edward Cadbury Charitable Trust	-	4,000	(4,000)	-
	<u>64,724</u>	<u>292,148</u>	<u>(327,531)</u>	<u>29,341</u>
Previous year:	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
	<u>81,959</u>	<u>317,139</u>	<u>(334,374)</u>	<u>64,724</u>

These funders support SHF services including the employability programme and CREW. The charity has opted this year (2025) to give additional detail in how these programmes are financed.

The Employability Programme Fund

The Employability Programme Fund is used to continue the charity's comprehensive programme, comprising workshops, coaching, vocational placements, training, education and formal learning designed to support women survivors of human trafficking and modern day slavery, as they transition from emergency care through long term support and sustainable freedom. The Employability Programme Fund also includes the Survivor Network renamed as The CREW in 2023, which supports women survivors in a peer to peer environment for long term leadership development and socialisation.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
General funds	<u>83,160</u>	<u>341,121</u>	<u>(274,957)</u>	<u>149,324</u>
Previous year:	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
General funds	<u>37,491</u>	<u>276,066</u>	<u>(230,397)</u>	<u>83,160</u>

20 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	2,264	-	2,264
Current assets/(liabilities)	<u>147,060</u>	<u>29,341</u>	<u>176,401</u>
	<u>149,324</u>	<u>29,341</u>	<u>178,665</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	2,249	-	2,249
Current assets/(liabilities)	<u>80,911</u>	<u>64,724</u>	<u>145,635</u>
	<u>83,160</u>	<u>64,724</u>	<u>147,884</u>

21 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

22	Cash generated from operations	2024 £	2023 £
	Surplus for the year	30,781	28,434
	Adjustments for:		
	Investment income recognised in statement of financial activities	(1,248)	(1,045)
	Depreciation and impairment of tangible fixed assets	1,815	1,725
	Movements in working capital:		
	Decrease in debtors	5,726	1,922
	(Decrease)/increase in creditors	(14,921)	5,784
	Increase in deferred income	5,500	-
	Cash generated from operations	<u>27,653</u>	<u>36,820</u>
23	Analysis of changes in net funds		
	The charity had no material debt during the year.		

SOPHIE HAYES

FOUNDATION

Sustainable freedom from modern slavery

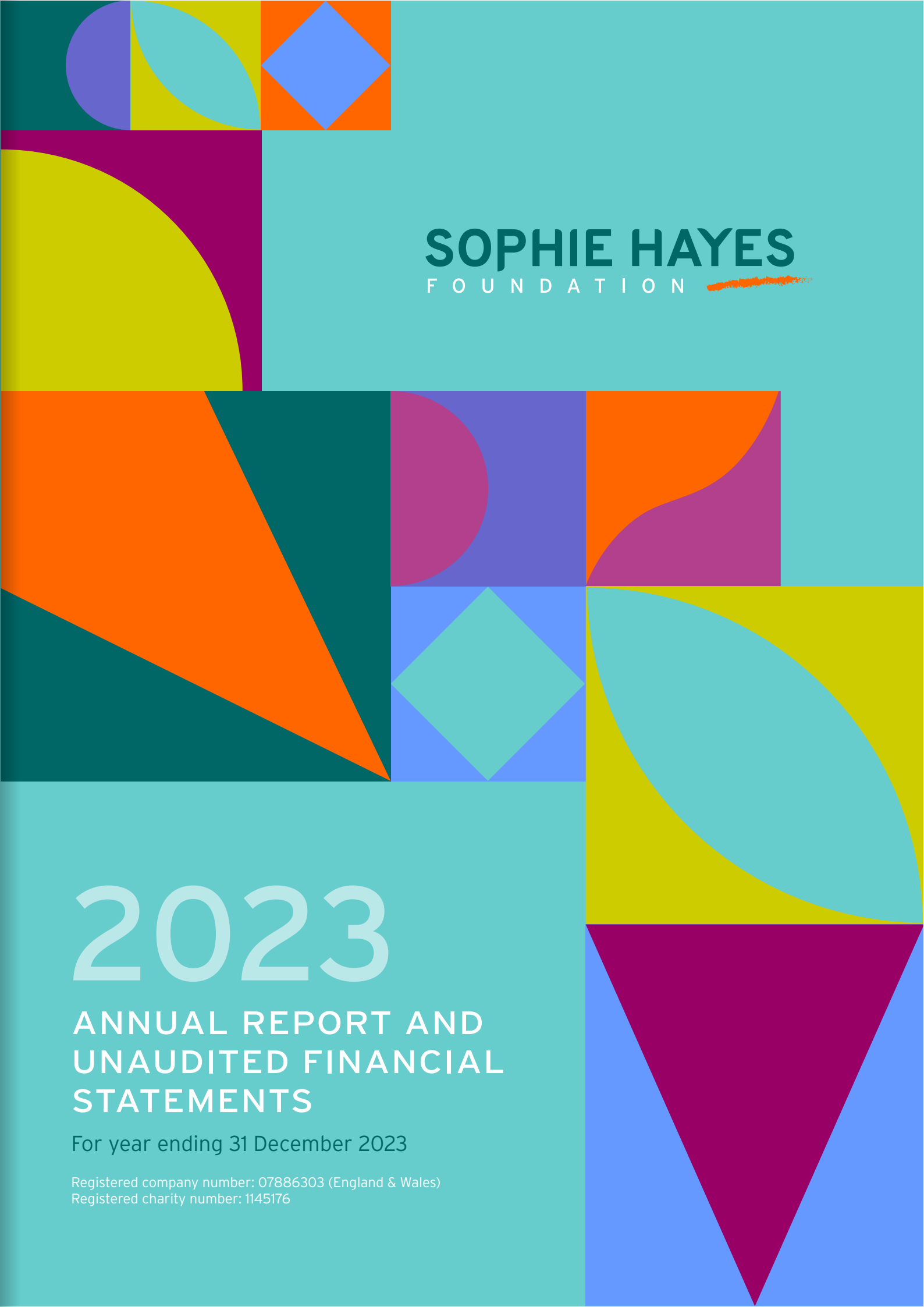
For more information, visit sophiehayesfoundation.org
or email info@sophiehayesfoundation.org

Registered England & Wales Charity No: 1145176
Registered Company No: 7886303 Charity
Address: 154-160 Fleet Street, London EC4A 2DQ, United Kingdom

SOPHIE HAYES FOUNDATION

England & Wales - Charity number 1145176

Accounts



SOPHIE HAYES

FOUNDATION

2023

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

For year ending 31 December 2023

Registered company number: 07886303 (England & Wales)
Registered charity number: 1145176

Officers and Trustees

Name	Title	Date appointed	Status (as of August 2024)
Nicola Murphy	Chair		Current
Laura Haynes	Trustee		Current
Leanne Wright	Trustee		Resigned 18/2/24
Alexandra Cole-Hamilton	Trustee		Current
Miriam Nackasha	Trustee		Resigned 18/2/24
Mamoonah Shah	Trustee		Current
Wouter Putman	Trustee	01/01/2023	Current
Rachel Turk	Trustee	01/06/2023	Current
Danielle Bekker	Trustee	01/06/2023	Current
Konstantina Papadopoulou	Treasurer + Trustee	01/10/2023	Current
Francesca Lee	Trustee	08/04/2024	Current
Clare Bouwmeester	Company Secretary + Trustee	08/04/2024	Current
Graham Stanton	Company Secretary		Resigned 18/2/24

Registered Company Number: 07886303 (England & Wales)

Registered Charity Number: 1145176

Registered Address: 107-111 Fleet Street
London EC4A 2AB

Bankers: HSBC Bank Plc
281 Chiswick High Road
Chiswick, London W4 4HJ

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

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- Objectives	4

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SOPHIE HAYES FOUNDATION

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their annual report together with the financial statements of Sophie Hayes Foundation for the year ended 31 December 2023. 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).

THE FOUNDATION

Sophie Hayes Foundation was founded in 2011 by Sophie, a British girl trafficked from the UK to Italy. Our work supports survivors of modern slavery and human trafficking on one part of their journey towards sustainable freedom.

With the help of financial support through donations, we fund Employability Programmes for survivors of modern slavery and human trafficking. Our funding comes from trusts and foundations, individuals, and corporations.

PURPOSE, VISION, VALUES

Purpose

A better future for every survivor of modern slavery and human trafficking, which means a better society for all.

Vision

A society that views and treats survivors of modern slavery and human trafficking with respect and enables every freed survivor to realise their potential, achieve their goals and a better future.

By putting the needs of each survivor at the centre of our activities, we will develop programmes that are relevant and help to remove the barriers to sustainable freedom.

We will be a valued, independent voice and an actor for change, working with the right partners to create greatest impact.

Values

We are courageous

Inspired by the courage and fearlessness of our survivors, we bravely challenge the status quo, and we work tirelessly for change and a better future for our survivors. We look forward, show personal courage, and go beyond the status quo.

We act with integrity & respect

Our relationships with survivors, partners and with each other are shaped by deep mutual respect, honesty, and confidentiality. We do the right thing by survivors, and always do what we say.

We are an open and inclusive community

We think everyone has a valued voice and we work with others, (and with each other), to find the right solutions for the best interests of survivors. We work creatively, patiently and invite strong partnerships.

We respond well to change

We don't stand still, and we face challenges with agility and determination. We are a dynamic organisation that responds to the evolving demands of survivors. We believe that we can all develop and grow to achieve our full potential.

SOPHIE HAYES FOUNDATION

OBJECTIVES

Sophie Hayes Foundation supports survivors of human trafficking or other forms of modern slavery, by providing programmes that lead to future employment, thus removing some of the barriers to sustainable freedom. These include coaching and mentoring, vocational work placements, internships, volunteer opportunities, training, and formal education.

The objectives are met through:

Employability Programmes

We provide unique programmes to support survivors to develop various skills through in person and remote group workshops, one to one sessions, remote learning, group coaching, work placements, access to training, and formal education.

Raising Awareness

We promote awareness of human trafficking and modern slavery, its causes, and adverse consequences, with an aim to assist in the reduction and eradication of this crime in all its manifestations.

Survivor support

We support survivors of human trafficking and modern slavery across London and the South, Birmingham and the West Midlands, and Manchester and the North.

Survivor support is also delivered through CREW. The former survivor network relaunched as the Creative Resilient Empowered Women in 2021. A network for all survivors past and present, managed and governed by a survivor committee.

We provide long-term, discrete, safe support and assistance to survivors seeking our help.

Research

We provide credible research on topics related to modern slavery and engage with academics and institutions specialising in human trafficking.

Awareness

We recognise a greater understanding and awareness of the issues created as survivors tell their stories. This knowledge enables us to create effective programmes, and work with others for better protection and systemic change.

CHAIR'S REMARKS

I am delighted to be writing these remarks reflecting back on my second year as Chair of Sophie Hayes Foundation. It has been a year of challenge and of great opportunity, and one in which the Foundation has moved from strength to strength.

Our flagship Employability Programme continued over 2023, successfully launching three new cohorts during the year. We kicked off the year in January with our largest ever cohort of 71 participants, which felt like a hugely significant moment for us. We saw a growing number of survivors find their way to the vital support provided by Sophie Hayes Foundation. The organisation's brilliant staff team worked tirelessly forging ever stronger relationships with referral partner organisations to make this happen.

The true high point of the year was our graduation event, held in each of the three regions where we currently operate (London, Birmingham and Liverpool). At these, over 70 women successfully graduated in person from the Sophie Hayes Foundation Employability Programme, and a further 195 women were also sent certificates of successful graduation. It was one of my greatest personal highlights of the year being able to distribute certificates to survivors. I am constantly inspired by what they have achieved.

The events were also attended by a wide range of guests, many drawn from our partner organisations. Here I must extend my most sincere thanks to the numerous partner organisations which supported SHF over 2023.

It is no exaggeration to say we simply could not support the women survivors of the abhorrent crimes of slavery and trafficking who we do, without you. Particular thanks to partners Ashurst and Liverpool Museums who hosted our graduation events.

We were extremely pleased to secure a diversity of grants from a range of funders to continue to support our work, these included Schroder Charitable Trust, City Bridge Trust, AB Charitable Trust, Lloyd's Bank Foundation, CAF Keystone, Henry Smith Charitable Trust. Our work with major and minor donors also begins to build - we could not be more grateful for all of your support.

We were honoured to build a new partnership with the Anti-Slavery Collective and Hewlett Packard Enterprise to develop a cybersecurity essential training for survivors where our interim CEO Vanessa Morse joined a webinar to launch the initiative, speaking alongside HRH Princess Eugenie.

Our survivor network CREW (the Creative Resilient Empowered Women) also flourished in this, its second year of existence, with many firsts! We held our first ever in-person events to mark the occasion of International Women's Day in March. We held our first ever skills trainings for continuous professional development of CREW members, kindly and very professionally facilitated by my colleagues on the SHF Board, Laura Haynes and Mamoon Shah. And, we appointed a new CREW Coordinator who herself is a previous participant in the SHF Employability Programme. Thanks in particular to our CREW Coordinating Committee for all their work to drive this forward.

It should be acknowledged that 2023 was a year of change for Sophie Hayes Foundation - I must pay testament to the tireless diligence and spirited creativity of my colleagues at the Foundation across staff, trustees, and volunteers, who successfully navigated these transitions and emerged at the end of 2023 with a bright pathway ahead. Following the departure of our previous CEO, I was delighted to appoint Vanessa Morse as interim CEO in July 2023. We are very thankful to her for her hard work and leadership during this time. Starting to look ahead to 2024, I am excited to announce the appointment of our new permanent CEO, starting January 2024. Emily Death will join the organisation bringing significant

experience from policy and advocacy, fundraising, and successful organisational management, and a great deal of energy - we are looking forward to everything 2024 has in store for the organisation under her guidance!

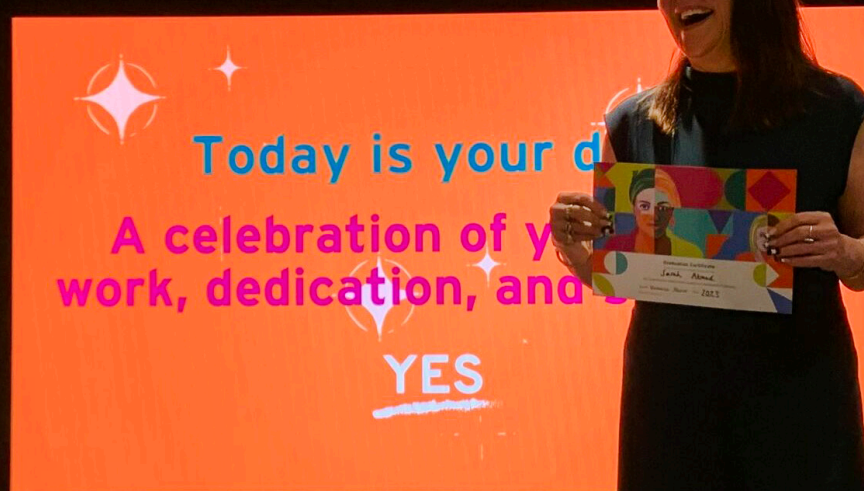
Advocacy, in particular, is an area of work which I am eager for Sophie Hayes Foundation to engage in meaningfully. Recent political developments have led to the issues of slavery and trafficking being deprioritised and conflated with wider hostile debates around migration. In what looks set to be an important political year in 2024, we must be ready to push policymakers to commit to raising awareness and tackling these issues, and materially improving the position of survivors. In this, we will be looking to explore ways to increasingly centre and amplify the perspectives of survivors, and bring the weight of our lived and learned experience to our thought leadership work.

As we support the survivors in our programme in navigating an increasingly hostile and complex external environment, we have also begun important work to develop a new organisational strategy for Sophie Hayes Foundation in 2024, led by our new CEO, this will enable us to be better responsive to survivor need, as well as reinforcing our organisation's stability and growth.

To our team - well done on a year successfully completed; to our partners - thank you for all you do to support our vitally important work; to our survivors - congratulations on your courage and determination, Sophie Hayes Foundation will always be with you on your journey to sustainable freedom.



NICOLA MURPHY



JANUARY

- New Hybrid Employability Programme cohort launched with single largest group of 71 participants.
- Schroder Charitable trust awarded £5k towards organisation's core work.
- City Bridge Trust awarded £35k grant to support the organisation's work.
- Wouter Putman joined board of trustees.

FEBRUARY

- Public Speaking Training for CREW members conducted by Trustee Laura Haynes attended by 30 survivors, 100% of attendees found the event helpful and were keen to attend future events.

MARCH

- In person events for CREW members on the occasion of International Women's Day held in each region over afternoon tea.
- 4 survivor participants completed work placements with Shiva hotels.

APRIL

- AB Charitable Trust awarded £20k grant to support the organisation's work.
- New Hybrid Employability Programme cohort launched with 51 participants.

MAY

- Held our first 'Modern Slavery: Support Beyond First Responders' event for organisations outside of the MSHT sector.

JUNE

- Built partnerships with the Anti-Slavery Collective and Hewlett Packard Enterprise around cybersecurity skills for survivors.
- Project management workshop for CREW members held.
- Rachel Turk and Danielle Bekker joined board of trustees.
- CREW Coordinator with lived experience from the sector started role.

JULY

- New interim CEO Vanessa Morse appointed.
- Lloyd's Bank Foundation awards £75,000 over three years to support the organisations' core work.
- CAF Keystone awards grant for £14,994 to support the organisation's work.

AUGUST

- Delivered sessions at the Horizons Summer School. in partnership with St Mary's University London, a first of its kind educational programme addressing challenges in accessing educational pathways for survivors.

OCTOBER

- New permanent CEO Emily Death appointed (starting January 2024).
- Successful mid-year review with National Lottery Community Fund, facilitating Programme developments.
- CEO Vanessa Morse spoke alongside HRH Princess Eugenie to launch a Cyber Essential Toolkit for survivors in partnership between SHF, The Anti-Slavery Collective, and Hewlett Packard Enterprise.

NOVEMBER

- PartnerUp webinar for new and potential work placement partners held, with survivor involvement.
- Digital literacy Workshop held for survivors with expert input from partner Ashurst.
- Over £8.5k generated from Liberty Fabric Sale launched November 2023.

DECEMBER

- National Lottery Community Fund awards £19.5k cost of living uplift to boost staff salaries.
- Henry Smith Charitable Trust awards £190k grant for 3 years to support organisation's core work.

SEPTEMBER

- Interim CEO leads establishment of Strategy Committee to prepare development of new Strategy for 2024.
- 10 work placements for survivors began with Birmingham Museums.
- Meetings held with NHS England resulting in revised guidance to NHS Trusts to remove barriers to volunteering for survivors.

- Graduations held across all 3 regions with 70 survivors attending joined by numerous guests, generous hosted by partners Ashurst and Liverpool Museums.
- Konstantina Papadopoulou joined board of trustees as Treasurer.
- £29k raised during the Big Give matched funding campaign.

- New Head of Fundraising, Morwenna Everitt, appointed (starting January 2024) and arrival of new Partnerships Manager, Philip Koko.
- Growth across all social media platforms and communications channels seen across the year.
- Closing out Financial Year 2023 in surplus of £21k.

TESTIMONIALS FROM SURVIVORS, PARTNERS AND TEAM

ZYAIRE

For the first time in a long time, I feel confident about the future. Each session reminds me that I'm not alone. We're in this together and I have so much support from SHF to take the steps for the future I want.

AISHA

The life I lived made me colourless and I want to paint my own portrait again, with a lot of colour, with the brightest colour, that everyone can see that it's all coming from me and everybody can see me, and can admire that this is an independent woman and I am in my own behalf and none can master me now.

AVA

I have a sense of community, I found myself with a lack of community and this helped me with sense of acceptance and helped me to grow and to manage different feelings. I now know that I am not alone. I am part of this community and am capable of looking through everyone of us. Thank you all for the support I had from all of you.

DORA

I can fix my future. Anything that comes out I can do it, I go to the job centre and anything they ask of me I always know what to say and I know it is from doing the EP and from Sophie Hayes. I am relaxed and mentally ready.

GRACE

I was feeling low, but you gave me so much happiness today and I cannot describe.

QUOTE FROM GRADUATION

How special it was organised. To see the ladies come out dressed up myself included was part I liked. All from different services with similar experiences out there laughing and enjoying the moment.

QUOTE FROM A VOLUNTEER

Volunteering for The Sophie Hayes Foundation is deeply rewarding because their vital support and encouragement of survivors of modern slavery inspires me. They put survivors at the forefront of every decision, which is so important. It has been wonderful to volunteer my skills to contribute to this work, and I am honoured to be part of such an incredible team dedicated to this crucial work.

FINANCIAL REVIEW

Summary

The Charity recorded a net surplus of £28,434 for the year, compared to a £22,794 surplus in the previous year. As a result, Funds increased to £147,884 on 31 December 2023 (2022- £119,450).

SHF income in 2023 totalled £593,205 (2022 – £535,461). Appeal £8,432 (2022 - £17,482) and Gift Aid £5,845 (2022 - £2,371) are included in Other income.

The cost of raising funds, at £22,513 was lower than last year (2022 - £39,572). The cost of raising funds includes consultancy cost and cost of Christmas appeal.

Charitable activities during the year were £69,163 greater at £542,258 (2022 - £473,095). In this period, programme costs were £330,481 (2022 – £309,071), support costs were £207,513 (2022 – £155,891) and Governance cost was £4,264 (2022 – £8,133).

Total funds at the year end amounted to £147,884 (£119,450 in 2022). In which £83,159 (£37,491 in 2022) is unrestricted, and £64,725 (£81,959 in 2022) is restricted.

Reserves Policy

SHF seeks to maintain an amount equal to the next 3 to 6 months of fixed operating expenses in reserve, to ensure the charity:

- has sufficient working capital to continue to promote its objectives;
- is protected from the risk of disruption at short notice due to lack of funding; and
- can meet its contractual financial obligations

The reserves are made up of unrestricted cash, and the amount of the reserves is set against the budget for the relevant period.

Structure, Governance and Management

Sophie Hayes Foundation was incorporated on 19 December 2011 and is a private company limited by guarantee.

The company is governed by the memorandum and articles of association under which the board of directors are appointed, and the management of the charity is set out. The charity adopted revised articles of association on 21 October 2021.

Sophie Hayes Foundation is governed by a board of directors (Trustees). In selecting persons to be appointed, the Trustees consider the skills, experience and commitment of potential trustees and the contributions they can make to complement the existing board of trustees.

The usual term of office for a trustee is three years, at the end of which they shall retire unless reappointed. Other than in exceptional circumstances, no trustee shall serve for more than six consecutive years on the board.

In preparing this report, the trustees have taken advantage of the small companies' exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Board of Trustees on 10th September 2024 and signed on their behalf by:



Nicola Murphy
Chair

EXAMINER’S REPORT

Independent Examiner’s Report to the Trustees of Sophie Hayes Foundation

For the year ending 31 December 2023

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

Independent Examiner's Statement

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

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

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

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

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

Martin Bailey FCA

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

Martin Bailey

Date: 13-09-24

Statement of Financial Activities

For the year ending 31 December 2023

	Notes	Unrestricted Fund £	Restricted Fund £	2023 Total £	2022 Total £
INCOME FROM					
Donations	2	134,278	-	134,278	150,738
Grant income	3	125,174	317,139	442,313	364,468
Other income	4	15,569	-	15,569	20,103
Investment income		1,045	-	1,045	152
		276,066	317,139	593,205	535,461
EXPENDITURE ON					
Raising funds	5	22,513	-	22,513	39,572
Charitable activities	6	207,884	334,374	542,258	473,095
		230,397	334,374	564,771	512,667
NET INCOME / (EXPENDITURE)		45,669	(17,235)	28,434	22,794
NET MOVEMENT IN FUNDS		45,669	(17,235)	28,434	22,794
Fund balances at 01/01/2023		37,491	81,959	119,450	96,656
Fund balances at 31/12/2023		83,159	64,725	147,884	119,450

Sophie Hayes Foundation
Balance Sheet
Company Number 07886303
At 31 December 2023

		2023	2023	2022	2022
		£	£	£	£
	Notes				
FIXED ASSETS					
Tangible assets	11		2,249		4,424
CURRENT ASSETS					
Debtors	12	14,628		16,550	
Cash at bank and in hand		163,509		125,194	
		178,137		141,744	
Creditors: amounts falling due within one year	13	32,502		26,718	
Net current assets			145,635		115,026
TOTAL ASSETS LESS CURRENT LIABILITIES			147,884		119,450
FUNDS					
Unrestricted funds	15		83,159		37,491
Restricted funds	15		64,725		81,959
			147,884		119,450

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2023.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- a) ensuring the charitable company keeps accounting records that comply with Section 386 and 387 of the Companies Act 2006 and
- b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the board of trustees on 10th September 2024 and were signed on its behalf by:

Nicola Murphy
Chair

Konstantina Papadopoulou
Treasurer

Statement of Cash Flows
At 31 December 2023

	2023	2022
<i>Cashflows from operating activities:</i>	£	£
Net cash (used in)/provided by operating activities	37,865	16,771
<i>Cashflows from investing activities:</i>		
Purchase of tangible fixed assets	450	(1,559)
Proceeds from disposal of fixed assets		0
Net cash (used in)/provided by investing activities	450	(1,559)
Change in cash and cash equivalents in the year	38,315	15,212
Cash and cash equivalents brought forward	125,194	109,982
Cash and cash equivalents carried forward	163,509	125,194

1. ACCOUNTING POLICIES

General Information

Sophie Hayes Foundation is a company limited by guarantee, incorporated in England and Wales, and recognised as a charity with the Charity Commission in England and Wales. The charity's objects are stated in the Trustees' Report.

