



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
Mamoona 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

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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 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.

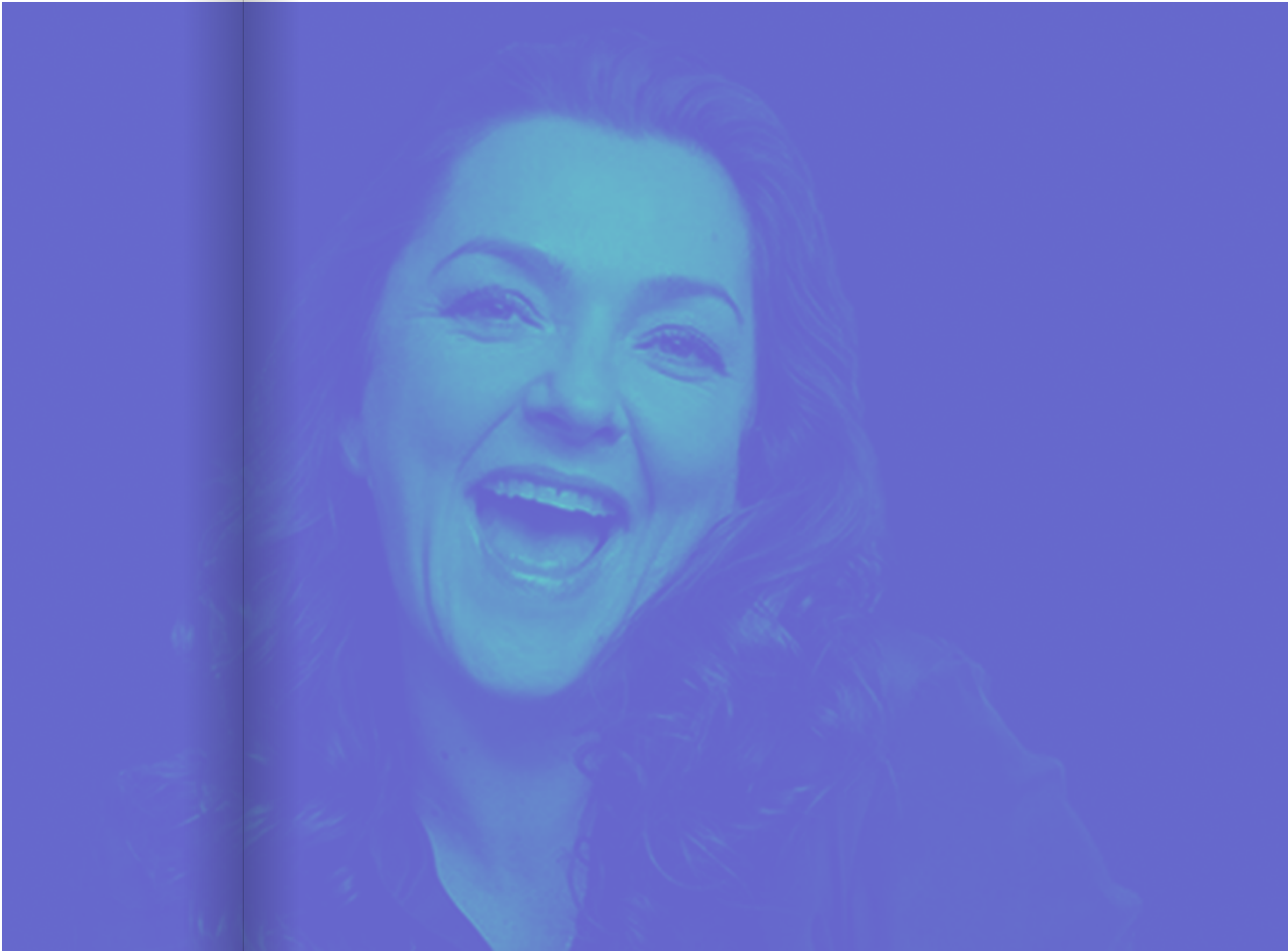
The number of victims of human trafficking and modern slavery continues to rise and it's likely the survivors of these crimes will need the help of our organisation more than ever before. With our dedicated staff, consultants and volunteers, and the continued support of existing and new donors and partners,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

