

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.

"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

"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





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.

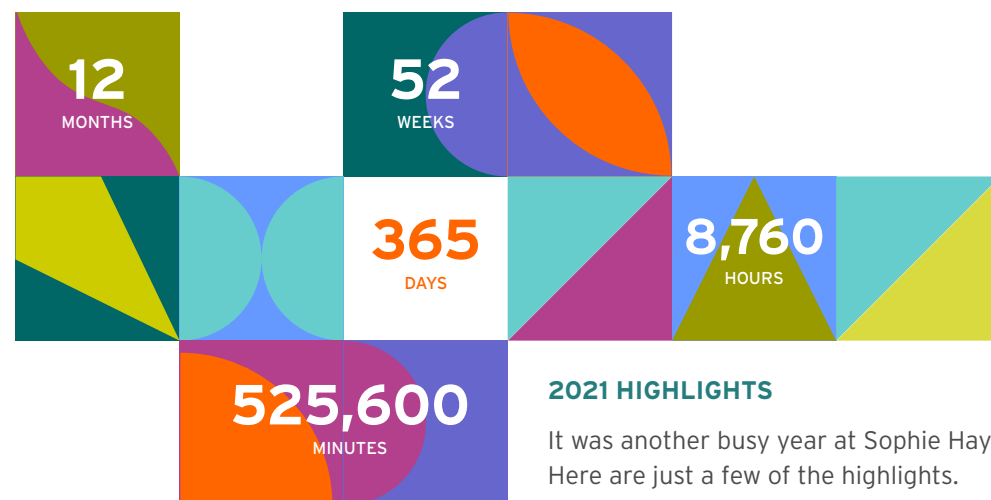
Turning the tide on the globe's most mendacious crimes will take great effort and determination. As the effects of Covid fade, so stuttering economies, climate change, and new wars will continue to create fertile opportunities for the traffickers to operate. I can only thank our staff, volunteers, donors, 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.”