Basis for preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared in sterling, the functional currency of the charity, and monetary amounts in these financial statements have been rounded to the nearest £.

Company status

The company is a company limited by guarantee. In the event that the charitable company is wound up, the liability in respect of the guarantee is limited to £1 per member.

Income

Income is recognised in the Statement of Financial Activities once the charity has entitlement to the income, it is probable that the income will be receivable, any performance conditions attached to the item(s) of income have been met and the amount of income can be measured reliably. Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Resources expended

Expenditure is recognised as soon as there is a legal or constructive obligation committing the charitable company to that expenditure, it is probable that a transfer of economic benefit will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources. Expenditure includes VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Cost of raising funds comprise the costs associated with attracting voluntary income and costs of fundraising. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and those costs of an indirect nature necessary to support them. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

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 are unrestricted funds that are earmarked for a particular purpose by the Trustees. 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 aim and use of each restricted fund is set out below.

Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives on the following basis:

Computer equipment - 4 years straight line

Gains and losses on disposal are determined by comparing the proceeds with the carrying amounts and are recognised in Statement of Financial Activities.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Cash at bank an 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.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Basic financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the Balance Sheet when the charitable company becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Pension costs and other post-retirement benefits

The charity has arranged a defined contribution scheme for its employees. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial Sustainability

The charity is reliant upon voluntary income, predominantly in the form of donations and restricted grants, to fund its activities. After reviewing the plans for the charity for a period of at least 12 months from the date of approval of financial statements, including expected income and anticipated expenditure, the trustees consider that there are no material uncertainties regarding financial sustainability and therefore that the financial statements are appropriately prepared on a financial sustainability basis.

Judgements and estimates

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

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The trustees have not identified any estimates and 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.

2. DONATIONS AND LEGACIES

	Unrestricted	Restricted	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Individual donations	106,167	-	106,167	130,288
Corporate donations	28,111	-	28,111	20,450
	134,278	-	134,278	150,738

3. GRANT INCOME

	Unrestricted	Restricted	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Grant income	125,174	317,139	442,313	364,468

4. OTHER INCOME

	Unrestricted	Restricted	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Appeal	8,432	-	8,432	17,482
Gift Aid	5,845	-	5,845	2,371
Other income	1,292	-	1,292	250
	15,569	-	15,569	20,103

Other income represents amounts received for visit and training provided.

5. COST OF RAISING FUNDS

	Total	Total
	2023	2022
	£	£
Raising funds	22,513	39,572

6. CHARITABLE ACTIVITIES 2023

	Programme Costs	Core Operational Expenses	Governance Costs	Total Costs 2023	Total Costs 2022
	£	£	£	£	£
Staff costs	291,054	58,715	-	349,769	301,214
Programme costs	32,848	-	-	32,848	25,670
Travel and subsistence	6,579	2,193	-	8,772	15,006
Consultancy costs	-	16,959	-	16,959	32,187
Rent and rates	-	44,975	-	44,975	40,504
Accountancy costs	-	30,050	-	30,050	19,237
Insurance	-	1,591	-	1,591	1,786
Other staff costs	-	17,939	-	17,939	5,406
Office costs	-	16,854	-	16,854	20,258
Subscriptions	-	1,270	-	1,270	329
Professional Fee	-	15,109	-	15,109	-
Board and governance costs	-	-	1,224	1,224	5,633
Administrative costs	-	133	-	133	1,218
Independent examination fees	-	-	3,040	3,040	2,500
Depreciation	-	1,725	-	1,725	2,147
	330,481	207,513	4,264	542,258	473,095

7. COMPARATIVE
CHARITABLE ACTIVITIES 2022

	Programme Costs	Core Operational Expenses	Governance Costs	Total Costs 2022
	£	£	£	£
Staff costs	270,646	30,568	-	301,214
Programme costs	25,670	-	-	25,670
Travel and subsistence	12,755	2,251	-	15,006
Consultancy costs	-	32,187	-	32,187
Rent and rates	-	40,504	-	40,504
Accountancy costs	-	19,237	-	19,237
Insurance	-	1,786	-	1,786
Other staff costs	-	5,406	-	5,406
Office costs	-	20,258	-	20,258
Subscriptions	-	329	-	329
Board and governance costs	-	-	5,633	5,633
Administrative costs	-	1,218	-	1,218
Independent examination fees	-	-	2,500	2,500
Depreciation	-	2,147	-	2,147
	309,071	155,891	7,027	473,095

8. STAFF COSTS

	Total 2023 £	Total 2022 £
Wages and salaries	320,114	269,839
Social security costs	2,449	24,675
Pensions	8,206	6,700
	349,769	301,214

The average monthly number of employees during the year was 10 (2022 - 9).

No employee received total employee benefits (excluding employer pension costs) over £60,000 (2022 - 1).

During the year, the charity incurred costs totalling £70,779 (2022 - £75,081), including employer's NIC and employer's pension, in respect of key management personnel.

9. TRUSTEES

None of the trustees (or any persons connected with them) received any remuneration during the year, or in the prior year. None of the trustees (2022 - 1) were reimbursed for expenses during the year (2022-£137).

10. COMPARATIVE FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted	Restricted	Total
	2022	2022	2022
	£	£	£
INCOME FROM			
Donations	150,738	-	150,738
Grant income	115,411	249,057	364,468
Other income	20,103	-	20,103
Investment income	152	-	152
	286,404	249,057	535,461
EXPENDITURE ON			
Raising funds	39,572	-	39,572
Charitable activities	284,577	188,518	473,095
	324,149	188,518	512,667
NET (EXPENDITURE) / INCOME			
	(37,745)	60,539	22,794
Fund Transfer	(2,982)	2,982	
NET MOVEMENT IN FUNDS			
	(40,727)	63,521	22,794
Fund balances at 01/01/2023	78,218	18,438	96,656
Fund balances at 31/12/2023			
	37,491	81,959	119,450

11. TANGIBLE FIXED ASSETS

	Computer equipment £	Total £
Cost or valuation		
At 1 January 2023	11,777	11,777
Disposal	(450)	(450)
	11,327	11,327
Depreciation		
At 1 January 2023	7,353	7,353
Charge for the year	1,725	1,725
	9,078	9,078
Carrying amount		
At 1 January 2023	4,424	4,424
At 31 December 2023		
	2,249	2,249

12. DEBTORS

	Total 2023 £	Total 2022 £
Other debtors	6,929	7,983
Prepayments	7,699	8,567
	14,628	16,550

13. CREDITORS

	Total 2023 £	Total 2022 £
Trade creditors	16,965	12,122
Taxation and social security	10,014	7,772
Other creditors	2,283	4,324
Accruals	3,240	2,500
	32,502	26,718

14. RETIREMENT BENEFIT SCHEMES

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £8,206 (2022 - £6,700).

15. MOVEMENT IN FUNDS

	At 01/01/2023 £	Incoming resources £	Resources expended £	At 31/12/2023 £
Unrestricted funds				
General funds	37,491	276,066	230,397	83,159
Restricted funds				
Employability Programme Fund	81,959	317,139	334,374	64,725
	119,450	593,205	564,771	147,884

The Employability Programme Fund

The Employability Programme Fund is used to continue the charity's comprehensive programme, comprising workshops, coaching, vocational placements, training, education and formal learning designed to support women survivors of human trafficking and modern day slavery, as they transition from emergency care through long term support and sustainable freedom. The Employability Programme Fund also includes the Survivor Network renamed as The CREW in 2023, which supports women survivors in a peer to peer environment for long term leadership development and socialisation.

16. COMPARATIVE MOVEMENT IN FUNDS

	At 01/01/2022 £	Incoming resources £	Resources expended £	Fund Transfer £	At 31/12/2022 £
Unrestricted funds					
General funds	78,218	286,404	324,149	(2,982)	37,491
Restricted funds					
Employability Programme Fund	18,438	249,057	188,518	2,982	81,959
	96,656	535,461	512,667	-	119,450

Funds £2,982 transferred from unrestricted to restricted to cover overspend in SmallWood Trust expenditure

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

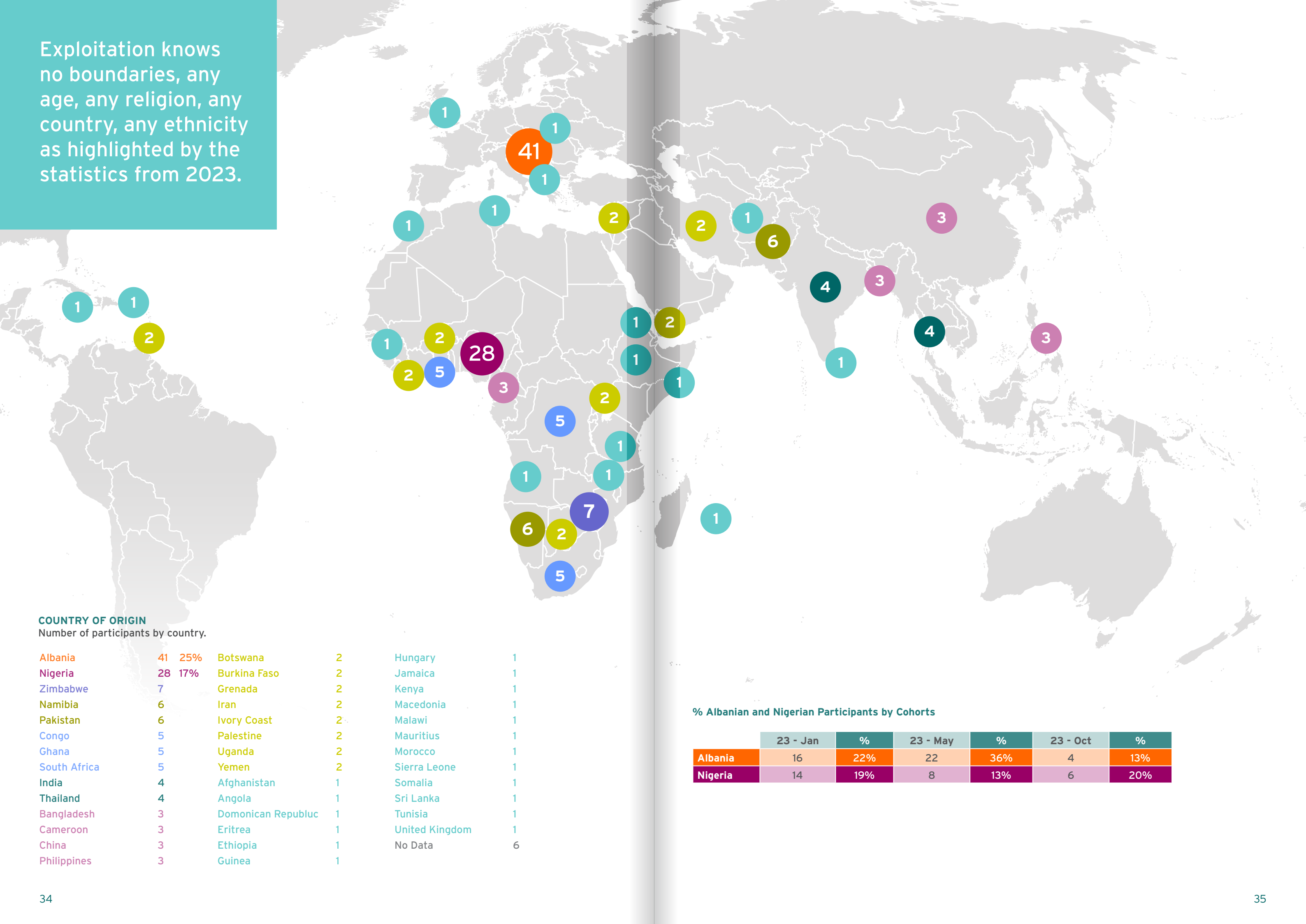
	Unrestricted	Restricted	
	funds	funds	Total
	£	£	£
Tangible assets	2,249	-	2,249
Debtors	14,628	-	14,628
Cash at bank and in hand	98,784	64,725	163,509
Creditors: amounts falling due within one year	(32,502)	-	(32,502)
	83,159	64,725	147,884

18. RELATED PARTY TRANSACTIONS

During the year, donations were received from trustees, key management, and related parties totalling £Nil (2022: Nil). No restrictions or conditions were attached to any of these donations. There were no other related party transactions requiring disclosure in either the current or prior years.

19. CASHFLOWS FROM OPERATING ACTIVITIES

	2022	2022
	£	£
Surplus/(Deficit)	28,434	22,794
Depreciation	1,725	2,147
Loss/(profit) on disposal of FA asset	-	-
Interest		
Changes in debtors	1,922	-1,664
Changes in creditors	5,784	-6,506
	37,865	16,771



Exploitation knows no boundaries, any age, any religion, any country, any ethnicity as highlighted by the statistics from 2023.

COUNTRY OF ORIGIN

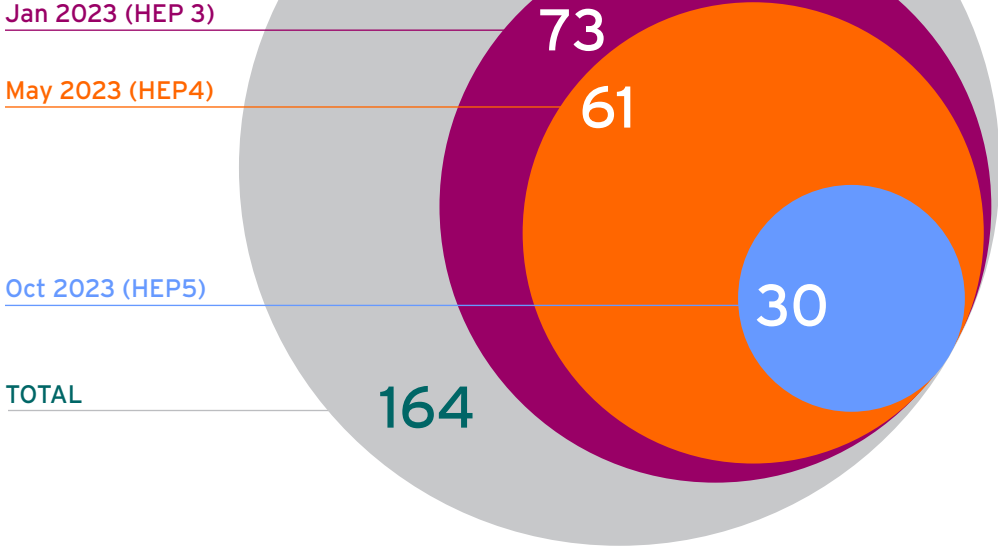
Number of participants by country.

Albania	41	25%	Botswana	2
Nigeria	28	17%	Burkina Faso	2
Zimbabwe	7		Grenada	2
Namibia	6		Iran	2
Pakistan	6		Ivory Coast	2
Congo	5		Palestine	2
Ghana	5		Uganda	2
South Africa	5		Yemen	2
India	4		Afghanistan	1
Thailand	4		Angola	1
Bangladesh	3		Domonican Republuc	1
Cameroon	3		Eritrea	1
China	3		Ethiopia	1
Philippines	3		Guinea	1

% Albanian and Nigerian Participants by Cohorts

	23 - Jan	%	23 - May	%	23 - Oct	%
Albania	16	22%	22	36%	4	13%
Nigeria	14	19%	8	13%	6	20%

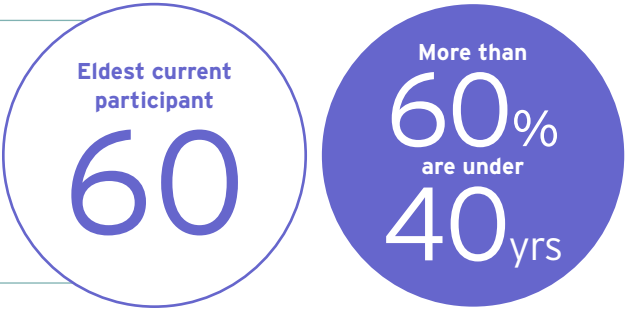
EP Cohorts Onboarded in 2023



EXPLOITATION

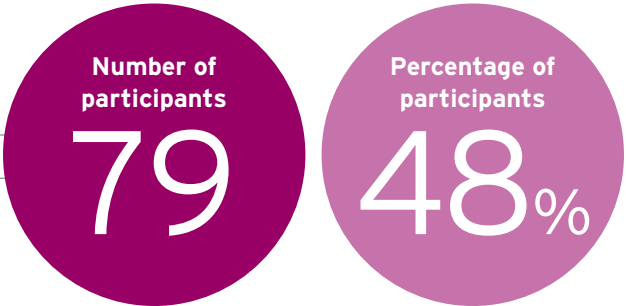
Type of exploitation	Number of participants	Percentage of participants
Sexual Exploitation	80	49%
Domestic Servitude	30	18%
Domestic Servitude, Forced Labour	8	5%
Forced Labour	8	5%
Forced Marraige	3	2%
Domestic Servitude, Forced Labour, Sexual Exploitation	2	1%
Domestic Servitude, Sexual Exploitation	2	1%
Domestic Servitude, Forced Labour, Forced Crime	2	1%
Forced marriage, Domestic Servitude	4	2%
Forced Crime	1	1%
Forced Labour, Sexual Exploitation	1	1%
Forced Marriage, Sexual Exploitation	3	2%
Other	5	3%
No Data	14	9%

Participants Age Range at Onboarding	Number of participants	Percentage of participants
18 - 29	50	30%
30 - 39	60	37%
40 - 49	36	22%
50 - 59	9	5%
60+	1	1%
No Data	8	5%



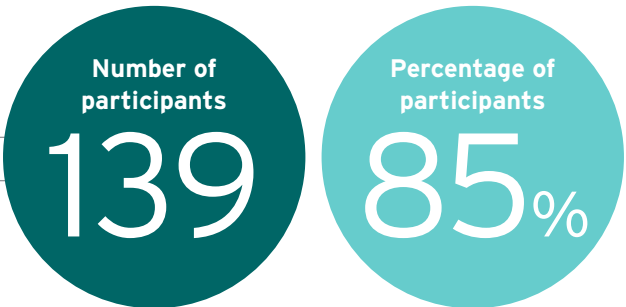
Participants disclosed experiencing mental health issues like PTSD, depression, anxiety, and low moods etc

Participants with mental health disclosures

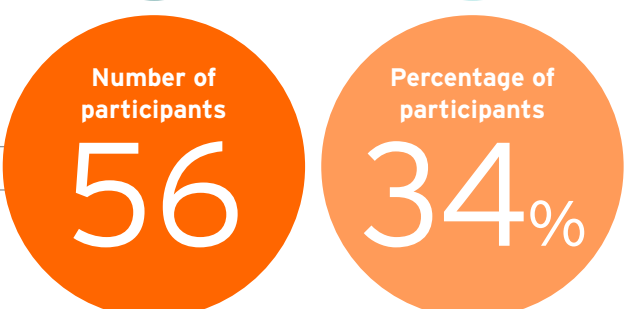


Legal routes to sustainable freedom continue to be challenging leaving survivors susceptible to re-trafficking.

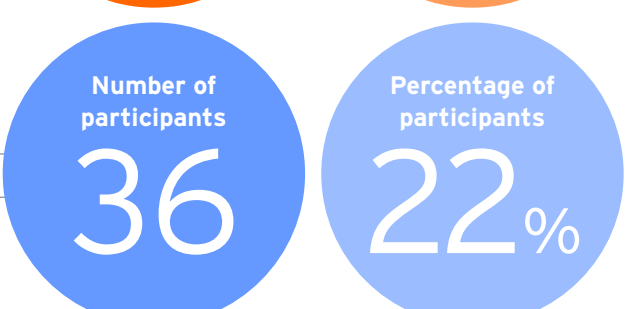
Participants in the National Referral Mechanism (NRM)

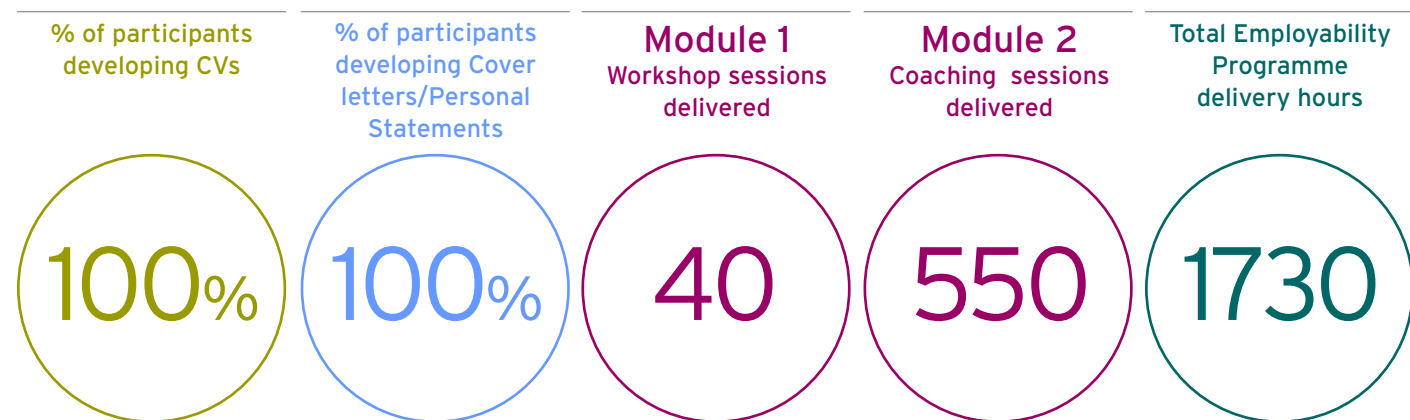


Participants with the Right To Work

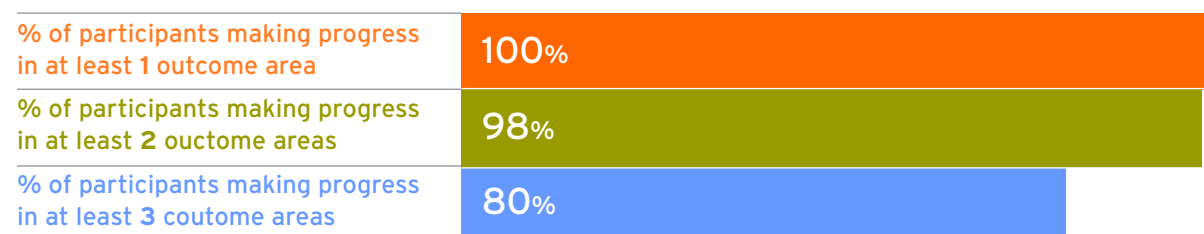


Participants with dependant children under the age of 5yo





WORKSTAR OUTCOME AREAS



*Participants are reviewed using the Workstar as a means of tracking progress in 7 Outcome Areas: Job skills & experience, aspiration & motivation, job search skills, stability, basic skills, workplace & social skills, health & wellbeing

Number of Attendees at CREW Events

THE CREW

179



SOPHIE HAYES

FOUNDATION 

Sustainable freedom from human trafficking

For more information, visit sophiehayesfoundation.org
or email info@sophiehayesfoundation.org

Registered England & Wales Charity No: 1145176
Registered Company No: 7886303 Charity
Address: 107-111 Fleet Street,
London EC4A 2AB, United Kingdom

SOPHIE HAYES FOUNDATION

England & Wales - Charity number 1145176

Accounts



SOPHIE HAYES

FOUNDATION

2022

ANNUAL REPORT

Annual Report and
Unaudited Financial Statements
For year ending 31 December 2022

Registered company number: 07886303 (England & Wales)
Registered charity number: 1145176

Officers and Trustees

Nicola Murphy	Chair	Appointed 01/05/2022	Current
Laura Haynes	Trustee		Current
Leanne Wright	Trustee		Current
Alexandra Cole-Hamilton	Trustee		Current
Miriam Nackasha	Trustee		Current
Mamoonah Shah	Trustee		Current
John Millidge	Treasurer		Resigned 31/12/2022
Sara Hyde	Trustee		Resigned 18/02/2022
Wouter Putman	Trustee	Appointed 01/01/2023	Current
Rachel Turk	Trustee	Appointed 01/06/2023	Current
Danielle Bekker	Trustee	Appointed 01/06/2023	Current
Graham Stanton	Company Secretary		Current

Registered Company Number: 07886303 (England & Wales)

Registered Charity Number: 1145176

Registered Address: 107-111 Fleet Street
London EC4A 2AB

Bankers: HSBC Bank Plc
281 Chiswick High Road
Chiswick, London W4 4HJ

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

The Foundation	Pages 4-5
Chair’s Remarks	Pages 6-7
2022 Highlights	Pages 8-13
Notes to the Financial Statements	Page 15
Independent Examiner’s Report	Page 16
Statement of Financial Activity	Pages 17-32
2022 Statistics	Pages 34-41

SOPHIE HAYES FOUNDATION

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their annual report together with the financial statements of Sophie Hayes Foundation for the year ended 31 December 2022. 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).