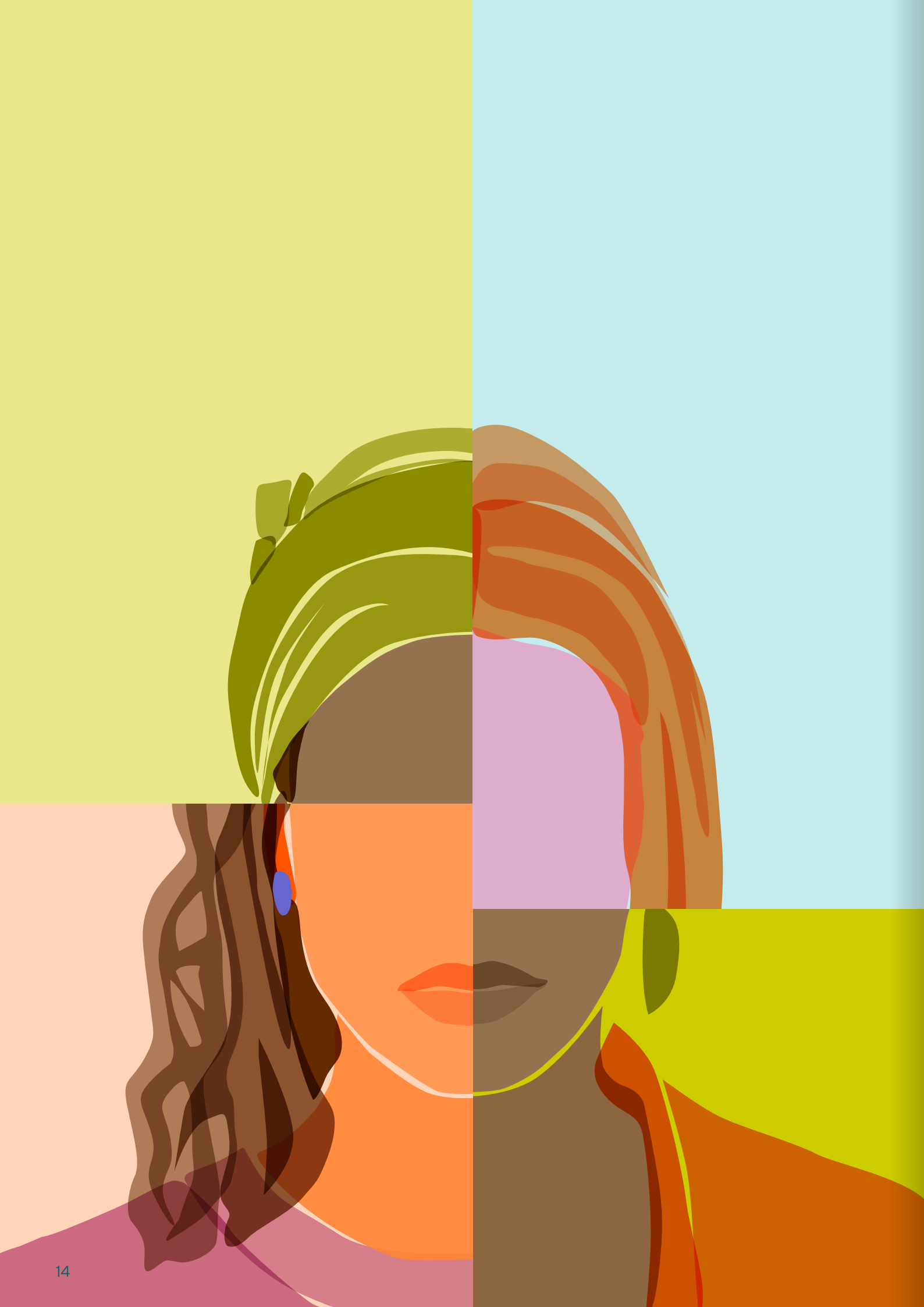
Since joining the programme, my persona has changed, my whole person has changed. I'm more confident, I'm not as shy as I was before. I'm not all there as yet, but I'm getting there. I'm able to speak more openly to people and interact better, I think. I was in a very depressed place, but I'm studying 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
	<hr/>	<hr/>	<hr/>	<hr/>
	261,732	174,724	7,027	443,483
	<hr/>	<hr/>	<hr/>	<hr/>

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
	<hr/>	<hr/>
	301,214	298,403
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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
	<hr/>	<hr/>	<hr/>
	240,860	99,987	340,847
EXPENDITURE ON			
Raising funds	20,045	-	20,045
Charitable activities	195,518	247,965	443,483
	<hr/>	<hr/>	<hr/>
	215,563	247,965	463,528
NET INCOME	25,297	(147,978)	(122,681)
	<hr/>	<hr/>	<hr/>
NET MOVEMENT IN FUNDS	25,297	(147,978)	(122,681)
Fund balances at 01/01/2021	52,921	166,416	219,337
	<hr/>	<hr/>	<hr/>
Fund balances at 31/12/2021	78,218	18,438	96,656
	<hr/>	<hr/>	<hr/>