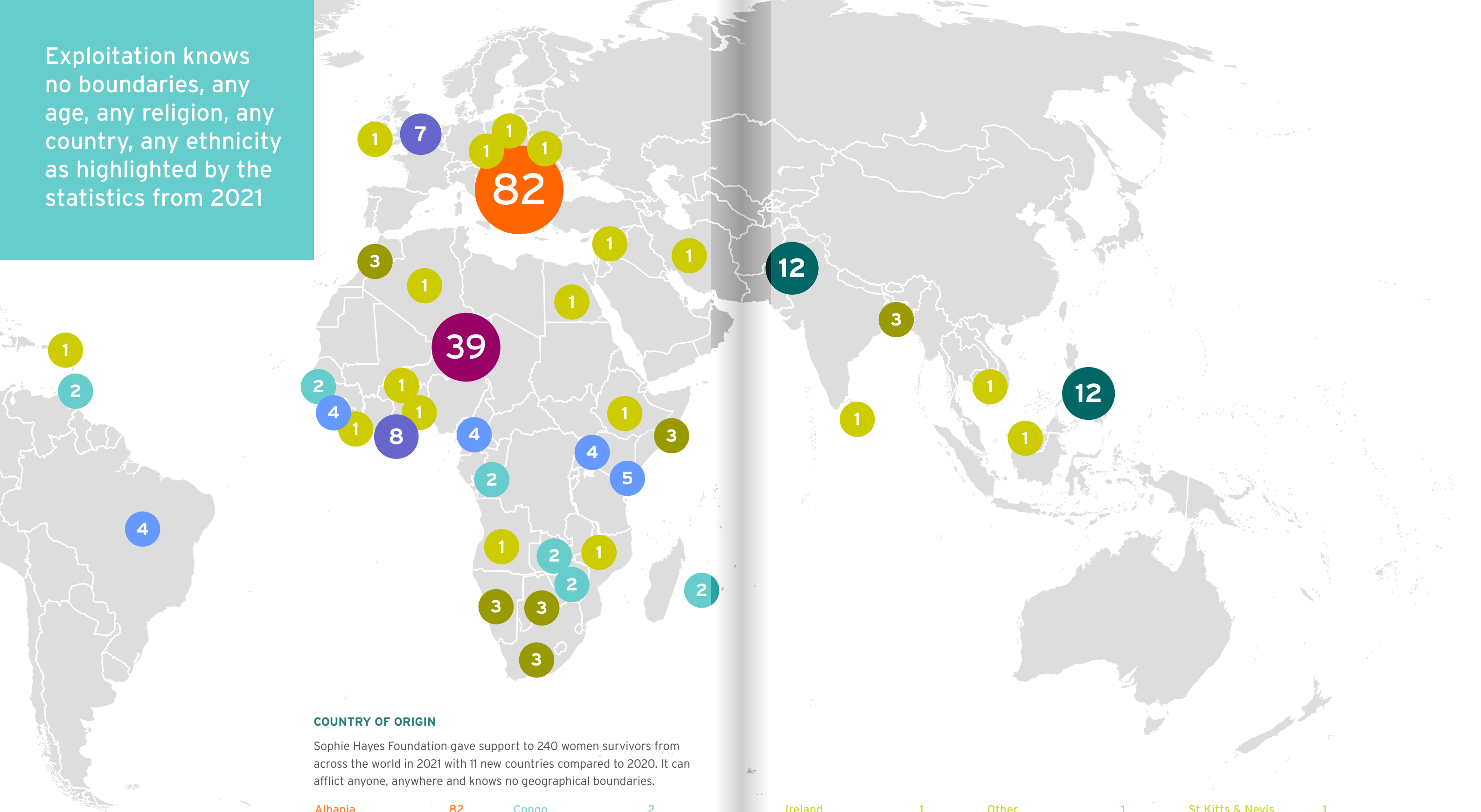


MAISIE

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



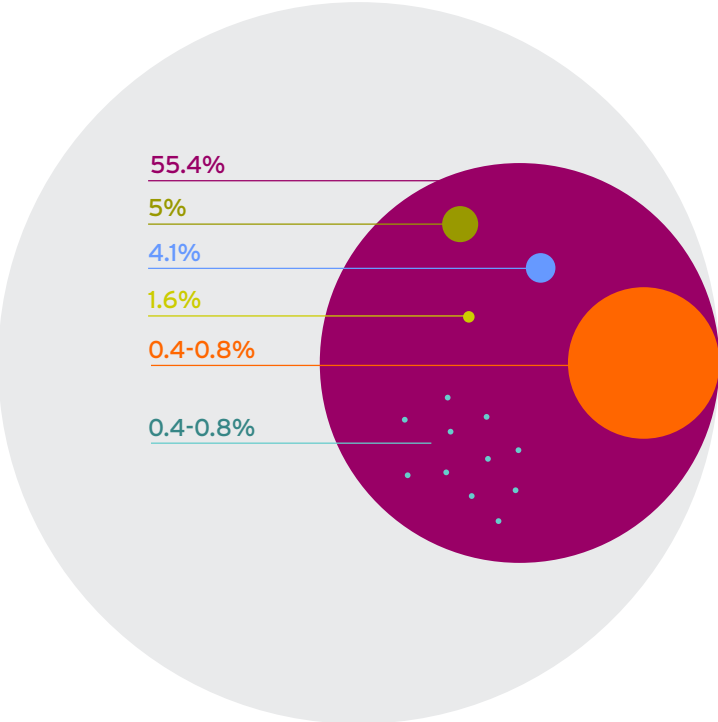
COUNTRY OF ORIGIN

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	Ireland	1	Other	1	St Kitts & Nevis	1
Algeria	1	Czech Republic	1	Kenya	5	Pakistan	12	St Vincent & Grenadines	2
Angola	1	Democratic Republic of the Congo	2	Liberia	1	Philippines	12	Syria	1
Bangladesh	3	Egypt	1	Malawi	1	Poland	1	Thailand	1
Benin	1	Ethiopia	1	Malaysia	1	Romania	1	Uganda	4
Botswana	3	Gambia	2	Mauritius	2	Sierra Leone	4	United Kingdom	7
Brazil	4	Ghana	8	Morocco	3	Somalia	3	Zambia	2
Burkina Faso	1	Iran	1	Namibia	3	South Africa	3	Zimbabwe	2
Cameroon	4			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.