THE FOUNDATION

Sophie Hayes Foundation was founded in 2011 by Sophie, a British girl trafficked from the UK to Italy. Our work supports survivors of modern slavery and human trafficking on one part of their journey towards sustainable freedom.

With the help of financial support through donations, we fund Employability Programmes for survivors of modern slavery and human trafficking. Our funding comes from trusts and foundations, individuals, and corporations.

PURPOSE, VISION, VALUES

Purpose

A better future for every survivor of modern slavery and human trafficking, which means a better society for all.

Vision

A society that views and treats survivors of modern slavery and human trafficking with respect and allows every freed survivor to realise their potential, achieve their goals and a better future.

By putting the needs of each survivor at the centre of our activities, we will develop programmes that are relevant and help to remove the barriers to sustainable freedom.

We will be a valued, independent voice and an actor for change, working with the right partners to create greatest impact.

Values

We are courageous

Inspired by the courage and fearlessness of our survivors, we bravely challenge the status quo, and we work tirelessly for change and a better future for our survivors. We look forward, show personal courage, and go beyond the status quo.

We act with integrity & respect

Our relationships with survivors, partners and with each other are shaped by deep mutual respect, honesty, and confidentiality. We do the right thing by survivors, and always do what we say.

We are an open and inclusive community

We think everyone has a valued voice and we work with others, (and with each other), to find the right solutions for the best interests of survivors. We work creatively, patiently and invite strong partnerships..

We respond well to change

We don't stand still, and we face challenges with agility and determination. We are a dynamic organisation that responds to the evolving demands of survivors. We believe that we can all develop and grow to achieve our full potential.

SOPHIE HAYES FOUNDATION

OBJECTIVES

Sophie Hayes Foundation supports survivors of human trafficking or other forms of modern slavery, by providing programmes that lead to future employment, thus removing some of the barriers to sustainable freedom. These include coaching and mentoring, vocational work placements, internships, volunteer opportunities, training, and formal education.

The objectives are met through:

Employability Programmes

We provide unique programmes to support survivors to develop various skills through in person and remote group workshops, one to one sessions, remote learning, group coaching, work placements, access to training, and formal education.

Raising Awareness

We promote awareness of human trafficking and modern slavery, its causes, and adverse consequences, with an aim to assist in the reduction and eradication of this crime in all its manifestations.

Survivor support

We support survivors of human trafficking and modern slavery across London and the South, Birmingham and the West Midlands, and Manchester and the North.

Survivor support is also delivered through CREW. The former survivor network relaunched as the Creative Resilient Empowered Women in 2021. A network for all survivors past and present, managed and governed by a survivor committee.

We provide long-term, discrete, safe support and assistance to survivors seeking our help.

Research

We provide credible research on topics related to modern slavery and engage with academics and institutions specialising in human trafficking.

Awareness

We recognise a greater understanding and awareness of the issues created as survivors tell their stories. This knowledge enables us to create effective programmes, and work with others for better protection and systemic change.

CHAIR'S REMARKS

I am incredibly proud to be writing this report on behalf of the trustees as the new Chair of the Sophie Hayes Foundation, having joined in May 2022 to help survivors of modern slavery and human trafficking realise their own ambitions.

Having successfully navigated the challenges of the COVID pandemic, Sophie Hayes Foundation has experienced huge growth this year; and as the Charity has grown, so has the confidence and skills of the survivors we have supported. The committee for our programme alumnae, CREW (Creative, Resilient, Empowered Women), appointed its first chair and have helped in the development of programme participants by organising and hosting networking and professional development events. In addition, this year, we welcomed two survivors as employees, a Board aspiration for many years and we are pleased that this milestone has been reached.

One of the great strengths of our organisation is in the relationships that we have built with a number of committed partners. This year, working with Liberty of London and the International Slavery Museum, and with the guidance of expert quilter Jenni Smith, our survivors across the UK created The Freedom Quilt – a spectacular and moving piece that demonstrates their individual stories of progress and hope. The Freedom Quilt has been donated to, and is now on display at the International Slavery Museum in Liverpool and I would encourage all readers to go and see it and learn more about the story of its creation. I'd like to thank everyone who was involved in this project.

It is disappointing to note that some recent political and social narrative as covered in the media seem unable to separate the horrors of human trafficking and slavery from immigration concerns. As an organisation, Sophie Hayes Foundation is gravely concerned about the impact of changes to immigration legislation on victims and their ability to get the support they need, whether or not they remain in the UK in the medium to long term.

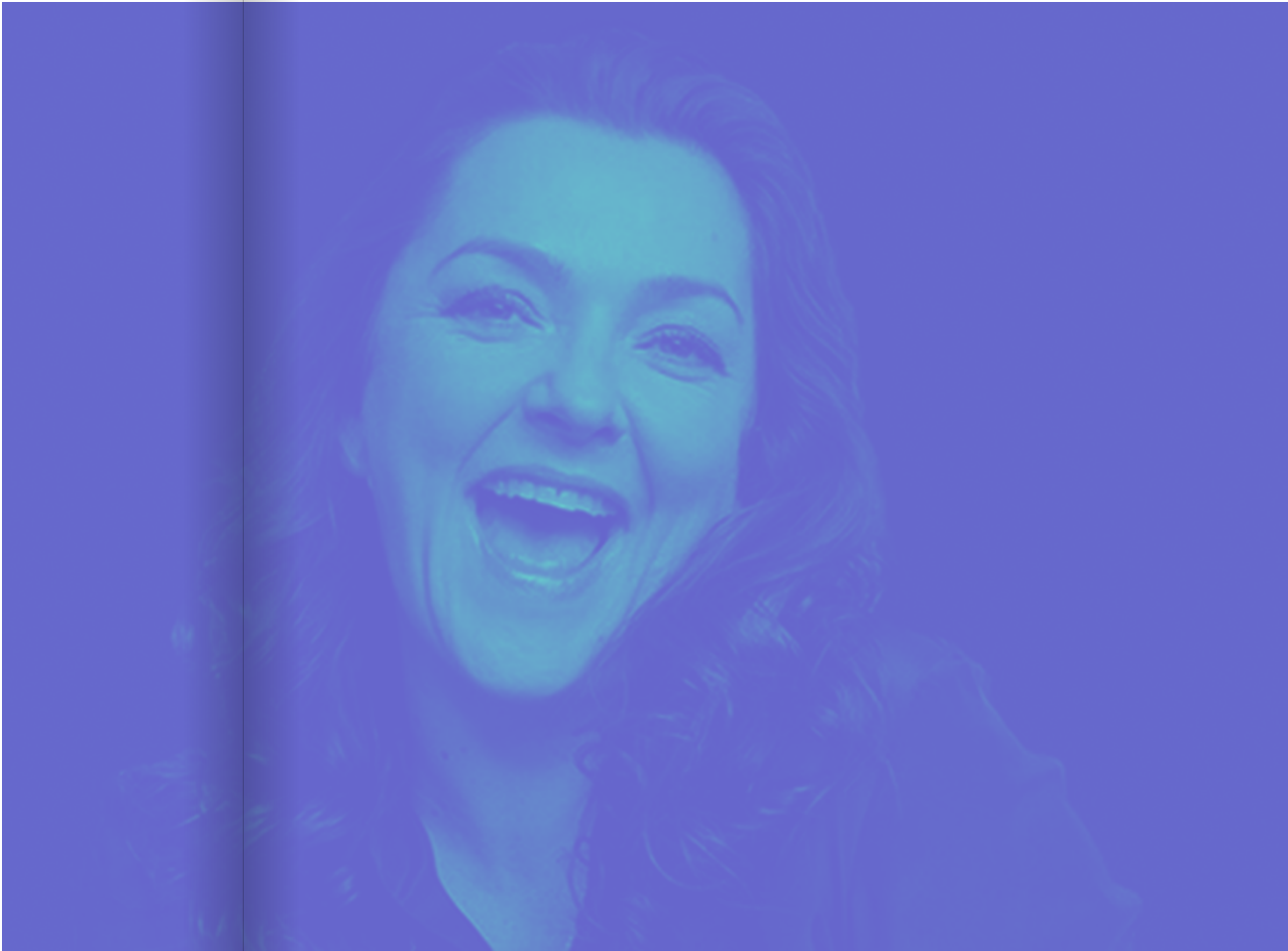
The number of victims of human trafficking and modern slavery continues to rise and it's likely the survivors of these crimes will need the help of our organisation more than ever before. With our dedicated staff, consultants and volunteers, and the continued support of existing and new donors and partners, I am certain the Sophie Hayes Foundation can rise to the challenge.

I'd like to thank the entire team of employees at Sophie Hayes Foundation for their continued contribution and their passion for our mission without which we could not continue to help so many people. I would also like to thank our wonderful volunteers who give so much of their time and expertise, our donors and business partners who make our work possible, our dedicated Board of Trustees who have worked tirelessly to support the organisation and all of the individuals and organisations who support us by donating their time, funds, networks, or by providing support to survivors directly by delivering training or work opportunities.

Most of all, thank you to each and every survivor – for inspiring us, every day.



NICOLA MURPHY



“Sophie Hayes Foundation has experienced huge growth this year; and as the Charity has grown, so has the confidence and skills of the survivors we have supported. The committee for our programme alumnae, CREW (Creative, Resilient, Empowered Women), appointed its first chair and have helped in the development of programme participants by organising and hosting networking and professional development events. In addition, this year, we welcomed two survivors as employees, a Board aspiration for many years and we are pleased that this milestone has been reached.”

NICOLA MURPHY

JANUARY

New Remote Employability Programme started with 40 participants.

Liverpool University “Modern Slavery A Gendered Issue” panel for IWD with Dame Sara Thornton (outcome of the event: discussion for the University to offer M3 placements, student volunteering and possible joint research).

Right To Work (RTW) round table to discuss the possible of standardising training for survivors in the NRM into employment.

Secured £744,000 from The National Lotteries Community Fund for 3 years funding - making it possible to expand programmes and recruit additional and new staff roles.

Secured £150,000 from Garfield Weston for 3 years funding.

FEBRUARY

New Anti-Slavery CEO Steering Group lead on UK advocacy and campaigns for legislative change.

By invitation membership: Freedom Fund. Unseen. Anti-Slavery International. Justice and Care. Arise.

The Foundation gains direct access to campaigns globally and nationally, whilst using this powerhouse group's resources to push on reform for employment and education access for survivors.

MARCH

Hosted an internal Inspirational Women annual event with 70 survivors. Guest panel: Catherine Woodhead (CEO at Muscular Dystrophy UK), Alison Scowen (Senior Public Affairs Manager at The Cooperative Group), Abigail Marshall Katung (Councillor Little London and Woodhouse),

Alison Lowe OBE (West Yorkshire Deputy Mayor for Policing and Crime (DMPC), Meenal Schdev (Director and Trustee (Chair) Shiva Foundation and Councillor for Borehamwood Hillside Ward).

Announced as Six Agency's Charity of Choice for 2022.

APRIL

CREW piloted HPE Cyber Security Training. “I have had lots of training on online safety, but this was the best I've been to.”

First Chair appointed to CREW (survivor network) Committee. “As the first Chairperson for the CREW Committee, I feel very honoured...but most importantly, I feel motivated to make sure that I take on this very important role to the best of my ability.”

MAY

Celebrated our 10th anniversary event with 71 colleagues, partners, funders, and potential friends.

CREW hosted the evening and received recognition from all attendees for their humanity and bravery.

Shiva hotels and Liberty were recognised for their commitment to Sophie Hayes Foundation.

Creation of PartnerUp - to engage businesses in igniting a future by offering opportunities to survivors for volunteering, work placements, shadowing. “Businesses don't understand the best therapy for us is to give us opportunity to move forward”. PartnerUp also created a fundraising opportunity for businesses to pledge £1000 per placement offer.

The Foundation welcomed Nicola (Nicki) Murphy, Chief Executive Officer at The River Group, as the Sophie Hayes Foundations' Board of Directors Chair.

JUNE

New Hybrid Employability Programme launched with 35 participants, and a return to some in-person sessions.

This was the first group to participate in Cyber Security Training.

First 2 survivors welcomed to our team as employees. "When I started the Employability Programme a few years ago, I never dreamt I would go from participant to a member of the staff team." "It is such a privilege to work with the survivors, and to share that I understand their journey. It is my journey too."

AUGUST

Freedom Quilt unveiled at Festival of Quilts for fundraising and awareness raising. One of our visitors left the following message for our survivors "When you look at me, you wouldn't think that I am a survivor myself too. You can do

amazing things. Life is never over until it is over. There is hope as long as there is life. Your past doesn't define your future. You don't become what others define. You can become whatever you want."

OCTOBER

Freedom Quilt official launch at the International Slavery Museum in Liverpool attended by 20 survivors from across the regions.

New Hybrid Employability Programme cohort started with 46 participants.

First graduations for participants across all regions. Special gratitude to Ashurst for hosting our London cohort.

JULY

First Module 3 online session hosted: "It was great, and I feel so inspired. I can't wait for the next session."

Launch of the new participant zone on website listing placement opportunities.

SEPTEMBER

Freedom Quilt unveiling exhibition at Liberty of London.

NOVEMBER

Launch of our Winter Fabric Appeal with off-cuts of Liberty Fabric.

THE CLASS OF 2022. SURVIVOR SUCCESS

Throughout the year, many survivors graduated from the Sophie Hayes Employability Programme. Here are some of their stories and conclusions.



CLAIRE

I heard the name Employability Programme and I knew it was about preparing me for employment, which is exactly what it is and more because I was able to increase my confidence. I was able to move on to do other courses, I was able to do other things pertaining to job and employment. And also, it improved my sociability, my social life.. Because since then I have two friends. I was able to interact more with people as well.

I met my new friends through another group, a church group. I wasn't able to socialise before, I was really kind of bit shy and I wasn't able to speak up. But now I'm a bit more open I think, because of the programme.



ORLA

The most useful in the programme was divulging in our skills. When I first joined the programme, they start asking us about our strengths. And then it woke something up in me because I realise that I still got these strengths in me and I was awakened and I think I have been going from strength to strength since then. I've done my CV, the CV was good as well, I've done my cover letter and I've been coached to go on interviews. That was very important as well.

But most of all as well, was the relationship with the people on the programme. They make you feel at home. Because you have been through something difficult in your life, I felt that I wasn't alone and I could go forward and be happy in my life again by doing something. That's how I felt.



CHRISTY

I really enjoyed being part of the quilt. I went to see it and it's so big and overwhelming. I am so impressed with all the work that we have done and very grateful for being involved in such a great project. I would encourage anyone to join the work that Sophie Hayes does. I am really grateful and look forward to seeing it at the museum



FATIMA

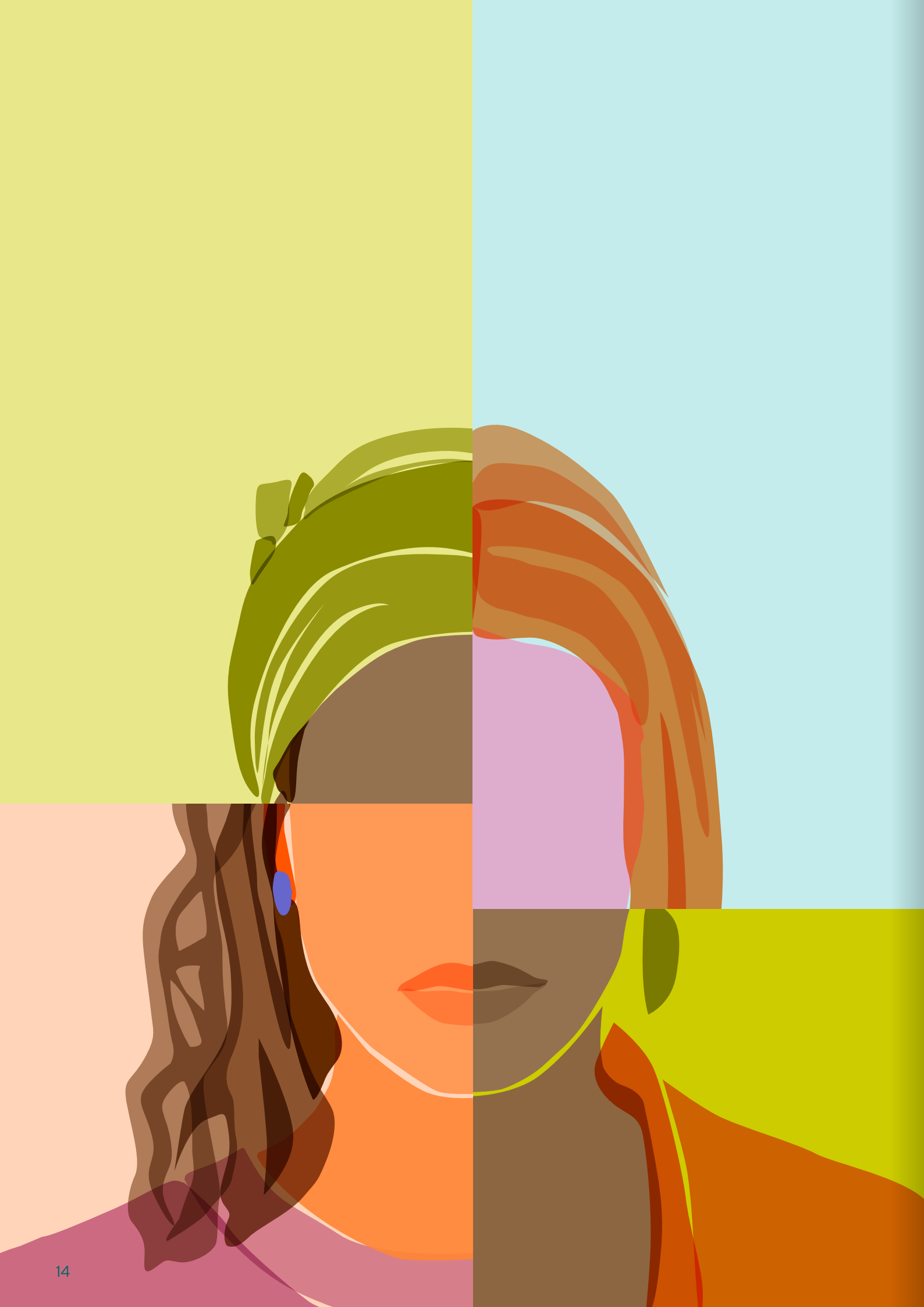
Since joining the programme, my persona has changed, my whole person has changed. I'm more confident, I'm not as shy as I was before. I'm not all there as yet, but I'm getting there. I'm able to speak more openly to people and interact better, I think. I was in a very depressed place, but I'm studying and knowing that I've got something to look forward to is helping me out of depression.

THERESA

I joined the Employabilty Prgramme in 2022. I am now in Module 3 and I did my work placement at a hotel in London. The placement was the best part of the programme for me because it showed me that I can actually do all those things. In the five weeks I was able to work in housekeeping and the kitchen. I worked as a porter as well as a week on pastries in the kitchen adn I also made coffee in the bar as a barista.

Because they said it was a placement, my expecations is I can do housekeeping but I didn't realise that I will do a different kind of training there, so I enjoyed it.





FINANCIAL REVIEW

The Charity recorded a net surplus of £22,794 for the year, largely due to funding received for The National Lottery, compared to a £122,681 deficit in the previous year. As a result, Funds increased to £119,450 on 31 December 2022 (2021- £96,656).

SHF income in 2022 totalled £535,461 (2021 – £340,847). Other than The National Lottery, Christmas Appeal also contributed £17,481, included in Other income, which is the first time fundraising event.

The cost of raising funds, at £39,572 was higher than last year (2021 - £20,045). The cost of raising funds includes consultancy cost, cost of Christmas appeal, marketing, and events etc.

Charitable activities during the year were £29,612 greater at £473,095 (2021 - £443,483). In this period, programme costs were £309,071 (2021 – £261,732), support costs were £155,891 (2021 – £174,724) and Governance cost was £8,133 (2021 – £7,027).

Total funds at the year-end amounted to £119,450 (£96,656 in 2021). In which £37,491 (£78,218 in 2021) is unrestricted, and £81,959 (£18,438 in 2021) is restricted.

RESERVES POLICY

SHF seeks to maintain an amount equal to the next 3 to 6 months of fixed operating expenses in reserve, to ensure the charity:

- has sufficient working capital to continue to promote its objectives;
- is protected from the risk of disruption at short notice due to lack of funding; and
- can meet its contractual financial obligations

The reserves are made up of unrestricted cash, and the amount of the reserves is set against the budget for the relevant period.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Sophie Hayes Foundation was incorporated on 19 December 2011 and is a private company limited by guarantee.

The company is governed by the memorandum and articles of association under which the board of directors are appointed, and the management of the charity is set out. The charity adopted revised articles of association on 21 October 2021.

Sophie Hayes Foundation is governed by a board of directors (Trustees). In selecting persons to be appointed, the Trustees consider the skills, experience and commitment of potential trustees and the contributions they can make to complement the existing board of trustees.

The usual term of office for a trustee is three years, at the end of which they shall retire unless reappointed. Other than in exceptional circumstances, no trustee shall serve for more than six consecutive years on the board.

In preparing this report, the trustees have taken advantage of the small companies' exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Board of Trustees on 21st September 2023 and signed on their behalf by:

Nicola Murphy
Chair

Independent Examiner's Report to the Trustees of Sophie Hayes Foundation

For the year ending 31 December 2022

I report to the charity's trustees on my examination of the accounts of Sophie Hayes Foundation ("the Charity") for the year ended 31 December 2022.

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

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

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

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

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

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

Martin Bailey FCA

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

Martin Bailey

Date: 25-09-23

Statement of Financial Activities For the year ending 31 December 2022

	Notes	Unrestricted Fund £	Restricted Fund £	2022 Total £	2021 Total £
INCOME FROM					
Donations	2	150,738	-	150,738	201,671
Grant income	3	115,411	249,057	364,468	137,987
Other income	4	20,103	-	20,103	1,181
Investment income		152	-	152	8
		286,404	249,057	535,461	340,847
EXPENDITURE ON					
Raising funds	5	39,572	-	39,572	20,045
Charitable activities	6	284,577	188,518	473,095	443,483
		324,149	188,518	512,667	463,528
NET INCOME / (EXPENDITURE)		(37,745)	60,539	22,794	(122,681)
Fund Transfer		(2,982)	2,982	-	-
NET MOVEMENT IN FUNDS		(40,727)	63,521	22,794	(122,681)
Fund balances at 01/01/2022		78,218	18,438	96,656	219,337
Fund balances at 31/12/2022		37,491	81,959	119,450	96,656

Balance Sheet

At 31 December 2022

		2022	2022	2021	2021
		£	£	£	£
	Notes				
FIXED ASSETS					
Tangible assets	11		4,424		5,012
CURRENT ASSETS					
Debtors	12	16,550		14,886	
Cash at bank and in hand		125,194		109,982	
		141,744		124,868	
Creditors:					
amounts falling due					
within one year	13	26,718		33,224	
Net current assets			115,026		91,644
TOTAL ASSETS LESS					
CURRENT LIABILITIES			119,450		96,656
FUNDS					
Unrestricted funds	15		37,491		78,218
Restricted funds	15		81,959		18,438
			119,450		96,656

Statement of Cash Flows

At 31 December 2022

	2022	2021
	£	£
<u>Cashflows from operating activities:</u>		
Net cash (used in)/provided by operating activities	16,771	(106,396)
<u>Cashflows from investing activities:</u>		
Purchase of tangible fixed assets	(1,559)	(1,980)
Net cash (used in)/provided by investing activities	(1,559)	(1,980)
Change in cash and cash equivalents in the year	15,212	(108,376)
Cash and cash equivalents brought forward	109,982	218,358
Cash and cash equivalents carried forward	125,194	109,982

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- a) ensuring the charitable company keeps accounting records that comply with Section 386 and 387 of the Companies Act 2006 and
- b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the board of trustees on 21st September 2023 and were signed on its behalf by:



Leanne Wright
Trustee



Nicola Murphy
Chair

The notes on pages 20 to 31 form part of these financial statements.