11. TANGIBLE FIXED ASSETS

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

12. DEBTORS

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

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
	<hr/>	<hr/>
	26,718	33,224
	<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 £6,700 (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
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	96,656	535,461	512,667	-	119,450
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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

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

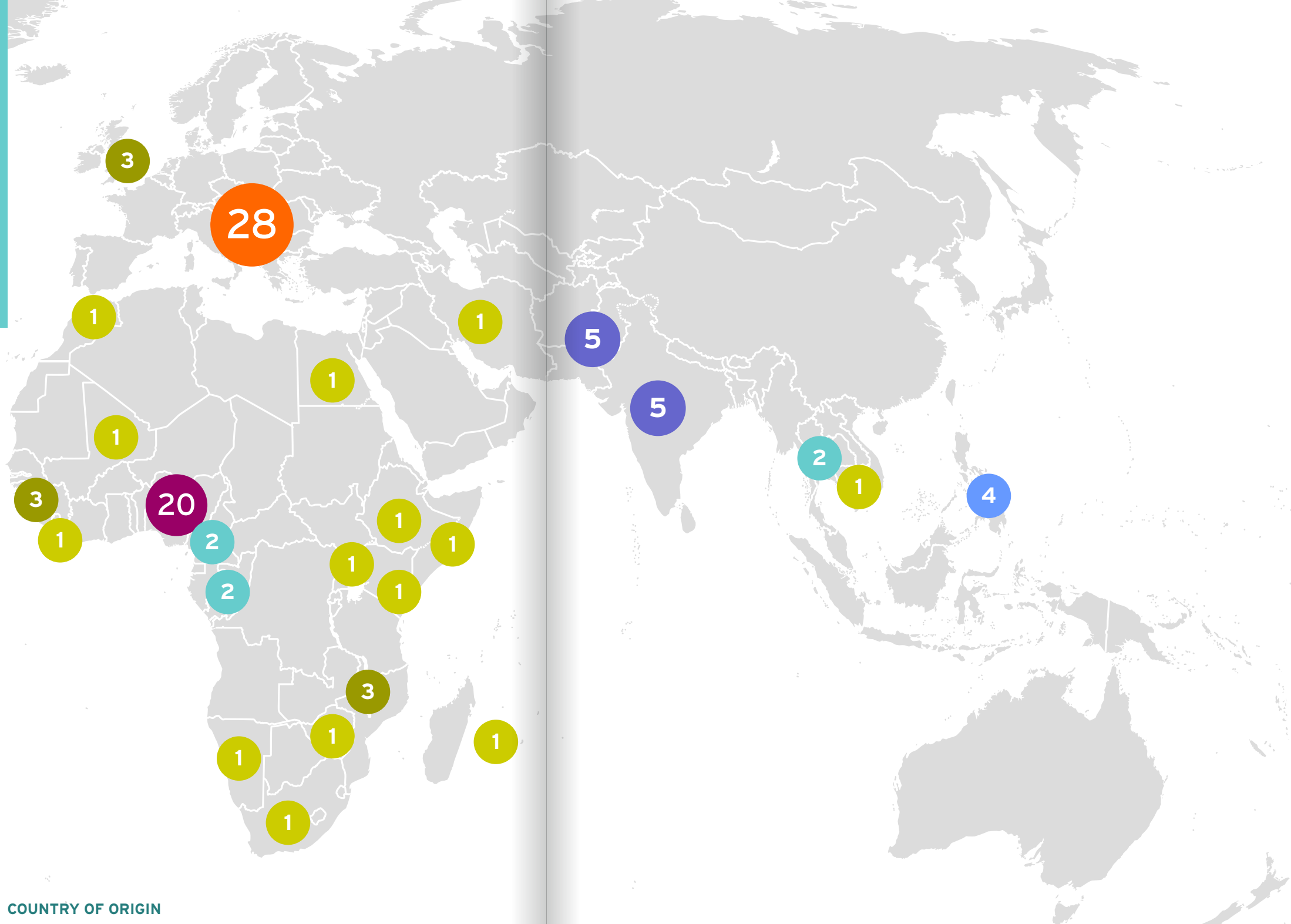
18. RELATED PARTY TRANSACTIONS

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.