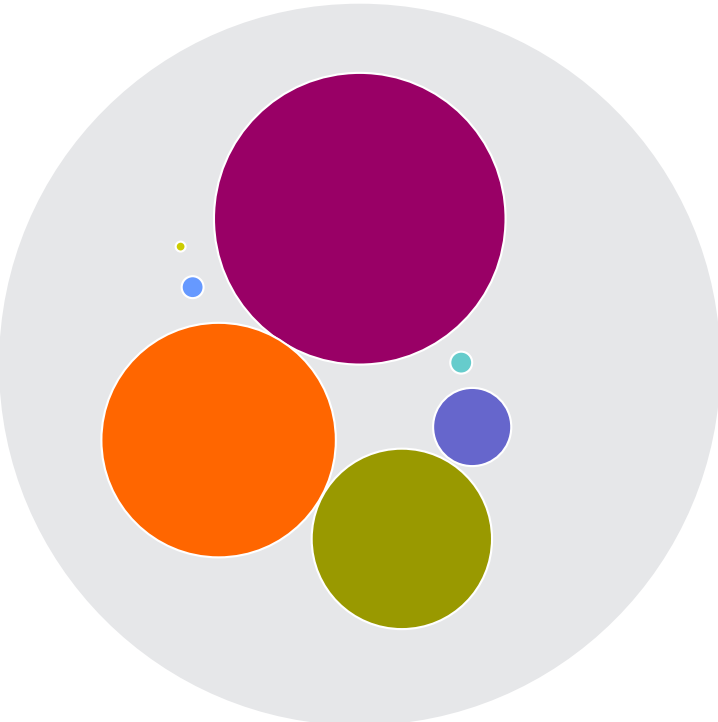
Of 240 survivors:

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



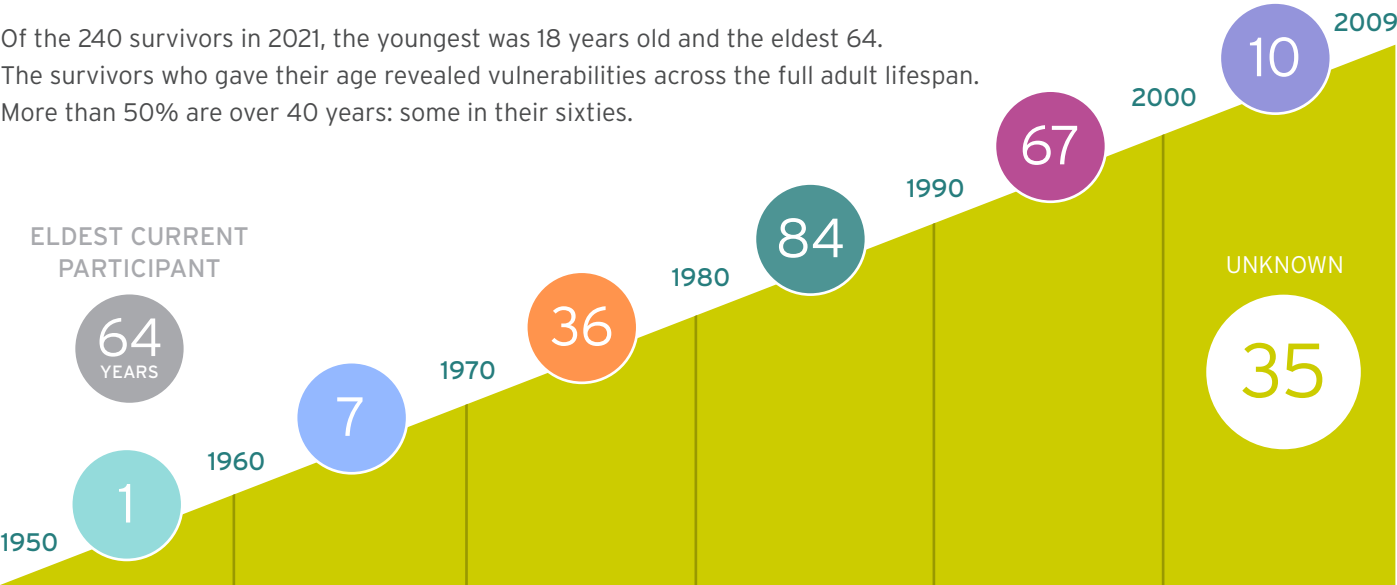
ETHNICITY

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

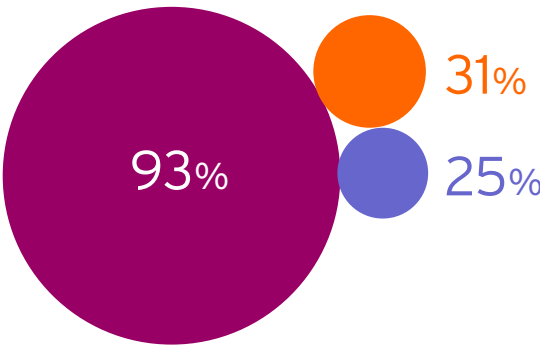
Of the 240 survivors in 2021, the youngest was 18 years old and the eldest 64. The survivors who gave their age revealed vulnerabilities across the full adult lifespan. More than 50% are over 40 years: some in their sixties.



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

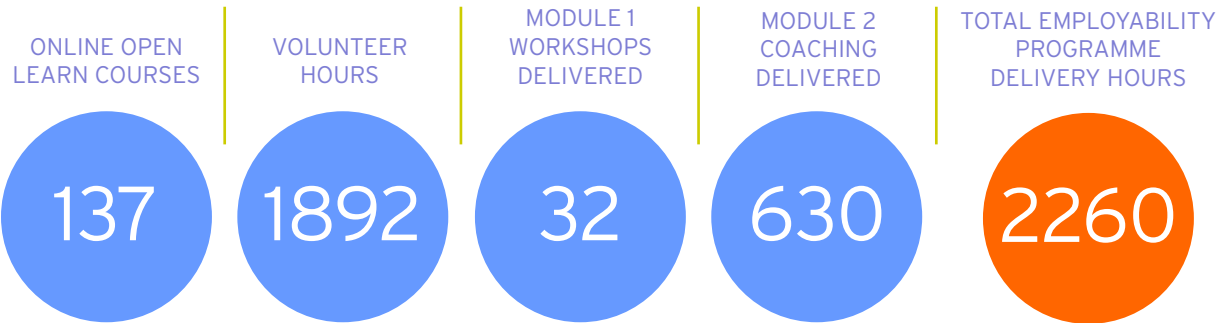
The Employability Programme offered workshops, one to one coaching sessions and placements into industry, education, peer to peer support, and life enrichment experiences.

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

Skills learned included:

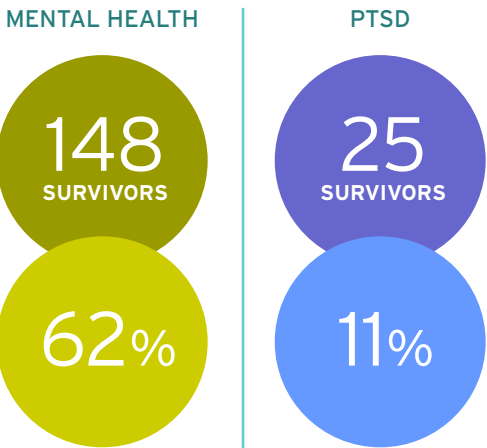
COMPILING A CV	The positive impact of these opportunities can be life-changing. Survivors who felt lost and vulnerable to further abuse were given recognition and a new beginning. Where there once was uncertainty, there was now confidence and resilience. The Sophie Hayes Employability Programme gave 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