1. ACCOUNTING POLICIES

General Information

Sophie Hayes Foundation is a company limited by guarantee, incorporated in England and Wales, and recognised as a charity with the Charity Commission in England and Wales. The charity's objects are stated in the Trustees' Report.

Basis for preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared in sterling, the functional currency of the charity, and monetary amounts in these financial statements have been rounded to the nearest £.

Company status

The company is a company limited by guarantee. In the event that the charitable company is wound up, the liability in respect of the guarantee is limited to £1 per member.

Income

Income is recognised in the Statement of Financial Activities once the charity has entitlement to the income, it is probable that the income will be receivable, any performance conditions attached to the item(s) of income have been met and the amount of income can be measured reliably. Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Resources expended

Expenditure is recognised as soon as there is a legal or constructive obligation committing the charitable company to that expenditure, it is probable that a transfer of economic benefit will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise the costs associated with attracting voluntary income and costs of fundraising.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

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 are unrestricted funds that are earmarked for a particular purpose by the Trustees.

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 aim and use of each restricted fund is set out in Note 15 to the financial statements.

Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives on the following basis:

- Computer equipment - 4 years straight line

Gains and losses on disposal are determined by comparing the proceeds with the carrying amounts and are recognised in Statement of Financial Activities.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Cash at bank an 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.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Basic financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Balance Sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Pension costs and other post-retirement benefits

The charity has arranged a defined contribution scheme for its employees. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial Sustainability

The charity is reliant upon voluntary income, predominantly in the form of donations and restricted grants, to fund its activities. After reviewing the plans for the charity for a period of at least 12 months from the date of approval of financial statements, including expected income and anticipated expenditure, the trustees consider that there are no material uncertainties regarding financial sustainability and therefore that the financial statements are appropriately prepared on a financial sustainability basis.

Judgements and estimates

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

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The trustees have not identified any estimates and 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.

2. DONATIONS AND LEGACIES

	Unrestricted	Restricted	Total	Total
	2022	2022	2022	2021
	£	£	£	£
Individual donations	130,288	-	130,288	32,940
Corporate donations	20,450	-	20,450	168,731
	150,738	-	150,738	201,671

In the prior year, the charity received donated tablet computers from a corporate sponsor with a value of £4,000, used within the charity's remote programmes. No such donation was received in 2022.

3. GRANT INCOME

	Unrestricted	Restricted	Total	Total
	2022	2022	2022	2021
	£	£	£	£
Grant income	115,411	249,057	364,468	137,987

4. OTHER INCOME

	Unrestricted	Restricted	Total	Total
	2022	2022	2022	2021
	£	£	£	£
Service income	-	-	-	1,181
Other income	20,103	-	20,103	-
	20,103	-	20,103	1,181

Other income represents amounts received from the sale of Liberty fabrics, associated with the charity's Freedom Quilt, and includes amounts claimed via Gift Aid.

5. COST OF RAISING FUNDS

	Total	Total
	2022	2021
	£	£
Raising funds	39,572	20,045

6. CHARITABLE ACTIVITIES 2022

	Programme Costs	Core Operational Expenses	Governance Costs	Total Costs 2022	Total Costs 2021
	£	£	£	£	£
Staff costs	270,646	30,568	-	301,214	298,403
Programme costs	25,670	-	-	25,670	22,928
Travel and subsistence	12,755	2,251	-	15,006	6,693
Consultancy costs	-	32,187	-	32,187	19,960
Rent and rates	-	40,504	-	40,504	40,203
Accountancy costs	-	19,237	-	19,237	2,187
Insurance	-	1,786	-	1,786	1,126
Other staff costs	-	5,406	-	5,406	6,611
Office costs	-	20,258	-	20,258	34,056
Subscriptions	-	329	-	329	407
Board and governance costs	-	-	5,633	5,633	4,827
Administrative costs	-	1,218	-	1,218	1,522
Independent examination fees	-	-	2,500	2,500	2,200
Depreciation	-	2,147	-	2,147	2,360
	309,071	155,891	8,133	473,095	443,483

**7. COMPARATIVE
CHARITABLE ACTIVITIES 2021**

	Programme Costs	Core Operational Expenses	Governance Costs	Total Costs 2021
	£	£	£	£
Staff costs	232,698	65,710	-	298,403
Programme costs	22,928	-	-	22,928
Travel and subsistence	5,219	1,474	-	6,693
Consultancy costs	892	19,068	-	19,960
Rent and rates	-	40,203	-	40,203
Accountancy costs	-	2,187	-	2,187
Insurance	-	1,126	-	1,126
Other staff costs	-	6,611	-	6,611
Office costs	-	34,056	-	34,056
Subscriptions	-	407	-	407
Board and governance costs	-	-	4,827	4,827
Administrative costs	-	1,522	-	1,522
Independent examination fees	-	-	2,200	2,200
Depreciation	-	2,360	-	2,360
	261,732	174,724	7,027	443,483

8. STAFF COSTS

	Total 2022 £	Total 2021 £
Wages and salaries	269,839	273,435
Social security costs	24,675	18,680
Pensions	6,700	6,288
	301,214	298,403

The average monthly number of employees during the year was 9 (2021 - 10).

1 employee received total employee benefits (excluding employer pension costs) between £60,000-£70,000 (2021 – 1). The employer pension contributions for this employee were £1,950 (2021-£1,650).

During the year, the charity incurred costs totalling £75,081 (2021 - £63,022), including employer's NIC and employer's pension, in respect of key management personnel.

9. TRUSTEES

None of the trustees (or any persons connected with them) received any remuneration during the year, or in the prior year. 1 trustees was reimbursed for expenses (£137) during the year. £Nil in the prior year.

10. COMPARATIVE FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted	Restricted	Total
	2021	2021	2021
	£	£	£
INCOME FROM			
Donations	201,671	-	201,671
Grant income	38,000	99,987	137,987
Other income	1,181	-	1,181
Investment income	8	-	8
	240,860	99,987	340,847
EXPENDITURE ON			
Raising funds	20,045	-	20,045
Charitable activities	195,518	247,965	443,483
	215,563	247,965	463,528
NET INCOME	25,297	(147,978)	(122,681)
NET MOVEMENT IN FUNDS	25,297	(147,978)	(122,681)
Fund balances at 01/01/2021	52,921	166,416	219,337
Fund balances at 31/12/2021	78,218	18,438	96,656

11. TANGIBLE FIXED ASSETS

	Computer equipment £	Total £
Cost or valuation		
At 1 January 2022	10,218	10,218
Additions	1,559	1,559
	11,777	11,777
Depreciation		
At 1 January 2022	5,206	5,206
Charge for the year	2,147	2,147
	7,353	7,353
Carrying amount		
At 1 January 2022	5,012	5,012
At 31 December 2022	4,424	4,424

12. DEBTORS

	Total 2022 £	Total 2021 £
Other debtors	7,983	6,563
Prepayments	8,567	8,323
	16,550	14,886

13. CREDITORS

	Total 2022 £	Total 2021 £
Trade creditors	12,122	22,774
Taxation and social security	7,772	5,531
Other creditors	4,324	2,719
Accruals	2,500	2,200
	26,718	33,224

14. RETIREMENT BENEFIT SCHEMES

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £6,700 (2021 - £6,288).

15. MOVEMENT IN FUNDS

	At 01/01/2022 £	Incoming resources £	Resources expended £	Fund Transfer £	At 31/12/2022 £
Unrestricted funds					
General funds	78,218	286,404	324,149	(2,982)	37,491
Restricted funds					
Employability Programme Fund	18,438	249,057	188,518	2,982	81,959
	96,656	535,461	512,667	-	119,450

Funds £2,982 transferred from unrestricted to restricted to cover overspend in Smallwood trust expenditure.

The Employability Programme Fund

The Employability Programme Fund is used to continue the charity's comprehensive programme, comprising workshops, coaching, vocational placements, training, education and formal learning designed to support women survivors of human trafficking and modern day slavery, as they transition from emergency care through long term support and sustainable freedom. The Employability Programme Fund also includes the Survivor Network renamed as The CREW in 2022, which supports women survivors in a peer to peer environment for long term leadership development and socialisation.

16. COMPARATIVE MOVEMENT IN FUNDS

	At 01/01/2021 £	Incoming resources £	Resources expended £	At 31/12/2021 £
Unrestricted funds				
General funds	52,921	240,860	215,563	78,218
Restricted funds				
Employability Programme Fund	166,416	99,987	247,965	18,438
	219,337	340,847	463,528	96,656

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	Total
	£	£	£
Tangible assets	4,424	-	4,424
Debtors	16,550	-	16,550
Cash at bank and in hand	43,235	81,959	125,194
Creditors: amounts falling due within one year	(26,718)	-	(26,718)
	37,491	81,959	119,450

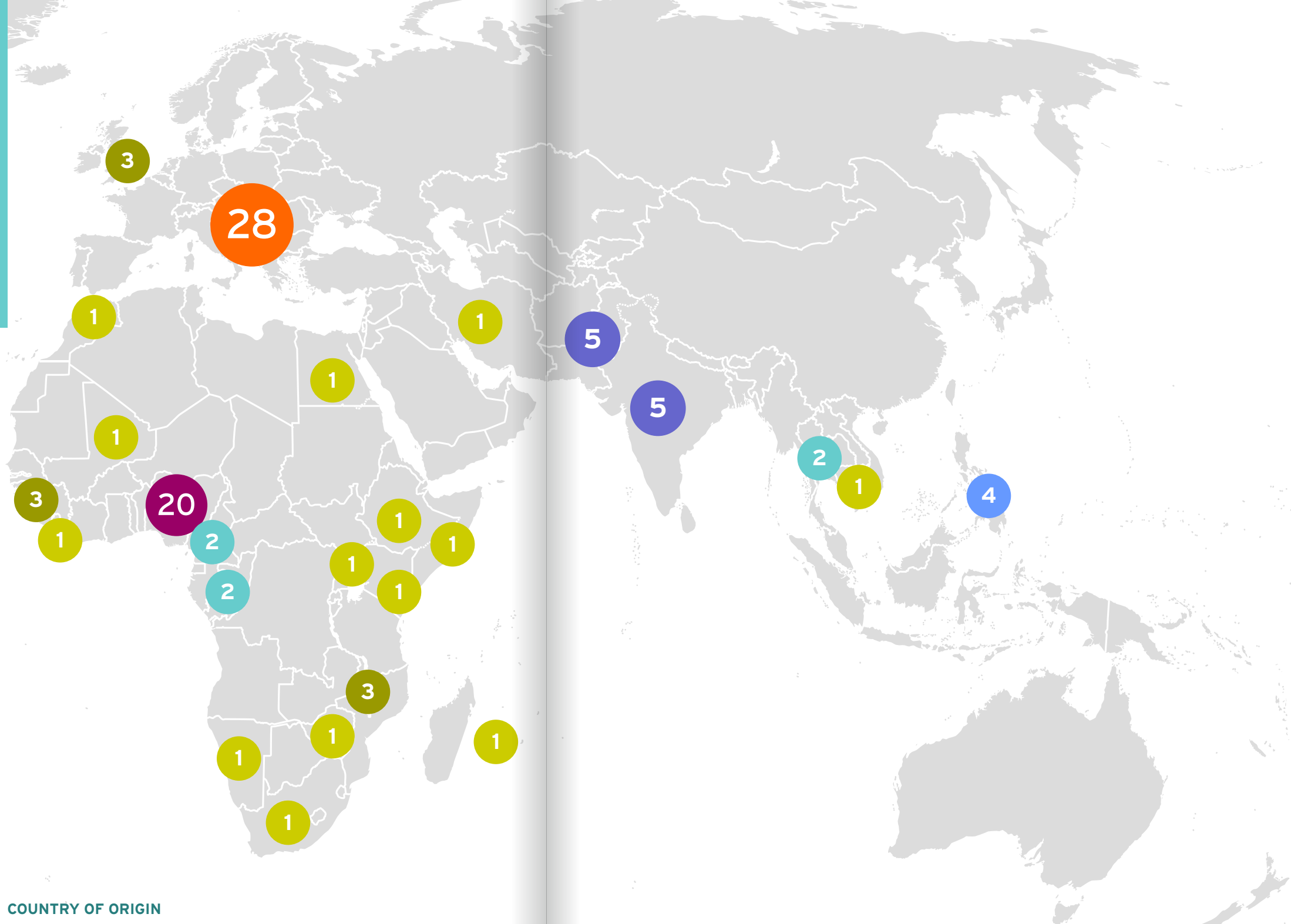
18. RELATED PARTY TRANSACTIONS

During the year, donations were received from trustees, key management, and related parties totalling £Nil (2021 £1,024). No restrictions or conditions were attached to any of these donations. There were no other related party transactions requiring disclosure in either the current or prior years.

19. CASHFLOWS FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Surplus/(Deficit)	22,794	(122,681)
Depreciation	2,147	2,360
Changes in debtors	(1,664)	(2,916)
Changes in creditors	(6,506)	16,841
	16,771	(106,396)

Exploitation knows no boundaries, any age, any religion, any country, any ethnicity as highlighted by the statistics from 2022.



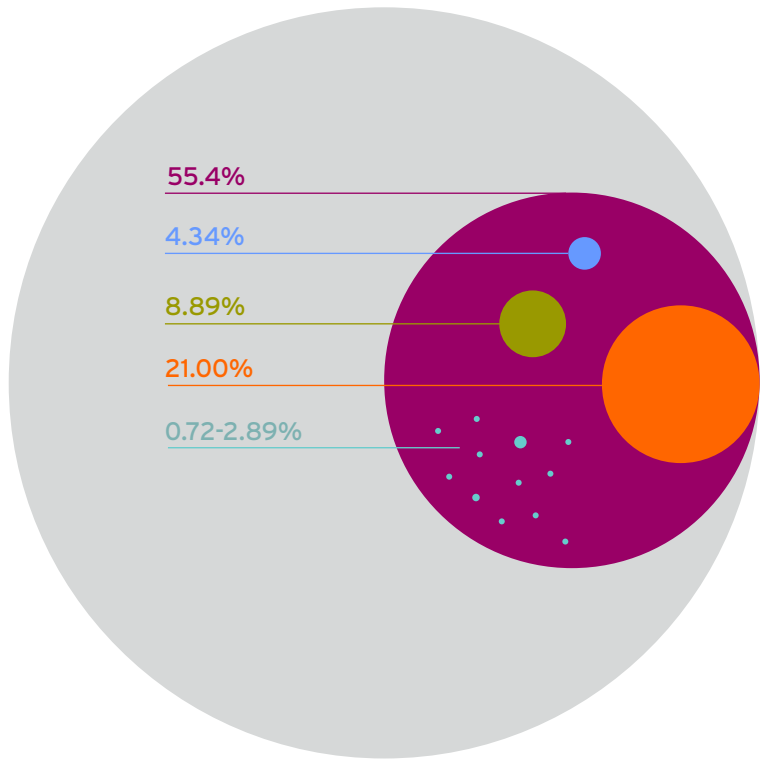
COUNTRY OF ORIGIN

Sophie Hayes Foundation gave support to 138 women survivors from across the world in 2021 with 6 new countries compared to 2021. It can afflict anyone, anywhere and knows no geographical boundaries.

Albania	28	Ethiopia	1	Morocco	1	South Africa	1
Bangladesh	1	India	5	Namibia	1	Sri Lanka	1
Botswana	1	Iran	1	Nigeria	20	Thailand	2
Brazil	1	Kenya	1	Other	11	Uganda	1
Cameroon	2	Liberia	1	Pakistan	5	United Kingdom	3
Democratic Republic of the Congo	2	Malawi	3	Philippines	4	Zimbabwe	1
Egypt	1	Mali	1	Sierra Leone	3		
		Mauritius	1	Somalia	1		

EXPLOITATION

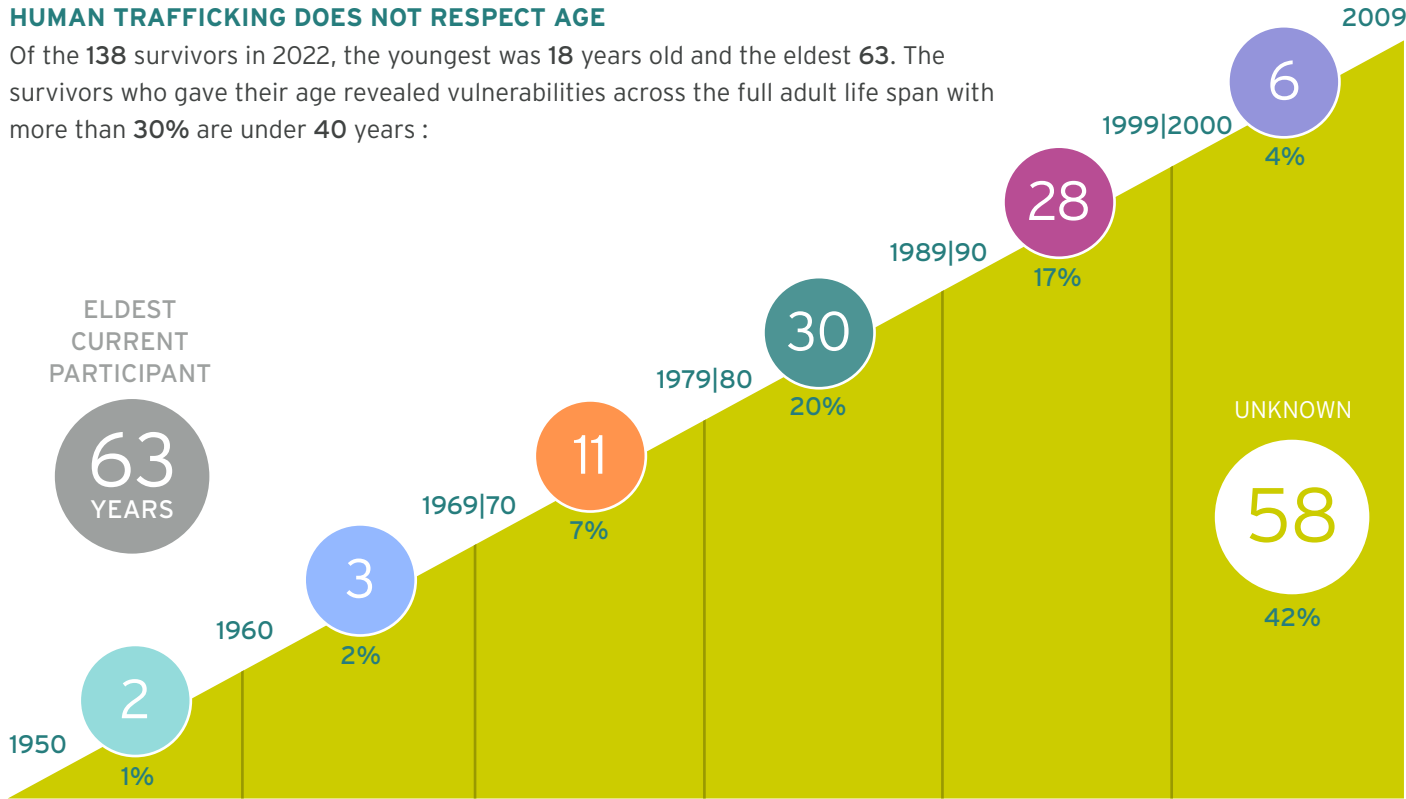
Sexual exploitation of the victims of Modern Slavery is common. However, it is not the only reason people are enslaved. Victims also face domestic servitude, forced labour, forced begging, forced marriage and other brutality-ties. Often, these crimes are combined. The types of exploitation survivors suffered in 2021 increased from 2020 with more being victims of multiple forms of exploitation and one a victim of organ harvesting.



Total number of survivors	138	
Domestic Servitude	29	21.00%
Domestic Servitude, Forced Labour	4	2.89%
Domestic Servitude, Forced Labour, Forced Marriage	1	0.72%
Domestic Servitude, Forced Labour, Sexual Exploitation	6	4.34%
Domestic Servitude, Sexual Exploitation	3	2.17%
Domestic Servitude, Sexual Exploitation, Other	1	0.72%
Forced Crime	1	0.72%
Forced Labour	12	8.89%
Forced Labour, Sexual Exploitation	1	0.72%
Forced Labour, Sexual Exploitation, Other	2	1.44%
Forced Marriage	3	2.17%
Forced Marriage, Organ Harvesting	1	0.72%
Forced Marriage, Sexual Exploitation	2	1.44%
Sexual Exploitation	69	50.00%
Sexual Exploitation, Forced Crime	1	0.72%
Sexual Exploitation, Other	3	2.17%

HUMAN TRAFFICKING DOES NOT RESPECT AGE

Of the 138 survivors in 2022, the youngest was 18 years old and the eldest 63. The survivors who gave their age revealed vulnerabilities across the full adult life span with more than 30% are under 40 years :



ETHNICITY

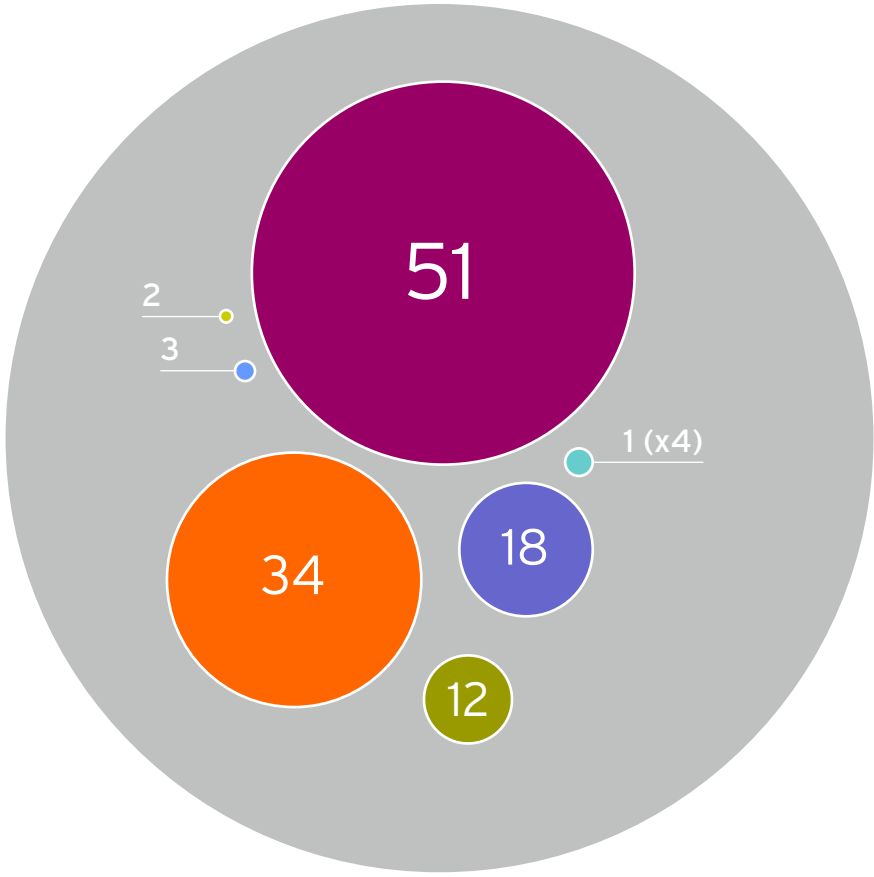
Of 138 survivors:

African	30		Black Caribbean and White	0
Any other Asian background	7		Caribbean	0
Any other Black background	0		Indian	4
Any Other Mixed Background	1		Irish	0
Any other White background	22		Other	17
Arab	1		Pakistani	3
Bangladeshi	1		White - ENG/SCT/WLS/NIR/UK	2
Black African and White	3			

RELIGION

Of 138 survivors:

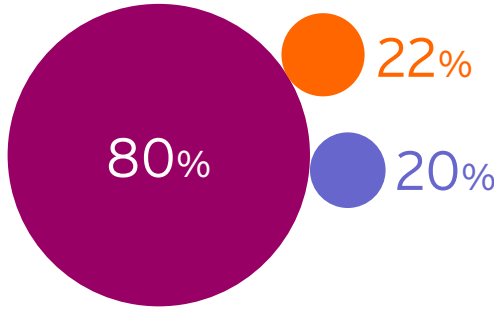
Buddhist	2
Christian	51
Christian, Muslim	1
Christian, Muslim, None	1
Christian, Muslim, Other	1
Christian, Other	1
Hindu	3
Muslim	34
None	18
Other	12



SUSTAINABLE FREEDOM

Legal routes to sustainable freedom continue to be challenging, leaving survivors susceptible to re-trafficking.