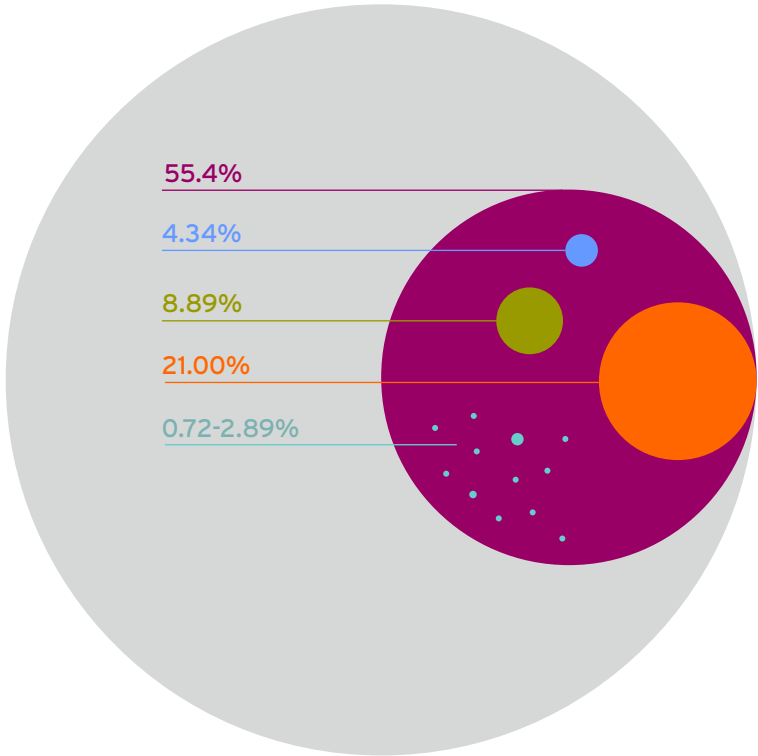
COUNTRY OF ORIGIN

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

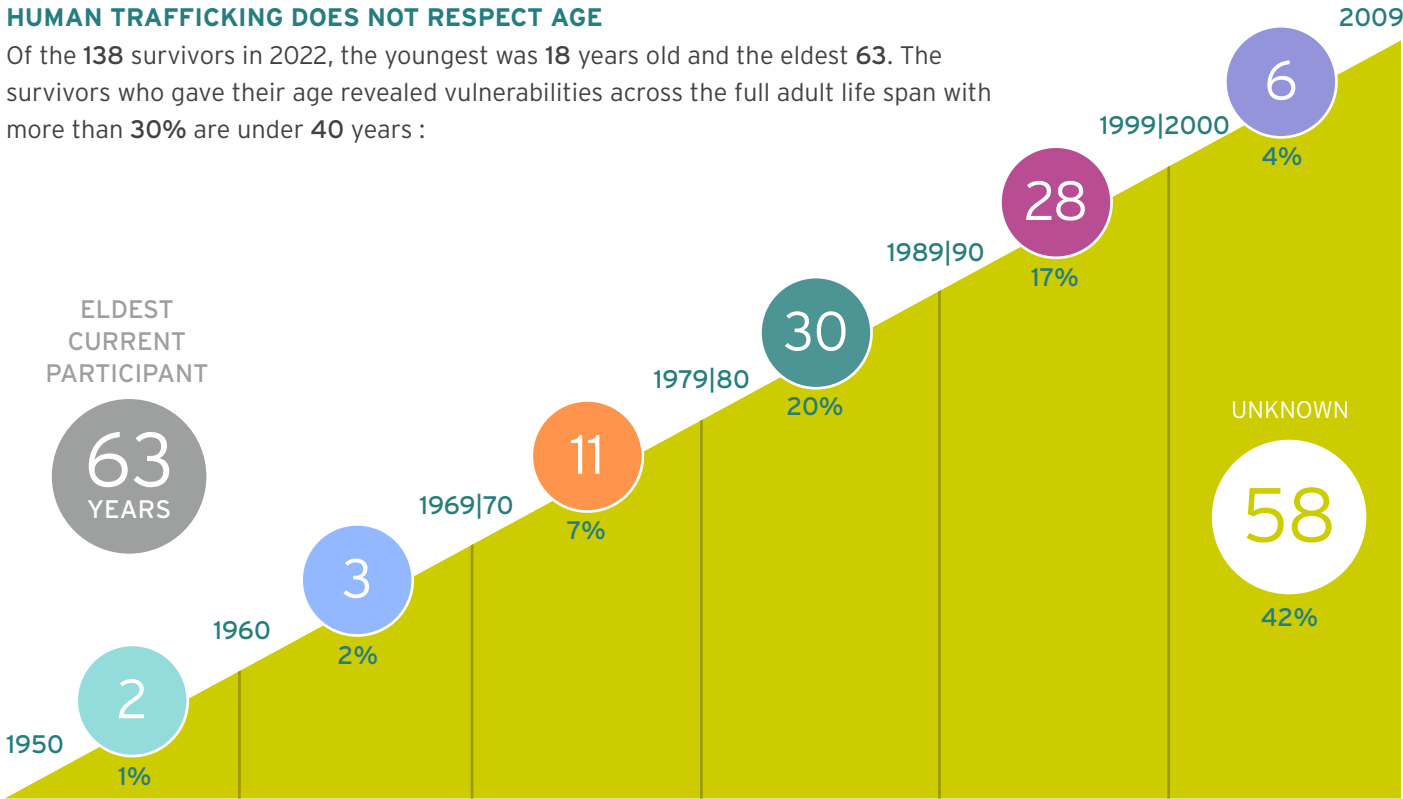
Sexual exploitation of the victims of Modern Slavery is common. However, it is not the only reason people are enslaved. Victims also face domestic servitude, forced labour, forced begging, forced marriage and other brutality-ties. Often, these crimes are combined. The types of exploitation survivors 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