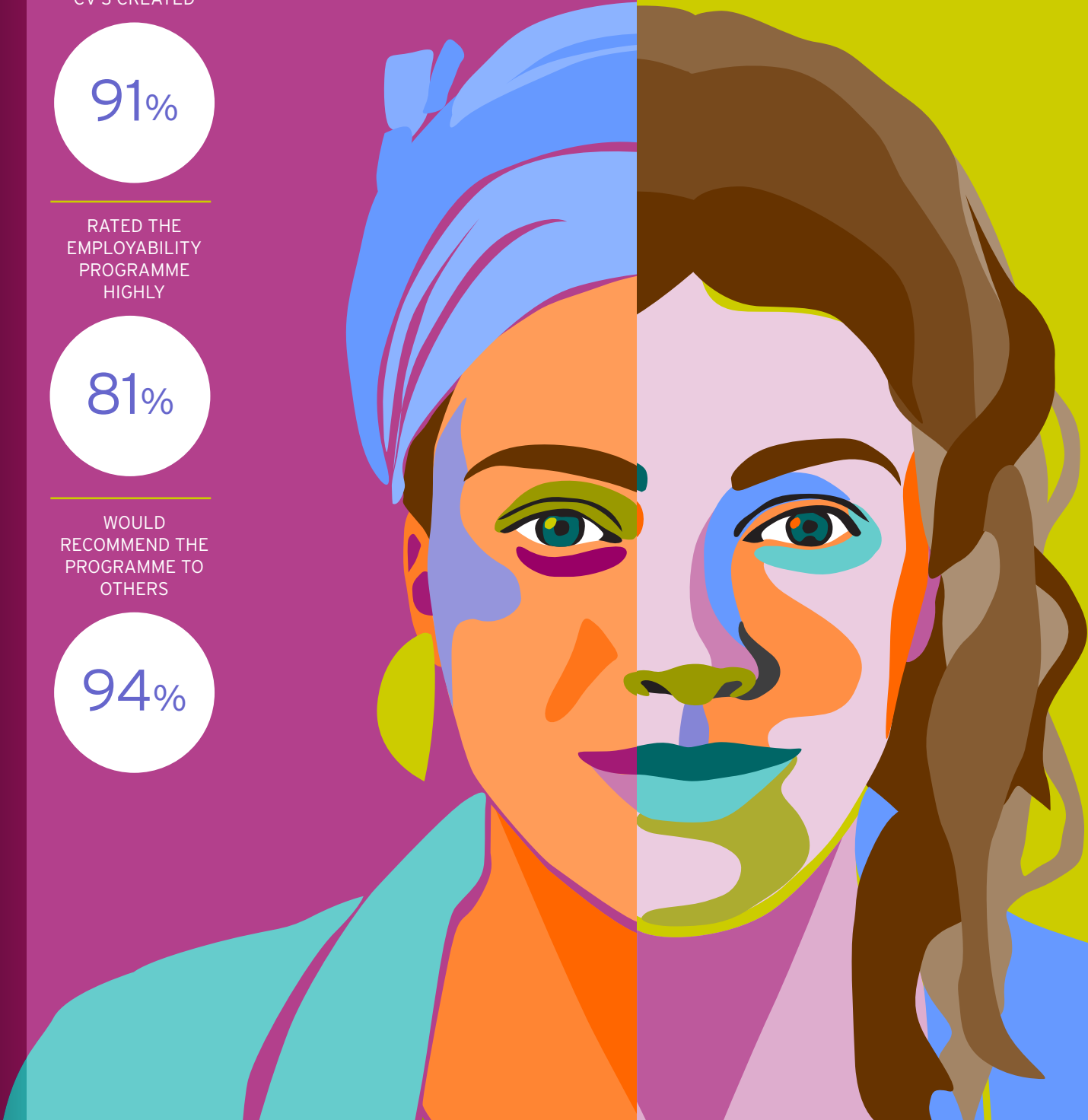
91%

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 on21.09.22..... 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