Participants in the National Referral Mechanism (NRM)	110
Participants with the Right To Work	31
Participants with a Conclusive Grounds Decision (CGD, the decision by which authorities confirm the individual is a victim of Modern Slavery)	27



SOPHIE HAYES EMPLOYABILITY PROGRAMME - THE IMPACT

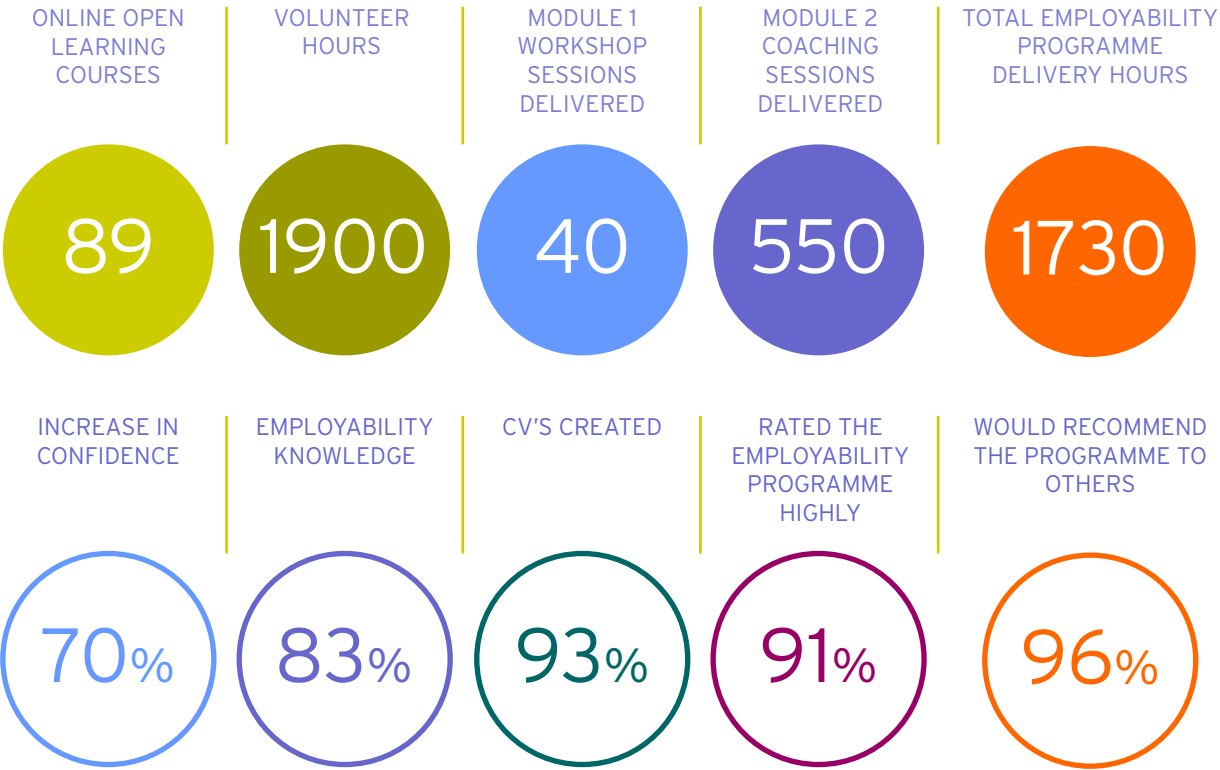
The Employability Programme offered workshops, one to one coaching sessions and placements into industry, education, peer to peer support, and life enrichment experiences.

138 survivors enrolled in the various stages of the Employability Programme and CREW.

Skills learned included:

COMPILING A CV	The positive impact of these opportunities can be life-changing. Survivors who felt lost and vulnerable to further abuse were given recognition and a new beginning. Where there once was uncertainty, there was now confidence and resilience. The Sophie Hayes Employability Programme gave survivors more than independence. It gave them hope.
EDUCATIONAL/ VOCATIONAL QUALIFICATIONS	
EMPLOYMENT	
ENTRY TO COLLEGE OR UNIVERSITY	
I.T. SKILLS	
SELF-RELIANCE AND CONFIDENCE	
SOCIAL SKILLS	
MENTORING FOR NEW BUSINESS	
WORK AND VOLUNTARY EXPERIENCE	

Due to the ongoing impact of the COVID pandemic, placements continued to be hard to secure. However the cause and effect of this resulted in a significant increase in survivors completing on-line courses as part of their employability plans.



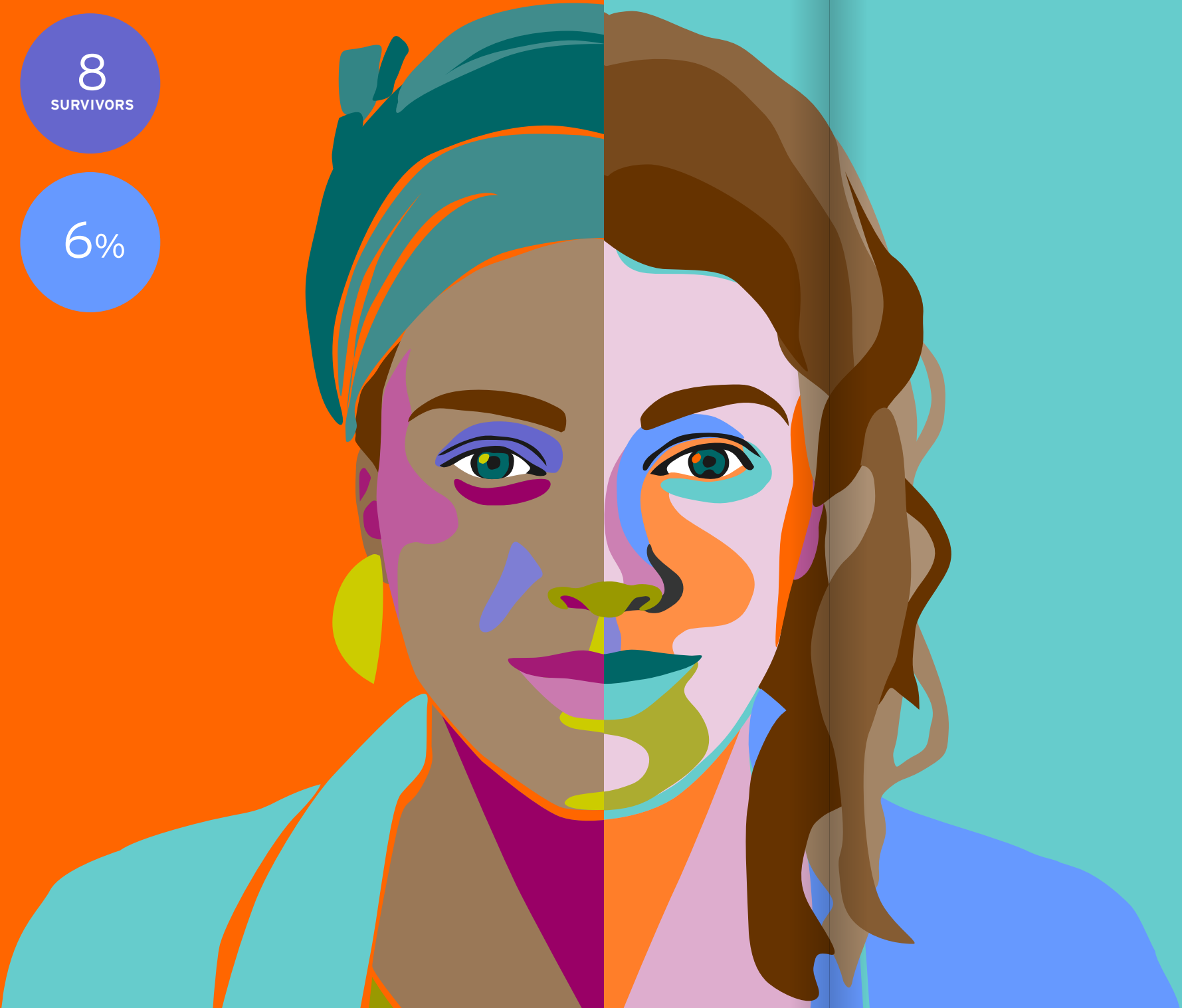
WELLBEING

Mental health and PTSD challenges dramatically impact the ability for survivors to steadfastly participate in the Employability Programme, for this reason survivors are able to pause their attendance and continue at a later date.

MENTAL HEALTH



PTSD



SOPHIE HAYES

FOUNDATION

Sustainable freedom from human trafficking

For more information, visit sophiehayesfoundation.org
or email info@sophiehayesfoundation.org

Registered England & Wales Charity No: 1145176
Registered Company No: 7886303 Charity
Address: 107-111 Fleet Street,
London EC4A 2AB, United Kingdom

SOPHIE HAYES FOUNDATION

England & Wales - Charity number 1145176

Accounts

SOPHIE HAYES
FOUNDATION 

2021

ANNUAL REPORT

Annual Report and
Unaudited Financial Statements

Registered company number: 07886303 (England & Wales)
Registered charity number: 1145176

Officers and Trustees

Nicola Murphy	Chair	appointed 01/05/2022	
Laura Haynes	Trustee		
Leanne Wright	Trustee		
John Millidge	Treasurer		
Alexandra Cole-Hamilton	Trustee	appointed 15/02/2021	
Miriam Nackasha	Trustee	appointed 15/02/2021	
Mamoonah Shah	Trustee	appointed 15/02/2021	
Sara Hyde	Trustee		resigned 18/02/2022
Kevin Hyland	Special Advisor		resigned 24/11/2021
Toby Miller	Trustee	appointed 15/02/2021	resigned 24/11/2021
Graham Stanton	Company Secretary	appointed 01/03/2021	

Registered Company Number: 07886303 (England & Wales)

Registered Charity Number: 1145176

Registered Address: 107-111 Fleet Street
London EC4A 2AB

Bankers: HSBC Bank Plc
281 Chiswick High Road
Chiswick, London W4 4HJ

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

Trustees’ Report Page 4-20

Independent examiner’s report Page 21

Statement of Financial Activities Page 22

Balance Sheet Page 23

Notes to the financial statements: Page 24-36

SOPHIE HAYES FOUNDATION

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their annual report together with the financial statements of Sophie Hayes Foundation for the year ended 31 December 2021. 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).

THE FOUNDATION

Sophie Hayes Foundation was founded in 2011 by Sophie, a British girl trafficked from the UK to Italy. Our work supports women survivors on one part of their journey towards sustainable freedom.

With the help of support through donations, we fund Employability Programmes for survivors of human trafficking. Our funding comes from Trusts and Foundations, individuals and corporations.

PURPOSE, VISION, VALUES

Purpose

A better future for every survivor of human trafficking and modern-day slavery leading to a better society for all.

Vision

A society that views and treats survivors of human trafficking and modern-day slavery with respect and allows every freed survivor to realise their potential, achieve their goals and a better future.

By putting the needs of each survivor at the centre of our activities, we will develop programmes that are relevant and help to remove the barriers to sustainable freedom.

We will be a valued, independent voice and an actor for change, working with the right partners to create the greatest impact.

Values

We are courageous

Inspired by the courage and fearlessness of our survivors, we bravely challenge the status quo and we work tirelessly for change and a better future for our survivors. We look forward, show personal courage, and go beyond the status quo.

We act with integrity & respect

Our relationships with survivors, partners and with each other are shaped by deep mutual respect, honesty, and confidentiality. We do the right thing by survivors, and always do what we say.

We are an open and inclusive community

We think everyone has a valued voice and we work with others, (and with each other), to find the right solutions for the best interests of survivors. We work creatively, patiently and invite strong partnerships.

We respond well to change

We don't stand still, and we face challenges with agility and determination. We are a dynamic organisation that responds to the evolving demands of survivors. We believe that we can all develop and grow to achieve our full potential.

SOPHIE HAYES FOUNDATION

OBJECTIVES

Sophie Hayes Foundation supports survivors of human trafficking and modern-day slavery by providing programmes that lead to future employment, thus removing some of the barriers to sustainable freedom. These include coaching and mentoring, vocational work placements, internships, volunteer opportunities, training and formal education.

The objectives are met through:

Employability Programmes

Sophie Hayes Foundation relieves the charitable need of survivors who may have been a victim of human trafficking or other related forms of modern-day slavery. We provide Employability Programmes to remove barriers to freedom, including vocational work placements, internships, volunteer opportunities, training, and formal education.

Raising Awareness

We promote awareness of human trafficking and modern-day slavery, its causes, manifestations and adverse consequences with an aim to assist in the reduction and eradication of this crime in all of its manifestations.

Survivor support

We support survivors of human trafficking and modern-day slavery through our Employability Programme. The programmes build confidence and employability, delivered remotely and in-person in safe houses and communities across London and the South, Birmingham and the West Midlands, and Manchester and the North.

Survivor support is also delivered through CREW. The former survivor network relaunched as the Creative Resilient Empowered Women in 2021. A network for all survivors past and present, managed and governed by a survivor committee.

We provide long-term, discrete, safe support and survivor assistance to anyone who seeks our help.

Research

We provide credible research on topics related to human trafficking and modern-day slavery and engage with academics and institutions specialising in human trafficking.

Awareness

We allow survivors to tell their story if they choose to, in any way they feel comfortable, as a platform to create awareness and instigate change globally.



LAURA HAYNES - INTERIM CHAIR

2021 marked the 10th anniversary of Sophie Hayes Foundation.

Founded by Adam Crossley and Sophie Hayes, the aim was to help survivors of modern slavery and human trafficking rebuild their lives in a practical and sustainable manner. All organisations should be driven by their purpose, focus on their vision for the future and operate according to their values. Since joining Sophie Hayes Foundation, I have been encouraged by the commitment shown by all parties involved in, and with the organisation to ensure that our activities, partnerships and initiatives help to lead to the achievement of a better future for every survivor of modern slavery and human trafficking.

2021 also saw a continuation of the Covid roller coaster and yet, the team at Sophie Hayes Foundation managed to enhance our programmes, further build our networks and better define our reason for being. We are not a large organisation, but the skills of our people and their passion for our work shone through this year.

We were not going to be deterred by a global pandemic as the needs and potential of the people in our programmes were not diminished. Indeed we recognised the risk of isolation and so developed remote programmes and new partnerships to allow us to reach our participants and create new channels for the future. I would like to thank our CEO Red Godfrey Sagoo, the Executive staff and volunteers for their energy, flexibility and determination to provide effective online programming. And a special thanks to the foundations, grants and supporters who recognised the necessity for urgent support and were courageous enough to encourage us as we were developing new ways of providing support.

Unfortunately, the evil of human trafficking has not diminished. Indeed many fear that there has been an increase in the last few years as the crime became even more hidden from view. We continue to help all survivors referred to us achieve sustainable freedom through the development of skills for education and work. Sadly, many still face the barrier of a challenging system as they wait, in or out of the National Referral Mechanism, to discover whether they will gain the right to work - and the freedom that they seek. These survivors are so courageous. They escape slavery and want to rebuild their lives, to live and work in freedom, no longer defined simply as a survivor.

We will continue to advocate for the right to work as we support survivors prepare for free, independent and productive lives.

Adam Crossley stepped down as Chair at the beginning of 2021 to allow the Foundation to build on what he had started, and set its course for greater impact and effectiveness. We would like to recognise Adam for his extraordinary contribution and his commitment to helping to improve the lives of so many. I would also like to thank Leanne Wright for joining me as interim Co-Chair while we worked with the other Trustees and the Executive to further grow Sophie Hayes Foundation and develop the plans necessary in a changing world.

Part of the evolution of the Foundation has been the strengthening of its Board and governance and a strategic focus. Three new Trustees Alex Cole Hamilton, Miriam Nackasha and Mamoona Shah, and our first Company Secretary, Graham Stanton, joined us this year bringing experience and diversity of thought to the Board. And, building on Adam's initial vision, this year the Board and Executive developed a new clearly defined purpose, revisited the values and created a strategy and brand to take us into the future.

The strategy is based on a number of key principles that drive our decisions. Knowledge is key and we will continue to work with others to enhance understanding of the sector, its challenges and the needs of individuals as we try to map our future. We aim to be more survivor-centric and are working to embed the survivor's voice in everything we do by increasing communications and the involvement of survivors in the Foundation itself. The creation and growth of CREW in 2021 was an important step in building their role in the future of Sophie Hayes Foundation.

The strategy outlines our continued work on employability programmes with an enhanced focus on work experience. Ours is a partnership model and, despite the challenges posed by Covid, it was pleasing to be able to grow existing and new funding partners to support our work in 2021. In addition, we will continue to build on our strong partnership relationships with corporate and commercial partners, without whom we could not fund our work or find placements for our participants.

Sophie Hayes Foundation has come a long way in ten years and there is still so much to do. At the time of writing, we have appointed a new Chair, Nicola Murphy, who brings a great weight of experience, creativity and passion to lead us into the next decade. I am optimistic that we have the right strategy and the right team in place and look forward to succeeding in our goal to help survivors of modern slavery and human trafficking realise their own ambitions.

"I am so proud of the work of our Charity this year, and continue to be amazed by the passion and dedication of our team - those working directly on our programmes and also the individuals who work behind the scenes to ensure the organisation can continue to grow and deliver for survivors. Each year, I feel desperately sad that there are so many individuals who need our help, but at the same time, so inspired by the stories of the women the charity has supported and the people who helped them on their journey. Thank you to the team, and to our external partners for your contribution to our mission of sustainable freedom for all."

LEANNE WRIGHT
TRUSTEE

"At Sophie Hayes Foundation, we measure our success by the positive impact we have on the lives of our programme participants and on our progress in getting further understanding and support for survivors of modern slavery. This year, I have had the privilege to work with a number of our participants and to learn more about the challenges they face. This has allowed us to continue to develop programmes that match the needs that exist and help to overcome barriers that prevent so many survivors from accomplishing their potential. We have also begun to build a strong community of partners who are helping us achieve our ambitions - and for that we are so grateful."

LAURA HAYNES





RED GODFREY-SAGOO - CEO

As I once again pen my thoughts on another year passed at Sophie Hayes Foundation, I look back with a strong sense of pride at the results we have achieved. Whereas overcoming the impact of Covid had been the organisation's 2020 focus, 2021 saw new and impressive growth and development as the charity moved into the next phase of its mission.

Having previously adapted our operations to encompass remote working and delivery, our Employability Programmes continued to develop and grow, allowing the charity to concentrate on new efforts on the rights of survivors and their legal access to education and employment in their ongoing battle to achieve sustainable freedom.

The first step in this process was the development of our mission statement setting out core beliefs that shape the way the charity works. In November, after months of contemplation, discussion, and creation with the wonderful support of a pro-bono Brand and Advisory Group, board, staff, volunteers, partners and funders, the organisation launched its 'Purpose, Vision, and Values' and a new dynamic brand. This sets our reason for being, determining our beliefs that a better future for all survivors is a basic right, that we will be a valued, independent voice and an actor for change, and that we will always be a courageous, open, and inclusive community, working with integrity and respect for all. This new sense of Purpose and Values were instrumental in the creation of the Foundation's first five year strategy,. A view of the future which is responsive to our times, relevant to the needs of survivors, impactful for those we serve, support and partner. It is ambitious to ensure equitable access to our programmes across the UK, a voice to challenge "policy and legislation" through strong research and survivors remain central to our actions and thinking.

Putting the rights of survivors first, working to ensure they automatically have the skills to access employment and education when so many currently do not, is as important as providing them with the necessary enrichment to move forwards. Without a clear and legal path to work or learning, the dangers of survivors becoming trafficked once again will always remain. It is because this path is denied to so many by current laws that in May, on the 6th anniversary of the UK's Modern Slavery Act, the charity joined with Anti-Slavery International, ATLEU, the Anti-Trafficking Monitoring Group, Co-op, Focus on Labour Exploitation, Kalayaan and Survivor Alliance to launch the 'Access to work for survivors of slavery to enable independence and sustainable freedom' report - the first big step in an initiative calling on the UK government to give survivors of slavery the ability to freely work, learn and become valuable members of society.

This urgency to provide survivors with a real chance of sustainable freedom was echoed in more of our work in 2021: In June, the charity's survivor network transformed into the CREW (Creative Resilient Empowered Women), a new programme for survivors led by a survivor committee and with the objective of providing a growing space for past and current survivors in social and learning environments. In August, the charity launched a year-long initiative where 100 survivors of human trafficking from across the country began the creation of a unique Freedom Quilt in collaboration with Liberty of London and the International Slavery Museum. By bringing together current participants and graduates of The Sophie Hayes Foundation programmes in the traditional craft of quilting, each personalised square will embody their past and future hopes and dreams. Created using Liberty's iconic fabrics, every square will be stitched together to form three 2.5 sq. m quilts that will go on permanent display at the ISM in Liverpool from October 14th, 2022.

The only disappointment of the year was the continued and expanding need for Sophie Hayes Foundation to exist. The numbers of those enslaved across the globe shows no sign of diminishing. Narratives that point to any kind of retreat in trafficking are wrong. More innocent men and women are being enslaved and they can come from anywhere and be anyone. This was clearly revealed by the charity's success in providing programme services to 240 women survivors despite the pandemic in 2021 and the hard facts that we supported more women from more countries than ever before (11 new nationalities from a total of 43 different places of origin), and that more than 50% of these survivors were over 40 years old, with some in their sixties.

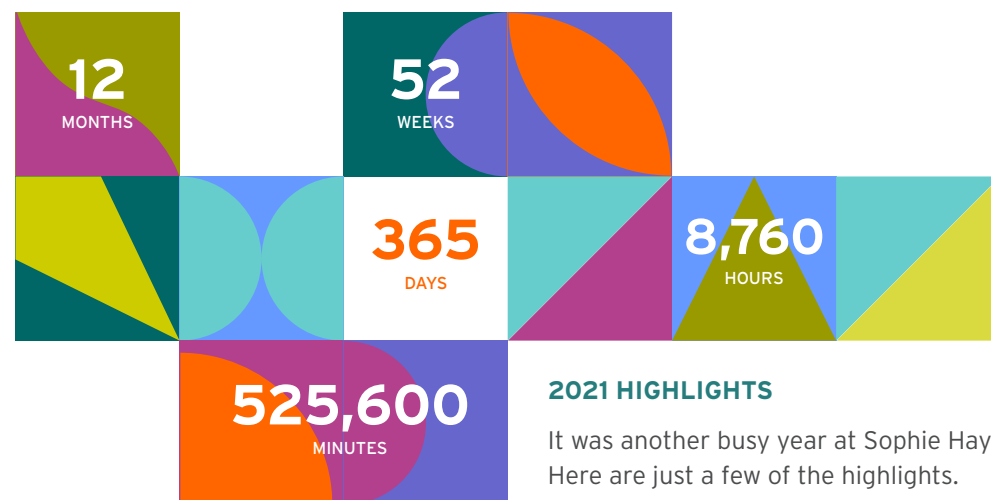
Turning the tide on the globe's most mendacious crimes will take great effort and determination. As the effects of Covid fade, so stuttering economies, climate change, and new wars will continue to create fertile opportunities for the traffickers to operate. I can only thank our staff, volunteers, donors, funders, and the Board of Trustees for their loyal and unwavering support as we continue to work for the better futures of survivors in 2022.

The fight goes on.

"Meeting and working with survivors through the year I am reminded of the words from Anders Ericsson 'Learning is not a way of reaching one's potential but rather a way of developing it.'

Watching our programme participants recognise they have potential and the Foundation's role is helping them develop it, in itself was rewarding as well as enlightening. I also realised Anders quote applied to Sophie Hayes Foundation staff, volunteers, partners and funders, as we are learning with and through them all to develop our potential in order to achieve our Purpose."

RED GODFREY-SAGOO



2021 HIGHLIGHTS

It was another busy year at Sophie Hayes Foundation. Here are just a few of the highlights.

200+ Princes Group employees learn about the reality of human trafficking and modern-day slavery from a survivor at Sophie Hayes Foundation.

Remote Employability Programme 2 launched with over 50 new survivors across all three regions

International Women's Day: The Foundation hosted the first Inspiring Women Series for all survivors at Sophie Hayes Foundation.

71 survivors registered, 3 funders, 4 partner CEO's heard from Dame Sara Thornton Independent Anti-Slavery Commissioner. Samantha Ward:

Entrepreneur. Madeleine Macey: Chief Marketing Officer Liberty. Vyla Rollins: Executive Director London Business School Leadership Institute. Kiran Kaur: CEO and Co-Founder of Girl Dreamer

On the 6-year anniversary of the UK's Modern Slavery Act - Sophie Hayes Foundation, Anti-Slavery International, ATLEU, the Anti-Trafficking Monitoring Group, Coop, Focus on Labour Exploitation, Kalayaan and Survivor Alliance. launch " ACCESS TO WORK FOR SURVIVORS OF SLAVERY TO ENABLE INDEPENDENCE AND SUSTAINABLE FREEDOM report.

Calling on the government to give survivors of slavery the ability to work and become valuable members of society:

CEO Red Godfrey-Sagoo penned an Op-ed for Thomson Reuters Foundation highlighting the report recommendations.

[Link to Op-ed](#)
[Link to Report](#)

The Foundation participates in the research and recommendations of the IASC and Rights Lab report - The Benefits and the Barriers to Accessing Employment: Considerations for Survivors of Modern Slavery.

CEO Red Godfrey-Sagoo participates in the IASC and Rights Lab launch moderated by Dame Sara Thornton IASC alongside: Kathy Betteridge, Director of Anti Trafficking and Modern Slavery at The Salvation Army, and Rt Hon Karen Bradley MP, Co-Chair of the All-Party Parliamentary Group on Human Trafficking and Modern Slavery. [Link to report](#)

Third Remote Employability Programme launched with over 50 new survivors starting their roads to independence.

Sophie Hayes Foundation survivor network transforms into the CREW (Creative resilient Empowered Women). A new programme for survivors led by a survivor committee. With the objectives of providing a growing space for past and current survivors in social and learning environments.

CREW host their first organised event with inspiring women from varied professional backgrounds. 50+ Survivors listened and engaged with Vyla Rollins: Executive Director -London Business School documentary maker and author. Louise Hlland: Sony Award winning journalist, TV & BBC Radio Cambridge radio presenter and Shona Beats, life coach.

After 11 months of contemplation, discussion and creation with the support of a pro-bono Brand and Advisory Group, board, staff, volunteers, partners and funders, the Foundation launched its new Purpose, Vision and Values as well as a new dynamic brand.

2022, will signify a new decade of Sophie Hayes Foundation supporting survivors of modern day slavery and human trafficking. To mark this achievement, the Foundation launched a year-long initiative where 100 survivors of human trafficking from across the country create a unique Freedom Quilt in creative collaboration with Liberty and with technical quilting expertise from Jenni Smith. By bringing together current

participants and graduates of Sophie Hayes Foundation programmes in the traditional craft of quilting, each personalised square will embody their past and future hopes and dreams. Created using Liberty's iconic fabrics, every square will be stitched together to form three 2.5 sq. m quilts that will go on display at the International Slavery Museum in Liverpool.

THE CLASS OF 2021. SURVIVOR SUCCESS

Throughout the year, many survivors graduated from the Sophie Hayes Employability Programme. Here are some of their stories and conclusions.



AMIE

Amie had always wanted to work in the hotel and hospitality industry, and she was keen to expand her customer service experience. Working with her Sophie Hayes Foundation Coach, she completed a six weeks work experience placement with an international hotel chain.

In her placement, she learnt all aspects of running a front desk and the many other skills required to work in a team. By the finish, she had obtained a Certificate of Completion in the Adult Learning Programme.

"I really loved this placement; the opportunity was different but specific to what i wanted to do."



GRACE

Grace knew she was uncomfortable being indoors.

She knew she felt free with the sun on her face and the feeling of life around her. It reminded her of her home. We found Grace an outdoor volunteering role, where she worked with others and had the chance to plant and sow on a local allotment.

The role gave Grace the confidence to relate to others and bond with a community that didn't know her story but readily embraced her zest for life.



ZARA

Now free, Zara wanted to help others and was interested in Human Rights.

Ultimately, she would like to be a lawyer. Through Sophie Hayes Foundation, she secured a placement in a human rights charity, where she researched other charities to identify potential collaborations and gain knowledge of the sector.

"I learned how to work as part of a team, conduct essential research and learn the soft skill of listening to others."

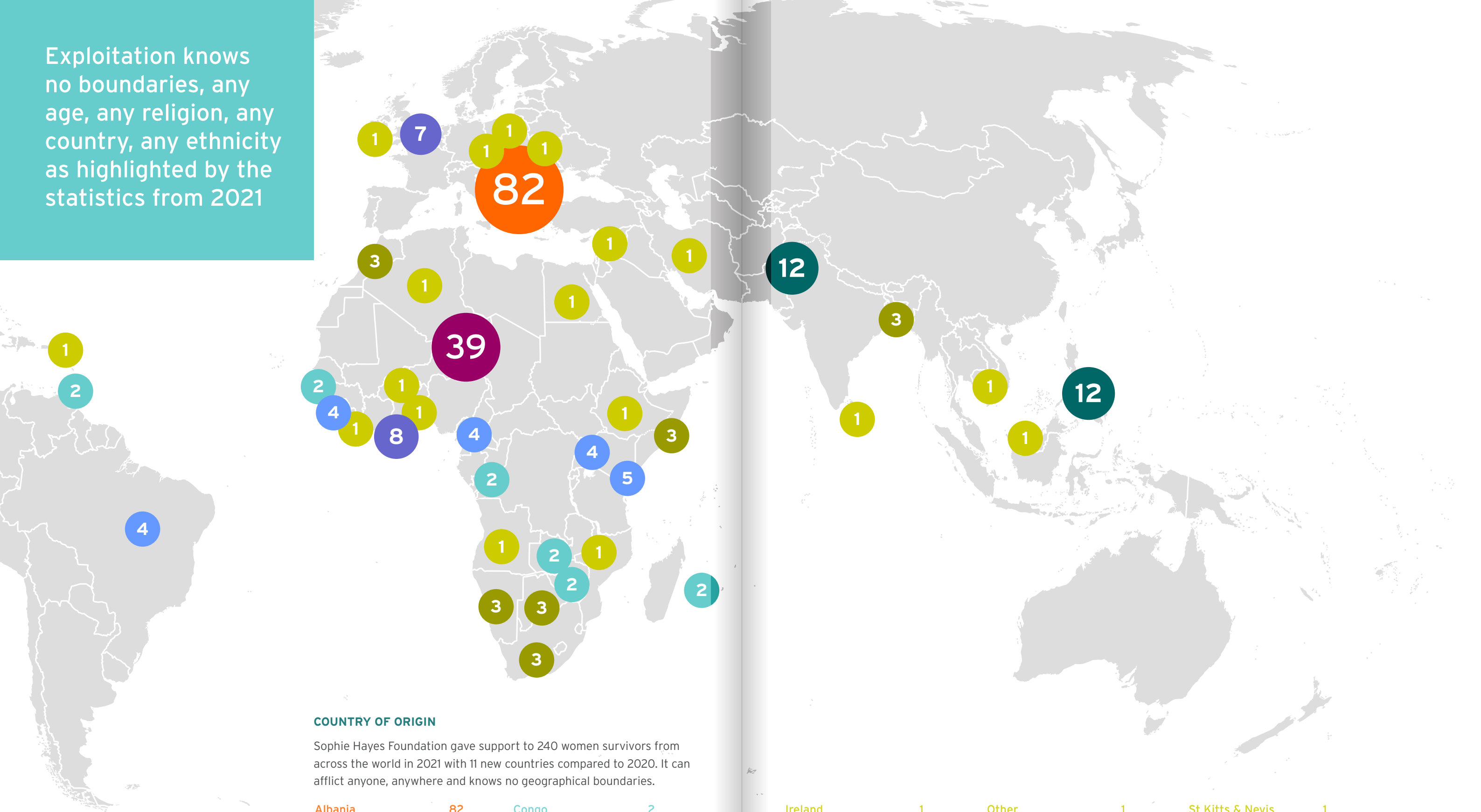


MAISIE

Maisie realised working with others would give her the experience she needed beyond education. Her placement with a national retailer gave her self-confidence and essential experience for her CV.

"I have been looking for work for such a long time. I had no experience, and I realised that sometimes having qualifications isn't enough. I am grateful for the opportunity to have this employment. It has given me new skills and experience, and I know I will now be able to progress to bigger and better things."

Exploitation knows no boundaries, any age, any religion, any country, any ethnicity as highlighted by the statistics from 2021



COUNTRY OF ORIGIN

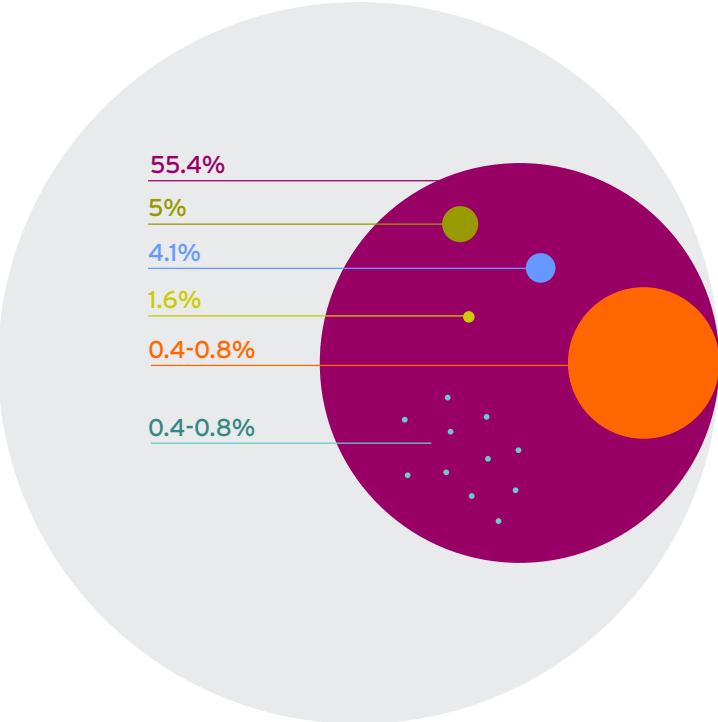
Sophie Hayes Foundation gave support to 240 women survivors from across the world in 2021 with 11 new countries compared to 2020. It can afflict anyone, anywhere and knows no geographical boundaries.

Albania	82	Congo	2
Algeria	1	Czech Republic	1
Angola	1	Democratic Republic of the Congo	2
Bangladesh	3	Egypt	1
Benin	1	Ethiopia	1
Botswana	3	Gambia	2
Brazil	4	Ghana	8
Burkina Faso	1	Iran	1
Cameroon	4		

Ireland	1	Other	1	St Kitts & Nevis	1
Kenya	5	Pakistan	12	St Vincent & Grenadines	2
Liberia	1	Philippines	12	Syria	1
Malawi	1	Poland	1	Thailand	1
Malaysia	1	Romania	1	Uganda	4
Mauritius	2	Sierra Leone	4	United Kingdom	7
Morocco	3	Somalia	3	Zambia	2
Namibia	3	South Africa	3	Zimbabwe	2
Nigeria	39	Sri Lanka	1		

EXPLOITATION

Sexual exploitation of the victims of human trafficking and modern-day slavery is common. However, it is not the only reason people are enslaved. Victims also face domestic servitude, forced labour, forced begging, forced marriage and other brutalities. Often, these crimes are combined. The types of exploitation survivors suffered in 2021 increased from 2020 with more being victims of multiple forms of exploitation and one a victim of organ harvesting.



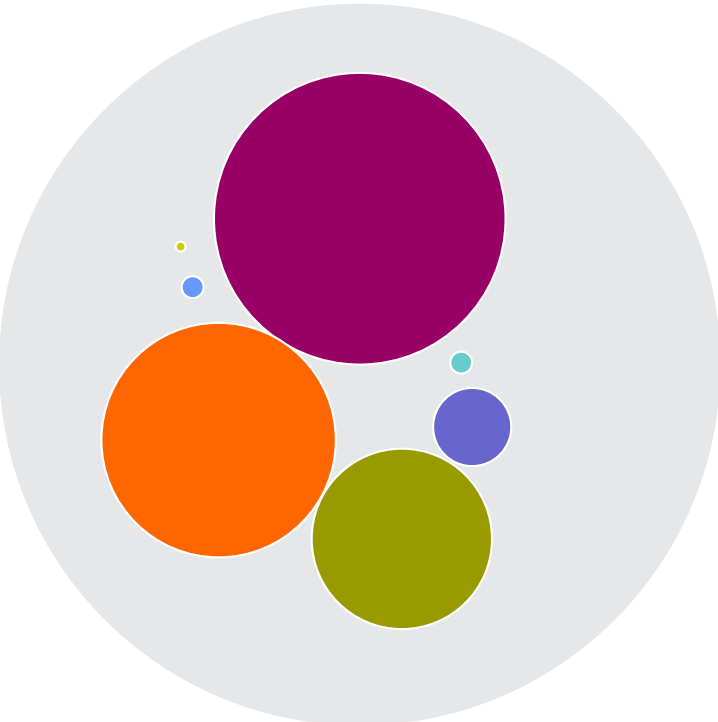
Of 240 survivors:

Domestic Servitude	51
Domestic Servitude, Forced Labour	4
Domestic Servitude, Forced Labour, Forced Marriage	1
Domestic Servitude, Forced Labour, Sexual Exploitation	1
Domestic Servitude, Sexual Exploitation	10
Domestic Servitude, Sexual Exploitation, Other	1
Forced Crime	1
Forced Labour	12
Forced Labour, Sexual Exploitation	1
Forced Labour, Sexual Exploitation, Other	1
Forced Marriage	2
Forced Marriage, Organ Harvesting	1
Forced Marriage, Sexual Exploitation	2
Sexual Exploitation	141
Sexual Exploitation, Forced Crime	1
Sexual Exploitation, Other	2

RELIGION

Of 240 survivors:

Buddhist	2
Christian	97
Christian, Muslim	1
Christian, Muslim, None	1
Christian, Muslim, Other	1
Christian, Other	1
Hindu	4
Muslim	78
None	26
Other	29



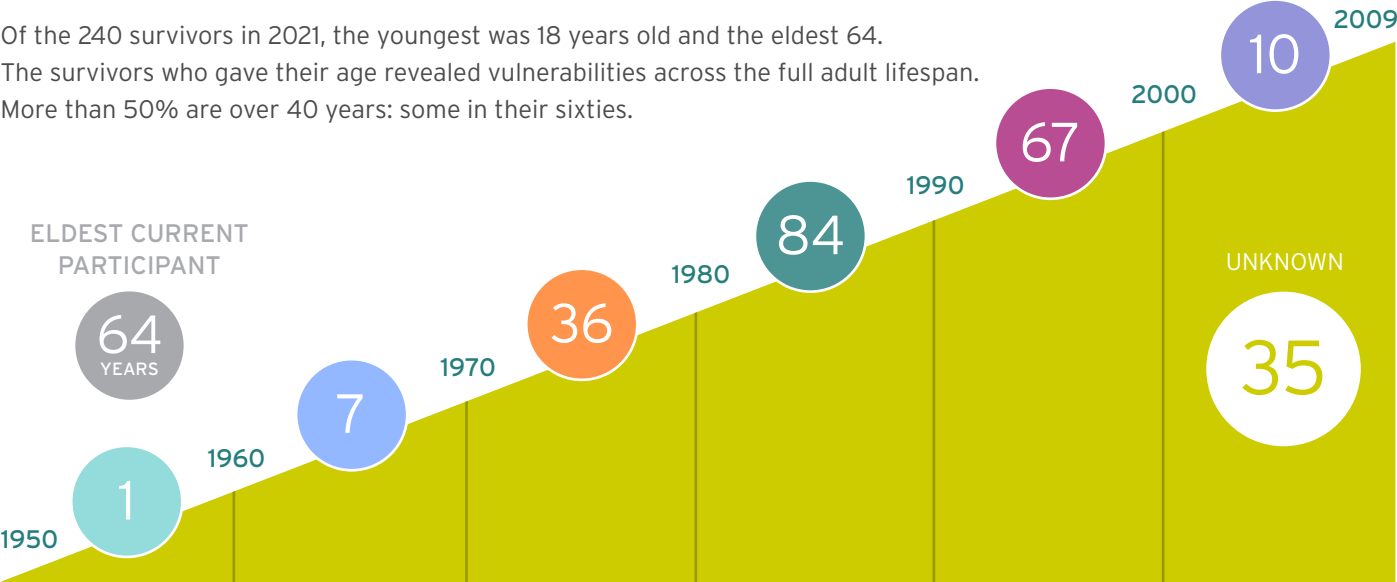
ETHNICITY

Of 240 survivors:

African	84
Any other Asian background	16
Any other Black background	4
Any Other Mixed Background	5
Any other White background	72
Arab	2
Bangladeshi	3
Black African and White	9
Black Caribbean and White	2
Caribbean	3
Indian	4
Irish	1
Other	19
Pakistani	11
White - ENG/SCT/WLS/NIR/UK	5

HUMAN TRAFFICKING DOES NOT RESPECT AGE

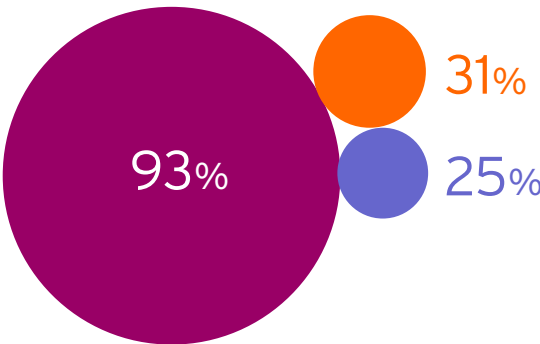
Of the 240 survivors in 2021, the youngest was 18 years old and the eldest 64. The survivors who gave their age revealed vulnerabilities across the full adult lifespan. More than 50% are over 40 years: some in their sixties.



SUSTAINABLE FREEDOM

Legal routes to sustainable freedom continue to be challenging, leaving survivors susceptible to re-trafficking.

Participants in the National Referral Mechanism (NRM)	225
Participants with the Right To Work	76
Participants with a Conclusive Grounds Decision (CGD, the decision by which authorities confirm the individual is a victim of Modern Slavery)	56



SOPHIE HAYES EMPLOYABILITY PROGRAMME - THE IMPACT

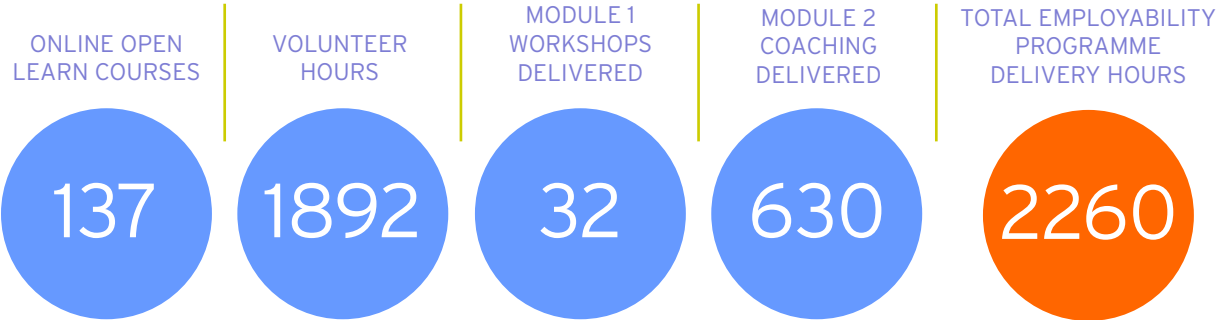
The Employability Programme offered workshops, one to one coaching sessions and placements into industry, education, peer to peer support, and life enrichment experiences.

240 survivors enrolled in the various stages of the Employability Programme and CREW.

Skills learned included:

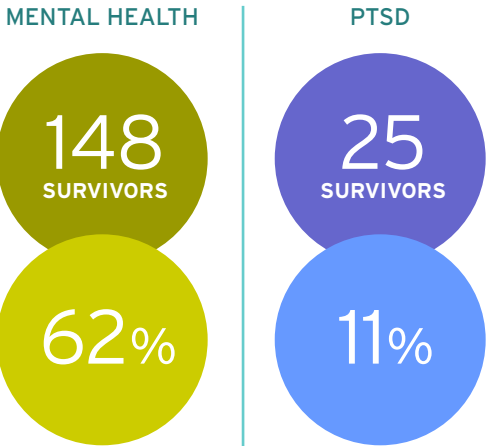
COMPILING A CV	The positive impact of these opportunities can be life-changing. Survivors who felt lost and vulnerable to further abuse were given recognition and a new beginning. Where there once was uncertainty, there was now confidence and resilience. The Sophie Hayes Employability Programme gave survivors more than independence. It gave them hope.
EDUCATIONAL/ VOCATIONAL QUALIFICATIONS	
EMPLOYMENT	
ENTRY TO COLLEGE OR UNIVERSITY	
I.T. SKILLS	
SELF-RELIANCE AND CONFIDENCE	
SOCIAL SKILLS	
MENTORING FOR NEW BUSINESS	
WORK AND VOLUNTARY EXPERIENCE	

Due to the ongoing impact of the Covid pandemic, placements continued to be hard to secure. However the cause and effect of this resulted in a significant increase in survivors completing on-line courses as part of their employability plans.



WELLBEING

Mental health and PTSD challenges dramatically impact the ability for survivors to steadfastly participate in the Employability Programme, for this reason survivors are able to pause their attendance and continue at a later date.



INCREASE IN CONFIDENCE

82%

EMPLOYABILITY KNOWLEDGE

83%

CV'S CREATED

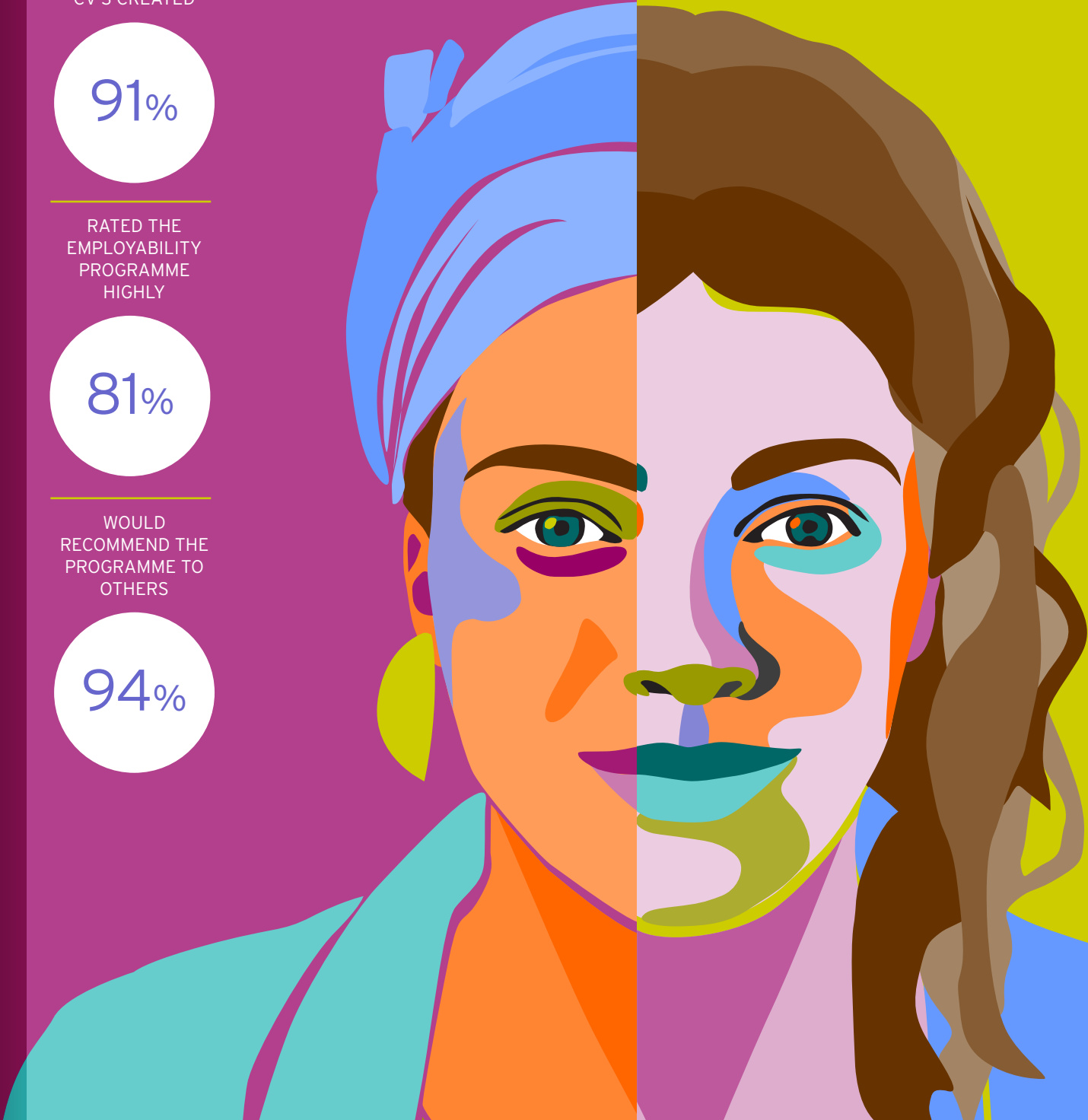
91%

RATED THE EMPLOYABILITY PROGRAMME HIGHLY

81%

WOULD RECOMMEND THE PROGRAMME TO OTHERS

94%



FINANCIAL REVIEW

The charity generated income of £340,847 in the year (2020 - £450,226), incurred expenditure of £483,528 (2020 - £241,663) and recorded a net deficit of £122,681 (2020 - net income of £208,563).