	Notes	Unrestricted Fund £	Restricted Fund £	2021 Total £	2020 Total £
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
		<hr/>	<hr/>	<hr/>	<hr/>
		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
		<hr/>	<hr/>	<hr/>	<hr/>
		215,563	247,965	463,528	241,663
NET INCOME / (EXPENDITURE)					
		<hr/>	<hr/>	<hr/>	<hr/>
		25,297	(147,978)	(122,681)	208,563
NET MOVEMENT IN FUNDS					
		<hr/>	<hr/>	<hr/>	<hr/>
		25,297	(147,978)	(122,681)	208,563
Fund balances at 01/01/2021		52,921	166,416	219,337	10,774
		<hr/>	<hr/>	<hr/>	<hr/>
Fund balances at 31/12/2021		78,218	18,438	96,656	219,337
		<hr/>	<hr/>	<hr/>	<hr/>

Balance Sheet
At 31 December 2021

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS					
Tangible assets	11		5,012		5,392
			<hr/>		<hr/>
CURRENT ASSETS					
Debtors	12	14,886		11,970	
Cash at bank and in hand		109,982		218,358	
		<hr/>		<hr/>	
		124,868		230,328	
Creditors: amounts falling due within one year	13	33,224		16,383	
		<hr/>		<hr/>	
Net current assets			91,644		213,945
			<hr/>		<hr/>
TOTAL ASSETS LESS CURRENT LIABILITIES					
			96,656		219,337
			<hr/>		<hr/>
FUNDS					
Unrestricted funds	15		78,218		52,921
Restricted funds	15		18,438		166,416
			<hr/>		<hr/>
			96,656		219,337
			<hr/>		<hr/>

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 on21.09.22..... and were signed on its behalf by:

.....*Laura Haynes*.....

Laura Haynes
Trustee

.....*John Millidge*.....

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 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.

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
	<hr/>	<hr/>	<hr/>	<hr/>
	136,952	93,368	2,100	232,420
	<hr/>	<hr/>	<hr/>	<hr/>

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
	<hr/>	<hr/>
	298,403	171,530
	<hr/>	<hr/>

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
	<hr/>	<hr/>	<hr/>
	114,925	335,301	450,226
EXPENDITURE ON			
Raising funds	9,243	-	9,243
Charitable activities	57,254	175,166	232,420
	<hr/>	<hr/>	<hr/>
	66,497	175,166	241,663
NET INCOME	<hr/>	<hr/>	<hr/>
	48,428	160,135	208,563
NET MOVEMENT IN FUNDS	<hr/>	<hr/>	<hr/>
Fund balances at 01/01/2019	4,493	6,281	10,774
	<hr/>	<hr/>	<hr/>
Fund balances at 31/12/2020	<hr/>	<hr/>	<hr/>
	52,921	166,416	219,337
	<hr/>	<hr/>	<hr/>

11. TANGIBLE FIXED ASSETS

	Computer equipment £	Total £
Cost or valuation		
At 1 January 2021	8,238	8,238
Additions	1,980	1,980
	<hr/>	<hr/>
	10,218	10,218
	<hr/>	<hr/>
Depreciation		
At 1 January 2021	2846	2,846
Charge for the year	2,360	2,360
	<hr/>	<hr/>
	5,206	5,206
	<hr/>	<hr/>
Carrying amount		
At 1 January 2021	5,392	5,392
	<hr/>	<hr/>
At 31 December 2021	<hr/>	<hr/>
	5,012	5,012
	<hr/>	<hr/>

12. DEBTORS

	Total	Total
	2021	2020
	£	£
Other debtors	6,563	5,781
Prepayments	8,323	6,189
	<hr/>	<hr/>
	14,886	11,970
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	33,224	16,383
	<hr/>	<hr/>

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
	<hr/>	<hr/>	<hr/>	<hr/>
	219,337	340,847	463,528	96,656
	<hr/>	<hr/>	<hr/>	<hr/>

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	-
	<hr/>	<hr/>	<hr/>	<hr/>
	10,774	450,226	241,663	219,337
	<hr/>	<hr/>	<hr/>	<hr/>

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