These results are indicative of the charity responding to the impact of the Covid-19 pandemic, investing in its operations and programmes, and drawing down on the significant funds generated in the 2020 financial year.

As described in the notes to the accounts, all cost categories of charitable spend increased as the charity grew its team, expanded its programme, and invested in the core support that underpins the charity’s operations.

The charity continues in its goals to diversify funding through trusts and foundations, corporate partnerships and individual giving. Through the goal of diversifying funding, significant donations have been secured through new and existing trusts and foundations, as well as growth in corporate giving, both in the year and following the year end.

At the year end date, the charity reports a net asset position of £96,656 (2020 - £219,337).

Reserves policy

SHF maintains an amount equal to the next 3 to 6 months of operating expenses in reserve, to ensure the charity:

- has sufficient working capital to continue to promote its objectives;
- is protected from the risk of disruption at short notice due to lack of funding; and
- can meet its contractual financial obligations

The reserves are made up of unrestricted cash, and the amount of the reserves is set against the budget for the relevant period.

Structure, governance and management

Sophie Hayes Foundation was incorporated on 19 December 2011 and is a private company limited by guarantee. The company is governed by the memorandum and articles of association under which the board of directors are appointed, and the management of the charity is set out. The charity adopted revised articles of association on 21 October 2021.

Sophie Hayes Foundation is governed by a board of directors (Trustees). In selecting persons to be appointed, the Trustees consider the skills, experience and commitment of potential trustees and the contributions they can make to complement the existing board of trustees.

The usual term of office for a trustee is three years, at the end of which they shall retire unless reappointed. Other than in exceptional circumstances, no trustee shall serve for more than six consecutive years on the board.

In preparing this report, the trustees have taken advantage of the small companies’ exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Board of Trustees on 21.09.22..... and signed on their behalf by:

.....*Laura Haynes*.....

Laura Haynes
Trustee

Independent Examiner’s Report to the Trustees of Sophie Hayes Foundation

For the year ending 31 December 2021

I report to the charity’s trustees on my examination of the accounts of Sophie Hayes Foundation (“the Charity”) for the year ended 31 December 2021.

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

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

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

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

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

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

Martin Bailey FCA

.....*Martin Bailey*.....

Date: 22-09-22

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

Statement of Financial Activities
For the year ending 31 December 2021

		Unrestricted Fund	Restricted Fund	2021 Total	2020 Total
	Notes	£	£	£	£
INCOME FROM					
Donations	2	201,671	-	201,671	115,801
Grant income	3	38,000	99,987	137,987	327,160
Other income	4	1,181	-	1,181	7,221
Investment income		8	-	8	44
		240,860	99,987	340,847	450,226
EXPENDITURE ON					
Raising funds	5	20,045	-	20,045	9,243
Charitable activities	6	195,518	247,965	443,483	232,420
		215,563	247,965	463,528	241,663
NET INCOME / (EXPENDITURE)					
		25,297	(147,978)	(122,681)	208,563
NET MOVEMENT IN FUNDS					
		25,297	(147,978)	(122,681)	208,563
Fund balances at 01/01/2021		52,921	166,416	219,337	10,774
Fund balances at 31/12/2021		78,218	18,438	96,656	219,337

Balance Sheet
At 31 December 2021

		2021 £	2021 £	2020 £	2020 £
	Notes				
FIXED ASSETS					
Tangible assets	11		5,012		5,392
CURRENT ASSETS					
Debtors	12	14,886		11,970	
Cash at bank and in hand		109,982		218,358	
		124,868		230,328	
Creditors: amounts falling due within one year	13	33,224		16,383	
Net current assets			91,644		213,945
TOTAL ASSETS LESS CURRENT LIABILITIES					
			96,656		219,337
FUNDS					
Unrestricted funds	15		78,218		52,921
Restricted funds	15		18,438		166,416
			96,656		219,337

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- a) ensuring the charitable company keeps accounting records that comply with Section 386 and 387 of the Companies Act 2006 and
- b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the board of trustees on 21.09.22..... and were signed on its behalf by:

.....*Laura Haynes*.....
Laura Haynes
Trustee

..........
John Millidge
Treasurer

The notes on pages 25 to 36 form part of these financial statements.

1. ACCOUNTING POLICIES

Basis for preparing the financial statements

Sophie Hayes Foundation is a company limited by guarantee, incorporated in England and Wales, and recognised as a charity with the Charity Commission in England and Wales. The charity’s objects are stated in the Trustees’ Report.

Basis for preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared in sterling, the functional currency of the charity, and monetary amounts in these financial statements have been rounded to the nearest £.

Company status

The company is a company limited by guarantee. In the event that the charitable company is wound up, the liability in respect of the guarantee is limited to £1 per member.

Income

Income is recognised in the Statement of Financial Activities once the charity has entitlement to the income, it is probable that the income will be receivable, any performance conditions attached to the item(s) of income have been met and the amount of income can be measured reliably. Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Resources expended

Expenditure is recognised as soon as there is a legal or constructive obligation committing the charitable company to that expenditure, it is probable that a transfer of economic benefit will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise the costs associated with attracting voluntary income and costs of fundraising.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

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 are unrestricted funds that are earmarked for a particular purpose by the Trustees.

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 aim and use of each restricted fund is set out in Note 15 to the financial statements.

Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives on the following basis:

- Computer equipment - 4 years straight line

Gains and losses on disposal are determined by comparing the proceeds with the carrying amounts and are recognised in Statement of Financial Activities.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Cash at bank an 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.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Basic financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Balance Sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Pension costs and other post-retirement benefits

The charity has arranged a defined contribution scheme for its employees. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial Sustainability

The charity is reliant upon voluntary income, predominantly in the form of donations and restricted grants, to fund its activities. After reviewing the plans for the charity for a period of at least 12 months from the date of approval of financial statements, including expected income and anticipated expenditure, the trustees consider that there are no material uncertainties regarding financial sustainability and therefore that the financial statements are appropriately prepared on a financial sustainability basis.

2. DONATIONS AND LEGACIES				
	Unrestricted	Restricted	Total	Total
	2021	2021	2021	2020
	£	£	£	£
Individual donations	32,940	-	32,940	8,331
Corporate donations	168,731	-	168,731	107,470
	201,671	-	201,671	115,801

During the year the charity received donated tablet computers from a corporate sponsor with a value of £4,000 (2020 - £Nil), used within the charity's ongoing remote programmes.

3. GRANT INCOME

	Unrestricted	Restricted	Total	Total
	2021	2021	2021	2020
	£	£	£	£
Grant income	38,000	99,987	137,987	327,160

4. OTHER INCOME

	Unrestricted	Restricted	Total	Total
	2021	2021	2021	2020
	£	£	£	£
Service income	1,181	-	1,181	-
Other income	-	-	-	7,221
	1,181	-	1,181	7,221

In the prior year, other income represents furlough grant monies received as a result of claims made to the UK Government Coronavirus Job Retention Scheme.

5. COST OF RAISING FUNDS

	Total	Total
	2021	2020
	£	£
Raising funds	20,045	9,243

6. CHARITABLE ACTIVITIES 2021

	Programme Costs	Core Operational Expenses	Governance Costs	Total Costs 2021	Total Costs 2020
	£	£	£	£	£
Staff costs	232,698	65,710	-	298,403	171,530
Programme costs	22,928	-	-	22,928	5,722
Travel and subsistence	5,219	1,474	-	6,693	3,241
Consultancy costs	892	19,068	-	19,960	2,738
Rent and rates	-	40,203	-	40,203	21,715
Accountancy costs	-	2,187	-	2,187	413
Insurance	-	1,126	-	1,126	287
Other staff costs	-	6,611	-	6,611	4,454
Office costs	-	34,056	-	34,056	14,225
Subscriptions	-	407	-	407	546
Board and governance costs	-	-	4,827	4,827	-
Administrative costs	-	1,522	-	1,522	1,029
Independent examination fees	-	-	2,200	2,200	2,100
Depreciation	-	2,360	-	2,360	1,420
	261,732	174,724	7,027	443,483	232,420

7. COMPARATIVE
CHARITABLE ACTIVITIES 2020

	Programme Costs	Core Operational Expenses	Governance Costs	Total Costs 2020
	£	£	£	£
Staff costs	126,109	45,421	-	171,530
Programme costs	5,722	-	-	5,722
Travel and subsistence	2,383	858	-	3,241
Consultancy costs	2,738	-	-	2,738
Rent and rates	-	21,715	-	21,715
Accountancy costs	-	413	-	413
Insurance	-	287	-	287
Other staff costs	-	7,454	-	7,454
Office costs	-	14,225	-	14,225
Subscriptions	-	-	-	-
Board and governance costs	-	-	-	-
Administrative costs	-	1,029	-	1,029
Independent examination fees	-	-	2,100	2,100
Depreciation	-	1,420	-	1,420
	136,952	93,368	2,100	232,420

8. STAFF COSTS

	Total 2021 £	Total 2020 £
Wages and salaries	273,435	158,728
Social security costs	18,680	9,087
Pensions	6,288	3,715
	298,403	171,530

The average monthly number of employees during the year was 10 (2020 - 5).

1 employee received total employee benefits (excluding employer pension costs) of between £60,000 - £70,000 (2020 - none). The employer pension contributions for this employee were £1,650.

During the year, the charity incurred costs totalling £63,022 (2020 - £57,096), including employer's NIC and employer's pension, in respect of key management personnel.

9. TRUSTEES

None of the trustees (or any persons connected with them) received any remuneration during the year, or in the prior year. No trustees were reimbursed for expenses during the year, or in the prior year.

10. COMPARITVE FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted	Restricted	Total
	2020	2020	2020
	£	£	£
INCOME FROM			
Donations	107,660	8,141	115,801
Grant income	-	327,160	327,160
Other income	7,221	-	7,221
Investment income	44	-	44
	114,925	335,301	450,226
EXPENDITURE ON			
Raising funds	9,243	-	9,243
Charitable activities	57,254	175,166	232,420
	66,497	175,166	241,663
NET INCOME			
	48,428	160,135	208,563
NET MOVEMENT IN FUNDS			
Fund balances at 01/01/2019	4,493	6,281	10,774
Fund balances at 31/12/2020			
	52,921	166,416	219,337

11. TANGIBLE FIXED ASSETS

	Computer equipment £	Total £
Cost or valuation		
At 1 January 2021	8,238	8,238
Additions	1,980	1,980
	10,218	10,218
Depreciation		
At 1 January 2021	2846	2,846
Charge for the year	2,360	2,360
	5,206	5,206
Carrying amount		
At 1 January 2021	5,392	5,392
At 31 December 2021		
	5,012	5,012

12. DEBTORS

	Total	Total
	2021	2020
	£	£
Other debtors	6,563	5,781
Prepayments	8,323	6,189
	14,886	11,970

13. CREDITORS

	Total	Total
	2021	2020
	£	£
Trade creditors	22,774	7,097
Taxation and social security	5,531	4,057
Other creditors	2,719	2,843
Accruals	2,200	2,386
	33,224	16,383

14. RETIREMENT BENEFIT SCHEMES

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £6,288 (2020 - £3,715).

15. MOVEMENT IN FUNDS

	At	Incoming	Resources	At
	01/01/2021	resources	expended	31/12/2021
	£	£	£	£
Unrestricted funds				
General funds	52,921	240,860	215,563	78,218
Restricted funds				
Employability Programme Fund	166,416	99,987	247,965	18,438
	219,337	340,847	463,528	96,656

The Employability Programme Fund

The Employability Programme Fund is used to continue the charity's comprehensive programme, comprising workshops, coaching, vocational placements, training, education and formal learning designed to support women survivors of human trafficking and modern day slavery, as they transition from emergency care through long term support and sustainable freedom. The Employability Programme Fund also includes the Survivor Network renamed as The CREW in 2021, which supports women survivors in a peer to peer environment for long term leadership development and socialisation.

16. COMPARATIVE MOVEMENT IN FUNDS

	At	Incoming	Resources	At
	01/01/2020	resources	expended	31/12/2020
	£	£	£	£
Unrestricted funds				
General funds	4,493	114,925	66,497	52,921
Restricted funds				
Employability Programme Fund	3,689	327,160	164,433	166,416
100 Women Fund	2,592	8,141	10,733	-
	10,774	450,226	241,663	219,337

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	Total
	£	£	£
Tangible assets	5,012	-	5,012
Debtors	14,886	-	14,886
Cash at bank and in hand	91,544	18,438	109,982
Creditors: amounts falling due within one year	(33,224)	-	(33,224)
	78,218	18,438	96,656

18. RELATED PARTY TRANSACTIONS

During the year, donations were received from trustees, key management, and related parties totalling £1,024 (2020: £156). No restrictions or conditions were attached to any of these donations. There were no other related party transactions requiring disclosure in either the current or prior years.

SOPHIE HAYES

FOUNDATION 

Sustainable freedom from human trafficking

For more information, visit sophiehayesfoundation.org
or email info@sophiehayesfoundation.org

Registered England & Wales Charity No: 1145176
Registered Company No: 7886303 Charity
Address: 107-111 Fleet Street,
London EC4A 2AB, United Kingdom

SOPHIE HAYES FOUNDATION

England & Wales - Charity number 1145176

Accounts

SOPHIE HAYES

FOUNDATION

Annual Report and Unaudited Financial Statements

For the year ended
31 December 2020

Registered company number: 07886303 (England & Wales)
Registered charity number: 1145176





Laura Haynes	Interim Co-Chair (from 01/02/2021)	- appointed 19/05/2020
Leanne Maund	Interim Co-Chair (from 01/02/2021)	
Adam Crossley	Chair (until 31/01/2021)	- resigned 31/01/2021
Sara Hyde		
John Millidge	Treasurer	
Lucinda Freeman		- resigned 25/11/2020
Paul Gerrard		- appointed 19/02/2020, resigned 25/11/2020
Kevin Hyland		- appointed 19/05/2020
Alex Cole-Hamilton		- appointed 15/02/2021
Toby Miller		- appointed 15/02/2021
Mema Nackasha		- appointed 15/02/2021
Mamoona Shah		- appointed 15/02/2021

Independent Examiner : Martin Bailey FCA
Goodman Jones LLP
29-30 Fitzroy Square
London, W1T 6LQ



Sophie Hayes Foundation

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Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their annual report together with the financial statements of Sophie Hayes Foundation for the year ended 31 December 2020. 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).

THE FOUNDATION

Founded in 2011, Sophie Hayes Foundation was founded on the remarkable lived experience of Sophie, a British girl who was trafficked from the UK to Italy. Our work supports women survivors on one part of their journey towards sustainable freedom.

With the help of support through donations, we fund Employability Programmes for individual women. Our funding comes from Trusts and Foundations, individuals and corporations.

PURPOSE, VISION, VALUES

Purpose

A better future for every woman survivor of slavery leading to a better society for all.

Vision

A society that views and treats women survivors of slavery with respect and allows every freed woman to realise her potential, achieve her goals and a better future.

By putting the needs of each survivor at the centre of our activities, we will develop programmes that are relevant and help to remove the barriers to sustainable freedom.

We will be a valued, independent voice and an actor for change, working with the right partners to create the greatest impact.

Values

We are courageous:

Inspired by the courage and fearlessness of our survivors, we bravely challenge the status quo and we work tirelessly for change and a better future for our survivors. We look forward, show personal courage, and go beyond the status quo.

We act with integrity & respect:

Our relationships with survivors, partners and with each other are shaped by deep mutual respect, honesty, and confidentiality. We do the right thing by survivors, and always do what we say.

We are an open and inclusive community:

We think everyone has a valued voice and we work with others, (and with each other), to find the right solutions for the best interests of survivors. We work creatively, patiently and invite strong partnerships.

We respond well to change:

We don't stand still, and we face challenges with agility and determination. We are a dynamic organisation that responds to the evolving demands of survivors. We believe that we can all develop and grow to achieve our full potential



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

OBJECTIVES

Sophie Hayes Foundation supports women survivors of modern slavery by providing programmes that lead to future employment, thus removing some of the barriers to sustainable freedom. These include coaching and mentoring, vocational work placements, internships, volunteer opportunities, training and formal education.

The objectives are met through:

Employability Programmes

Sophie Hayes Foundation relieves the charitable need of women who may have been a victim of human trafficking or other related forms of modern slavery. We provide Employability Programmes to remove barriers to freedom, including vocational work placements, internships, volunteer opportunities, training, and formal education.

Lockdowns and the national response to the Covid-19 pandemic impacted our ability to deliver Employability Programmes in the traditional face-to-face environment in 2020. Rather than cease operations, the charity redesigned and adapted the programmes for remote delivery. This greater use of technology allowed us to reach more, to support more, and achieve more, no matter where survivors live. The results of this programme change were so successful, the organisation has committed to offer remote capability alongside in person delivery post-pandemic. We will turn lessons learned from the challenges of 2020 into a more secure and improved future.

Raising Awareness

We promote awareness of modern slavery, its causes, manifestations and adverse consequences with an aim to assist in the reduction and eradication of this dreadful crime in all of its manifestations.

Survivor support

We support survivors of modern slavery through our Employability Programmes. The programmes build confidence and employability, delivered remotely and in-person in safe houses and communities across London and the South, Birmingham and the West Midlands, and Manchester and the North.

We provide long-term, discrete, safe support and survivor assistance to anyone who seeks our help.

Research

We provide credible research on topics related to modern slavery and engage with academics and institutions specialising in human trafficking.

Awareness

We allow survivors to tell their story if they choose to, in any way they feel comfortable, as a platform to create awareness and instigate change globally .



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

Remarks from the Board of Trustees Interim Chair

As we look back on 2020, it is clear that despite being a year of great challenge with increasing numbers of survivors needing our support, the COVID pandemic affecting our ability to deliver programmes and much change in the organisation, it was also a period of great opportunity.

For some time, the executive grappled with the challenge of increasing our reach without a corresponding increase in overhead costs. We established new operations in Manchester in 2020, but nationwide lockdown meant that we had to find a way to continue to support our participants remotely and, necessity as the mother of invention stepped in. The CEO and her team were able to both design a remote programme that delivered coaching and workshops effectively while simultaneously raising the necessary funds to supply participants with tablets and internet connections. This was greeted as a "lifeline" for many of our participants and has contributed to our plans for future programme delivery.

2020 saw changes to the Board as the Chair recognised the need for further experience and expertise to help guide the organisation into a new phase of development. Three new Trustees were appointed early in the year: Kevin Hyland, former UK Commission of modern slavery, Paul Gerrard, a senior business executive and experienced NED, and myself, former Chair of UN Women UK and a senior business executive. Later in the year, long-standing Trustee Lucinda Freeman stepped down and Paul Gerrard also left the board due to other commitments.

Over the course of 2020 the Trustees dedicated much of their time to the immediate needs of the organisation including effective infrastructure, governance and oversight. This led to the establishment of two formal board committees: Governance and Nominations, and Risk and Finance, plus the establishment of advisory groups to support the Executive with fundraising, brand and reputation, and operations. These comprise both Trustees and subject matter experts to provide advice and support to the executive team as needed.

The Board continues to be committed to ensuring equality, diversity and inclusion within our organisation as well as protecting the wellbeing of our staff and volunteers and as such, 2020 saw greater levels of collaboration between the Board and the Executive Teams. Working with the Executive, the Trustees initiated a number of strategic sessions towards the end of the year to confirm our Purpose, Vision and Values and to help to define specific goals and objectives for the coming years. The work continued into early 2021 and, at the time of writing, we have a clear workplan for 2021-2023 with priorities for both the Board and the Executive Team. We welcome the revision to the Charity Governance Code Integrity and Equality, Diversity and Inclusion Principles. Our strategy in the coming years will be informed by the revised principles and will report on any steps that we are taking to align with the Code going forward.

The biggest change to the Board in 2020 was the resignation of the Chair, Adam Crossley, one of the charity's founders. A huge part of the success of Sophie Hayes Foundation is as a result of Adam's vision, passion and dedication over the last ten years. Recognising the need and the opportunity, Adam identified the potential to help women survivors of modern slavery achieve sustainable freedom. I would like to thank Adam on behalf of board members past and present, and the participants who have benefited from the programmes for his service to our Charity.

We all recognise that Adam's shoes will be hard to fill and while we seek a new Chair to lead the organisation into the future, Leanne Maund and I have agreed to share the role as interim co-Chairs for a period of time to ensure a thorough recruitment process for the new Chair.

Co-Chair Leanne Maund and I would like to express our gratitude to our CEO and her team of staff and volunteers for their incredible work throughout 2020. Red's past experience in operating in circumstances of crisis really shone through in handling the charity's response to the pandemic and we are thankful that our organisation could continue to support survivors during this time. I would also like to thank our funders and donors for their confidence in our charity and their continuing support.



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

Interim Chairs Board of Trustees remarks (continued)

The work of Sophie Hayes Foundation would not be possible without partners and supporters and, in 2020, we benefited from continuing support from a number of key Grants and Foundations for which we are extremely grateful. In addition, we added new partners Hewlett Packard Enterprises who are supporting us with the development of cyber-security training and Liberty who have helped to promote our work with their staff and customers, and continue to support us with major campaigns through 2021.

As we enter a new phase in our development with new programmes, increased reach, new partners and an enhanced board, it feels like the work of Sophie Hayes Foundation is just beginning. We are encouraged by the commitment of our staff, volunteers, partners, funders and fellow Trustees and look forward to a bright and positive future.

Laura Haynes



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

Message from the Chief Executive

"When we learn to become resilient, we learn how to embrace the beautifully broad spectrum of human experience." Jaeda Dewalt.

As I write these words, I will have completed my third year in post at Sophie Hayes Foundation. It has been an incredible journey. A period of intense learning, growth, and far more successes than failures.

Happily, I can report that this momentum did not falter in 2020. Even as the pandemic's impact was felt everywhere by everyone, Sophie Hayes Foundation rose to the challenge and went from strength to strength.

As lockdown caused our in-person survivor workshops and coaching to grind to a halt, the possibility of a year with zero delivery loomed. However, the adaptability of the staff to find practical solutions and the unflagging willingness of the survivors to welcome a new way of learning, turned the potential for disaster into resounding success and the gateway to approaching our programmes in new and innovative ways..

From the ground up, we created a 100% remote employability programme – a necessary tech solution that immediately became a lifeline for our survivors, and a format we shall continue once the pandemic becomes a memory. We also supplied tablets and data top-ups where they were needed, and we made hundreds of well-ness calls to check-in with survivors. Above all, we were determined to answer all cries for help. Despite the pandemic, we supported 124 women through the Employability Programmes. An incredible result in unprecedented times across a shortened year for delivery.

Of course, 2020 was not just about overcoming practical issues. It was also a time of enlightenment. The problems of digital poverty became all too clear. Those without technical skills were abandoned when the world moved online. As global education and employment come to rely more heavily on remote learning and participation, lack of equipment and knowledge are creating a two-tier society, for all but especially for victims and survivors of modern slavery. A wall between those who can and those who cannot access and then navigate the internet. The enormous resilience and optimism shown by our women, despite limited access to digital resources, now powers our resolve to ensure no survivor is left behind in the technical race.

Lastly, any reflection of the past year would not be complete without giving thanks for the unwavering support of our new and existing funders and partners as they too grappled with the impact of the pandemic.

To our volunteers and board, the countless hours and expertise gifted, allowed myself and the staff the ability to focus on our primary objectives in support of our purpose.

A special recognition must also go to our small but mighty staff team, for their unwavering commitment to our purpose whilst dealing with their own personal covid challenges.

2020 was a year like no other. We are glad it is past. But we are grateful for the growth it brought to Sophie Hayes Foundation.

Red Godfrey-Sagoo



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

ACHIEVEMENTS AND PERFORMANCE

12 months, 52 weeks, 365 days, 8,760 hours, 525,600 minutes – at Sophie Hayes Foundation, the whole of 2020 was spent in the pursuit of our purpose. The enormous scale of Modern Slavery and Human Trafficking can be daunting. How does anyone combat an organised crime industry that affects more than forty-five million people across the globe and over 130,000 in the UK? Our answer is one day at a time, one life at a time.

The Sophie Hayes Foundation was launched by a British woman who was trafficked from the UK to Italy for the purposes of sexual exploitation. She managed to escape and move on to a better life. Most are not so lucky, and far too many of those who do escape are re-captured and trafficked again and again.

Sophie saw the desperate need for an organisation to guide those who do escape towards a life of freedom and true independence. A way to move forwards without fear of re-capture. Sophie Hayes Foundation was born our journey began. Every survivor success story is another step towards the defeat of modern slavery and human trafficking.

Throughout the year

Despite the pandemic Sophie Hayes Foundation gave support to **124** women survivors in 2020. Their stories were as varied as their nationalities, ethnicities, and religions, but their statistics made it clear – modern slavery knows no boundaries. It can affect anyone, anywhere.

January to March

- The organisation launched its third location, with a new operational hub in Manchester. This expansion allowed the Foundation to start reaching female survivors in the Manchester area and across the north of England.
- Three new survivor cohorts began in-person programme delivery across London and the West Midlands.
- Major corporate partnership with Liberty launched over International Women's Day. The relationship generated awareness, new operational resources, and funding for the charity.

March to April

- Covid-19 pandemic hits hard with national lockdown resulting in the cancellation of all in-person delivery of the Sophie Hayes Foundation employability programme.
- The commitment to support survivors registered with the Foundation, transitioned to hundreds of regular wellness calls with participants. (These last through to the middle of August)
- The partnership with Liberty grew to include donations of fabric face coverings for survivors and staff.
- The Foundation ran an online campaign to recognise International Women's Day 2020. Videos celebrating women's voices through the message "What does the word woman mean to me." featured Liberty, Shiva Foundation, City Lit, Sophie Hayes Foundation volunteers, and quotes from survivors.
- To better understand the impact of the pandemic across the modern slavery sector, Sophie Hayes Foundation hosted two remote referral partner forums. Participants included: The Independent Anti Slavery Commissioner, Dame Sara Thornton, caseworkers from 11 partners ranging from Salvation Army, British Red Cross, Medaille and Hestia to the West Midlands Anti-Slavery Network.



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

May:

- The Foundation began a year long collaboration with Hewlett Packard Enterprises, to create remote cyber security training for programme participants. The collaboration objective was to build survivor knowledge for staying safe from traffickers and general cyber security., whilst accessing life saving resources in the digital space. The project was created in collaboration with Sophie Hayes Foundation survivors, for release in 2021.
- The Employability Programme team coaching staff transition to coaching remotely.

June:

- The Foundation coaching team's support saw two survivors gain University placements and twelve into further education courses.

July to August:

- Significant work began to create and launch the charity's first fully remote employability programme for launch in September with new referrals. Remote coaching sessions continued with existing participants. Tech support was provided to survivors where necessary, including the donation of tablets and data top-ups.

September:

- The Foundation's ambitious goal to launch the first all remote Employability Programme, is realised with 73 referrals across all three hubs received.
- Sophie Hayes Foundation's collaboration with Liberty continues with the Foundation's CEO Red Godfrey-Sagoo featured in Liberty's podcast and twice yearly magazine.

October:

- The organisation's commitment to advocacy and communications continues as it publishes its first "year in review", supports funder Smallwood Trust with a blog and participates in the University of South Wales modern slavery human trafficking series.

November:

- To prepare for 2021 and beyond, the board, staff, survivors, volunteers and partners, began work on the organisation's Purpose, Mission and Values and first ever five year strategy.

December:

- The first remote Employability Programme participants complete module one workshops and 89% move forwards to module two - coaching.



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

32 Countries 124 women all survivors

74 women from London & the South, 22 women from Manchester & the North and 28 women from the West Midlands, shared stories as varied as their nationalities, ethnicities, and religions, but their statistics made it clear – Modern Slavery knows no boundaries.

Albania	Bangladesh	Botswana	Brazil	Cameroon	China
Congo	Czech Republic	Ethiopia	Gambia	Ghana	India
Iran	Jamaica	Kenya	Liberia	Lithuania	Mali
Mauritius	Morocco	Nigeria	Other	Pakistan	Philippines
Senegal	Sierra Leone	Sri Lanka	St. Lucia	Syria	Uganda
United Kingdom	Zambia	Zimbabwe			

African, Asian, European, Caribbean, Middle-Eastern - the victims of Modern Slavery reflect the multi-cultural world. The largest group of survivors the organisation worked with in 2020 defined their ethnicity as Black or African. The second most common ethnic definition was White.

The suffering and miseries was spread across all forms of exploitation

Sexual exploitation of the victims of Modern Slavery is common. However, it is not the only reason people are enslaved. Victims also face domestic servitude, forced labour, forced begging, forced marriage and other brutalities. Often, these crimes are combined.

Domestic Servitude	47	Forced begging	3
Forced labour	14	Forced marriage	6
Organ harvesting	1	Sexual exploitation	77

Human trafficking does not respect age

The youngest survivor in 2020 was 18 years old. The oldest was 67. The survivors who gave their age revealed vulnerabilities across the full adult life span:

Age 18-24	Age 25-34
Age 35-54	Age 55-67



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

All religious groups represented

Sophie Hayes Foundation survivors followed all religious faiths. The largest group identified as Christian/Catholic; the smallest was Rastafarian. The variety of religious beliefs debunks the myth that victims all follow one faith.

Christian

Muslim

Hindu

Sikh

Rastafarian

Sophie Hayes Foundation Employability Programmes

The Employability Programme offered in-person and remote workshops, coaching sessions and placements into industry, education, and life enrichment experiences. Skills learned include:

- Compiling a CV
- Educational/Vocational Qualifications
- Employment
- Entry to College or University
- Self-Reliance and Confidence
- Social Skills
- Work Experience

The positive impact of these opportunities can be life changing. Survivors who felt lost and vulnerable to further abuse were given recognition and a new beginning. Where there once was uncertainty, there is now confidence and resilience. Sophie Hayes Foundation Employability Programme gives survivors more than independence. It gives them hope

The results speak for themselves

Programme participants recorded:

- **82%** average increase in confidence
- **80%** average increase in employability knowledge
- **92%** created CVs

Employability Programme staff delivered:

- **297:** hours of workshops
- **170:** workshop sessions
- **6086:** workshop attendances
- **1209:** hours of coaching sessions:
- **806:** coaching sessions
- **1506:** total hours programme delivery:
- **188:** survivors contacted +400 times during the pandemic for health and well-being check-ins



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

Employability Programme participant comments:

- "The whole week I am looking forward to this workshop."
- "I am very grateful to be a part of this programme and the opportunity to make friends and learn at the same time."
- "Before this course I never took time to think about what I am good at, what I enjoy, but even in just these few sessions I have learnt so much about myself, thank you."
- "It's so important to talk about self-care and I never really think about it. It was very good thank you"
- "It is really good for me to meet new friends and practice my English, it is a stressful time for me, but this programme is really well structured, and I am very happy to be part of it."

94% of participants would recommend the programme to others

81% rated the programme highly

OUR REFERRAL PARTNERS

Sophie Hayes Foundation receives survivor referrals from a range of organisations across the UK. In 2020, we are proud to have worked with the following referral partners:

- | | |
|--|----------------------|
| • Adavu Project | • Medaille Trust |
| • Black Country Women's Aid | • Migrant Help |
| • British Red Cross | • NIA PROJECT |
| • City Hearts | • Rahab UK |
| • Ella's | • Restore |
| • Hestia Housing and Support | • SJOG |
| • Hestia Modern Slavery Response Team | • The Salvation Army |
| • Lewisham Refugee and Migrant Network | |

RECOGNITION OF OUR FUNDERS

Sophie Hayes Foundation receives donations from institutional and private donors. We cannot operate without their generosity. We thank them all for their support and we offer special recognition to the following funders for their support in a difficult pandemic year:

- | | |
|-------------------|---------------------------------------|
| • Axis Foundation | • The Allen Lane Foundation |
| • CAF | • The National Lottery Community Fund |
| • Garfield Weston | • People's Postcode Lottery |
| • London Catalyst | • Smallwood Trust |

Additional, recognition must be made to the philanthropic giving by various family trusts, individual significant gifts and Liberty.



Sophie Hayes Foundation

Trustees' Report

For the year ending 31 December 2020

FINANCIAL REVIEW

The charity generated income of £450,226 in the year, a significant increase against prior year (2019 – £136,335). Included within current year income is furlough grant support of £7,221 (2019 - £Nil).

Key to this uplift in income were increases in both corporate donors (both in number and value of gift) and the diversification and increase in the number of grant funders, corporate partnerships and individual giving and philanthropists.

The charity continues in its aim to fund its operations from a wider pool of grant funders and corporate partnerships.

With increases in incoming resources in the year the charity expanded its operations, despite the significant challenges faced as a result of the COVID-19 pandemic. Total charitable expenditure increased to £241,663 (2019 - £192,143).

As described in note 8, staff costs increased to £171,530 in the year (2019 - £124,832), predominantly as a result of an uplift in headcount and also increases in contracted hours.

However, with the charity moving to a remote programme for much of the year, efficiencies were gained with lower levels of programme costs (material and resources, delivery venue hires, participant travel etc) and a corresponding fall in travel and subsistence expenditure.

As a result, the charity reports a surplus for the year of £208,563 (2019 – a deficit of £55,808), and a net asset position at the balance sheet date of £219,337.

RESERVES POLICY

The Board are reviewing the reserves policy of the charity as part of its work on setting its 5 year strategy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Sophie Hayes Foundation was incorporated on 19 December 2011 and is a private company limited by guarantee. The company is governed by the memorandum and articles of association under which the board of directors are appointed, and the management of the charity is set out.

Sophie Hayes Foundation is governed by a board of directors (Trustees). In selecting persons to be appointed, the Trustees consider the skills, experience and commitment of potential trustees and the contributions they can make to complement the existing board of trustees.

Each trustee is appointed for a period of 3 years, after which they must be reappointed by the board to a maximum of two terms.

In preparing this report, the trustees have taken advantage of the small companies' exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Board of Trustees on 22 September 2021 and signed on their behalf by:

Laura Haynes

Interim Co-Chair



Independent Examiner's Report to the Trustees of Sophie Hayes Foundation For the year ending 31 December 2020

I report to the charity's trustees on my examination of the accounts of Sophie Hayes Foundation ("the Charity") for the year ended 31 December 2020.

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

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

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

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

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

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

Martin Bailey

.....
Martin Bailey FCA

Date: 23-09-21

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



Sophie Hayes Foundation

Statement of Financial Activities

For the year ending 31 December 2020

		Unrestricted	Restricted	2020	2019
		Fund	Fund	Total	Total
	Notes	£	£	£	£
INCOME FROM					
Donations	2	107,660	8,141	115,801	15,607
Grant income	3	-	327,160	327,160	119,728
Other income	4	7,221	-	7,221	1,000
Investment income		44	-	44	-
		114,925	335,301	450,226	136,335
EXPENDITURE ON					
Raising funds	5	9,243	-	9,243	9,895
Charitable activities	6	57,254	175,166	232,420	182,248
		66,497	175,166	241,663	192,143
NET INCOME / (EXPENDITURE)					
		48,428	160,135	208,563	(55,808)
NET MOVEMENT IN FUNDS					
		48,428	160,135	208,563	(55,808)
Fund balances at 01/01/2020		4,493	6,281	10,774	66,582
Fund balances at 31/12/2020		52,921	166,416	219,337	10,774



Sophie Hayes Foundation

Balance Sheet

At 31 December 2020

(REGISTERED NUMBER: 07886303)

		2020	2020	2019	2019
		£	£	£	£
	Notes				
FIXED ASSETS					
Tangible assets	11		5,392		3,041
CURRENT ASSETS					
Debtors	12	11,970		7,126	
Cash at bank and in hand		218,358		40,114	
		230,328		47,240	
Creditors: amounts falling due within one year	13	16,383		39,507	
Net current assets			213,945		7,733
TOTAL ASSETS LESS CURRENT LIABILITIES			219,337		10,774
FUNDS					
Unrestricted funds	15		52,921		4,493
Restricted funds	15		166,416		6,281
			219,337		10,774

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2020 in accordance with Section 476 of the Companies Act 2006.

Continued



Sophie Hayes Foundation
Balance Sheet
At 31 December 2020

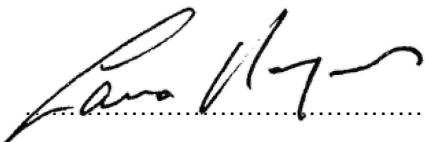
(REGISTERED NUMBER: 07886303)

The trustees acknowledge their responsibilities for:

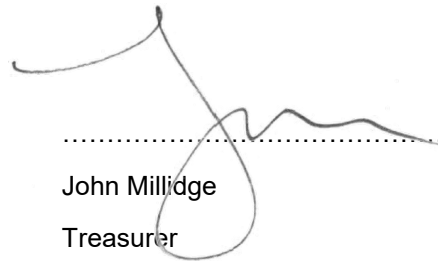
- a) ensuring the charitable company keeps accounting records that comply with Section 386 and 387 of the Companies Act 2006 and
- b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the board of trustees on 22 September 2021 and were signed on its behalf by:



Laura Haynes
Interim Co-Chair


John Millidge
Treasurer

The notes on pages 19 to 28 form part of these financial statements.



Sophie Hayes Foundation

2020 Notes to the financial statements

For the year ending 31 December 2020

1. ACCOUNTING POLICIES

General information

Sophie Hayes Foundation is a company limited by guarantee, incorporated in England and Wales, and recognised as a charity with the Charity Commission in England and Wales. The charity's objects are stated in the Trustees' Report.

Basis for preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The charitable company is a public benefit entity under FRS102 and is registered as a charity in England and Wales.

The financial statements have been prepared in sterling, the functional currency of the charity, and monetary amounts in these financial statements have been rounded to the nearest £.

Company status

The company is a company limited by guarantee. In the event that the charitable company is wound up, the liability in respect of the guarantee is limited to £1 per member.

Income

Income is recognised in the Statement of Financial Activities once the charity has entitlement to the income, it is probable that the income will be receivable, any performance conditions attached to the item(s) of income have been met and the amount of income can be measured reliably. Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Resources expended

Expenditure is recognised as soon as there is a legal or constructive obligation committing the charitable company to that expenditure, it is probable that a transfer of economic benefit will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise the costs associated with attracting voluntary income and costs of fundraising.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.



Sophie Hayes Foundation

2020 Notes to the financial statements

For the year ending 31 December 2020

1. ACCOUNTING POLICIES (continued)

Taxation

The charity is exempt from corporation tax on its charitable activities.

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 are unrestricted funds that are earmarked for a particular purpose by the Trustees.

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 aim and use of each restricted fund is set out in Note 15 to the financial statements.

Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives on the following basis:

- Computer equipment - 4 years straight line

Gains and losses on disposal are determined by comparing the proceeds with the carrying amounts and are recognised in Statement of Financial Activities.

Debtors

Short term debtors are measured at transaction price, less any impairment.

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.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Basic financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Balance Sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Pension costs and other post-retirement benefits

The charity has arranged a defined contribution scheme for its employees. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.



Sophie Hayes Foundation

2020 Notes to the financial statements

For the year ending 31 December 2020

1. ACCOUNTING POLICIES (continued)

Going concern

The charity is reliant upon voluntary income, predominately in the form of donations and restricted grants, to fund its activities. After reviewing the plans for the charity for a period of at least twelve months from the date of approval of the financial statements, including expected income and anticipated expenditure, the trustees consider that there are no material uncertainties regarding going concern and therefore that the financial statements are appropriately prepared on the going concern basis.

2. DONATIONS AND LEGACIES

	Unrestricted	Restricted	2020	2019
	2020	2020	Total	Total
	£	£	£	£
Individual donations	190	8,141	8,331	15,059
Corporate donations	107,470	-	107,470	548
	107,660	8,141	115,801	15,607

3. GRANT INCOME

	Unrestricted	Restricted	2020	2019
	2020	2020	Total	Total
	£	£	£	£
Grant income	-	327,160	327,160	119,728

4. OTHER INCOME

	Unrestricted	Restricted	2020	2019
	2020	2020	Total	Total
	£	£	£	£
Other income	7,221	-	7,221	1,000

Other income represents furlough monies received during the year. During the prior financial year the charity was in receipt of donated consultancy services, valued at £1,000.



Sophie Hayes Foundation

2020 Notes to the financial statements

For the year ending 31 December 2020

5. COST OF RAISING FUNDS

	Unrestricted	Restricted	2020	2019
	2020	2020	Total	Total
	£	£	£	£
Raising funds	9,243	-	9,243	9,895

6. CHARITABLE ACTIVITIES

	Unrestricted	Restricted	2020	2019
	2020	2020	Total	Total
	£	£	£	£
Staff costs (note 8)	28,553	142,977	171,530	124,832
Programme costs	564	5,158	5,722	8,890
Travel and subsistence	657	2,584	3,241	8,030
Consultancy costs	2,738	-	2,738	1,546
Rent and rates	2,964	18,751	21,715	19,818
Accountancy costs	413	-	413	-
Insurance	287	-	287	247
Other staff costs	6,951	503	7,454	4,727
Office costs	9,032	5,193	14,225	8,287
Subscriptions	546	-	546	-
Administrative costs	1,029	-	1,029	4,404
	53,734	175,166	228,900	180,781
Share of support costs (note 7)	3,520	-	3,520	1,467
	57,254	175,166	232,420	182,248



Sophie Hayes Foundation

2020 Notes to the financial statements

For the year ending 31 December 2020

7. SUPPORT COSTS

	2020	2019
	Total	Total
	£	£
Depreciation	1,420	1,467
Independent examination fees	2,100	-
	3,520	1,467

8. STAFF COSTS

	2020	2019
	Total	Total
	£	£
Wages and salaries	158,728	118,503
Social security costs	9,087	2,824
Pensions	3,715	3,505
	171,530	124,832

The average monthly number of employees during the year was 5 (2019 - 4). There were no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 in the year (2019 - none).

During the year, the charity incurred costs totalling £57,096 (2019: £40,864), including employer's NIC and employer's pension, in respect of key management personnel.

9. TRUSTEES

None of the trustees (or any persons connected with them) received any remuneration during the year. No trustees were reimbursed for expenses during the year (2019 - no trustees).



Sophie Hayes Foundation

2020 Notes to the financial statements

For the year ending 31 December 2020

10. COMPARITVE FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted	Restricted	2019
	2019	2019	Total
	£	£	£
INCOME FROM			
Donations	13,016	2,592	15,607
Grant income	31,830	87,898	119,728
Other income	1,000	-	1,000
	45,845	90,490	136,335
EXPENDITURE ON			
Raising funds	9,895	-	9,895
Charitable activities	89,959	92,289	182,248
	99,854	92,289	192,143
NET MOVEMENT IN FUNDS	(54,009)	(1,799)	(55,808)
Fund balances at 01/01/2019	58,502	8,080	66,582
Fund balances at 31/12/2019	4,493	6,281	10,774



Sophie Hayes Foundation

2020 Notes to the financial statements

For the year ending 31 December 2020

11. TANGIBLE FIXED ASSETS

	Computer equipment £	Total £
Cost or valuation		
At 1 January 2020	4,467	4,467
Additions	3,771	3,771
At 31 December 2020	8,238	8,238
Depreciation		
At 1 January 2020	1,426	1,426
Charge for the year	1,420	1,420
At 31 December 2020	2,846	2,846
Carrying amount		
At 1 January 2020	3,041	3,041
At 31 December 2020	5,392	5,392

12. DEBTORS

	2020 Total £	2019 Total £
Trade debtors	-	730
Other debtors	5,781	4,531
Prepayments	6,189	1,865
	11,970	7,126



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For the year ending 31 December 2020

13. CREDITORS

	2020	2019
	Total	Total
	£	£
Trade creditors	7,097	3,042
Taxation and social security	4,057	5,985
Deferred income	-	30,337
Other creditors	2,843	143
Accruals	2,386	-
	16,383	39,507

Deferred income as 31 December 2019 represents grant income received in advance of the charity having entitlement to these funds.

14. RETIREMENT BENEFIT SCHEMES

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £3,715 (2019 - £3,505).

15. MOVEMENT IN FUNDS

	At 01/01/2020	Incoming resources	Resources expended	At 31/12/2020
	£	£	£	£
Unrestricted funds				
General funds	4,493	114,925	66,497	52,921
Restricted funds				
Employability Programme Fund	3,689	327,160	164,433	166,416
1000 Women Fund	2,592	8,141	10,733	-
	10,774	358,675	241,663	219,337



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15. MOVEMENT IN FUNDS (CONTINUED)

The Employability Programme Fund

Up to the summer of 2019, the UK government's provision of support for survivors of human trafficking was 45 days. This insufficient time frame was successfully challenged in the UK courts, resulting in the government's reversal of 45 days to the new provision of support as needed with no cut-off target.

Before the challenge, Sophie Hayes Foundation restricted fund was called the Day 46 Programme fund, at which point it became the Employability Programme Fund.

The Employability Programme Fund is used to continue the charity's comprehensive programme, comprising workshops, coaching, vocational placements, training, education and formal learning designed to support women survivors of human trafficking and modern day slavery, as they transition from emergency care through long term support and sustainable freedom. The Employability Programme Fund also includes the Survivor Network renamed as The CREW in 2021, which supports women survivors in a peer to peer environment for long term leadership development and socialisation.

The 1000 Women, 1000 Days, £1,000 per Woman Campaign Fund

Of the 130,000 people enslaved across the UK today 70% are women. 1000's of women are in need of support to sustainable freedom through independence, and a life without fear. This devastating need has led to SHF's first initiative "1000 Women 1000 Days".

Sophie Hayes Foundation's goal over 1000 days is to support 400 women survivors in London and the South, 350 in Manchester and the North and 250 across Birmingham and the West Midlands. This ambitious plan will require hundreds of employability workshops, thousands of hours of coaching sessions, 1000's of opportunities for work - volunteer placements and access to further education to empower each woman towards a future which is sustainable.

The core programme cost to successfully deliver 1000 Women in 1000 Days, equates to £1,000 per woman. Sophie Hayes Foundation is committed to raising the first £1,000,000 over 3 years, before transitioning to the next 1000 women and the 1000's that will still need support thereafter. Until a time at which there are no victims and slavery has been eradicated, Sophie Hayes Foundation will continue to support each woman and raise awareness to this crime against humanity.

The 1000 Women 1000 Days campaign was launched in January of 2020 and due to the impact of pandemic it was suspended until September 2020.



Sophie Hayes Foundation

2020 Notes to the financial statements

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16. COMPARATIVE MOVEMENT IN FUNDS

	At 01/01/2019 £	Incoming resources £	Resources expended £	At 31/12/2019 £
Unrestricted funds				
General funds	58,502	45,845	99,854	4,493
Restricted funds				
Employability Programme Fund	8,080	87,989	92,289	3,689
1000 Women Fund	-	2,592	-	2,592
	66,582	136,335	192,143	10,774

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total £
Tangible assets	5,392	-	5,392
Debtors	11,970	-	11,970
Cash at bank and in hand	51,942	166,416	218,358
Creditors: amounts falling due within one year	(16,383)	-	(16,383)
	52,921	166,416	219,337

18. RELATED PARTY TRANSACTIONS

During the year, donations were received from trustees, key management, and related parties totalling £156 (2019: £130). No restrictions or conditions were attached to any of these donations. There were no other related party transactions requiring disclosure in either the current or prior years.

Registered company number:07886303
Registered charity number: 1145176