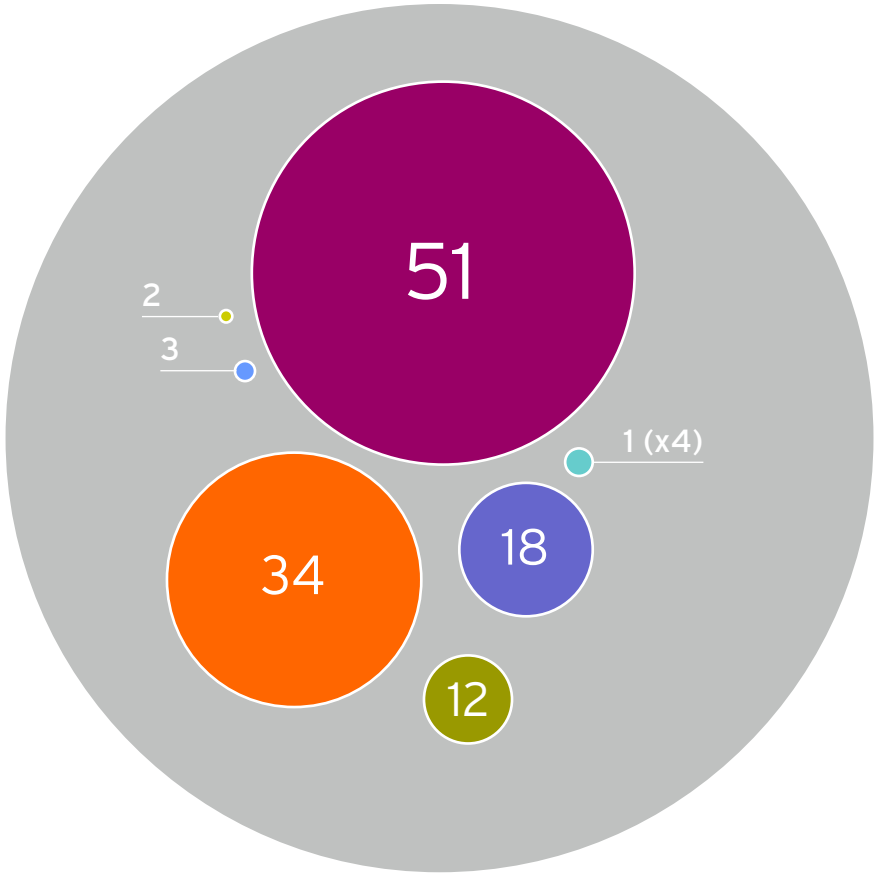
Of 138 survivors:

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:

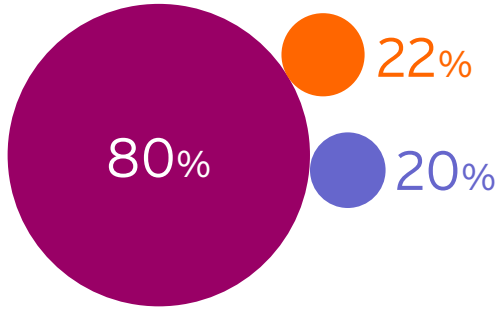
Buddhist	2
Christian	51
Christian, Muslim	1
Christian, Muslim, None	1
Christian, Muslim, Other	1
Christian, Other	1
Hindu	3
Muslim	34
None	18
Other	12



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

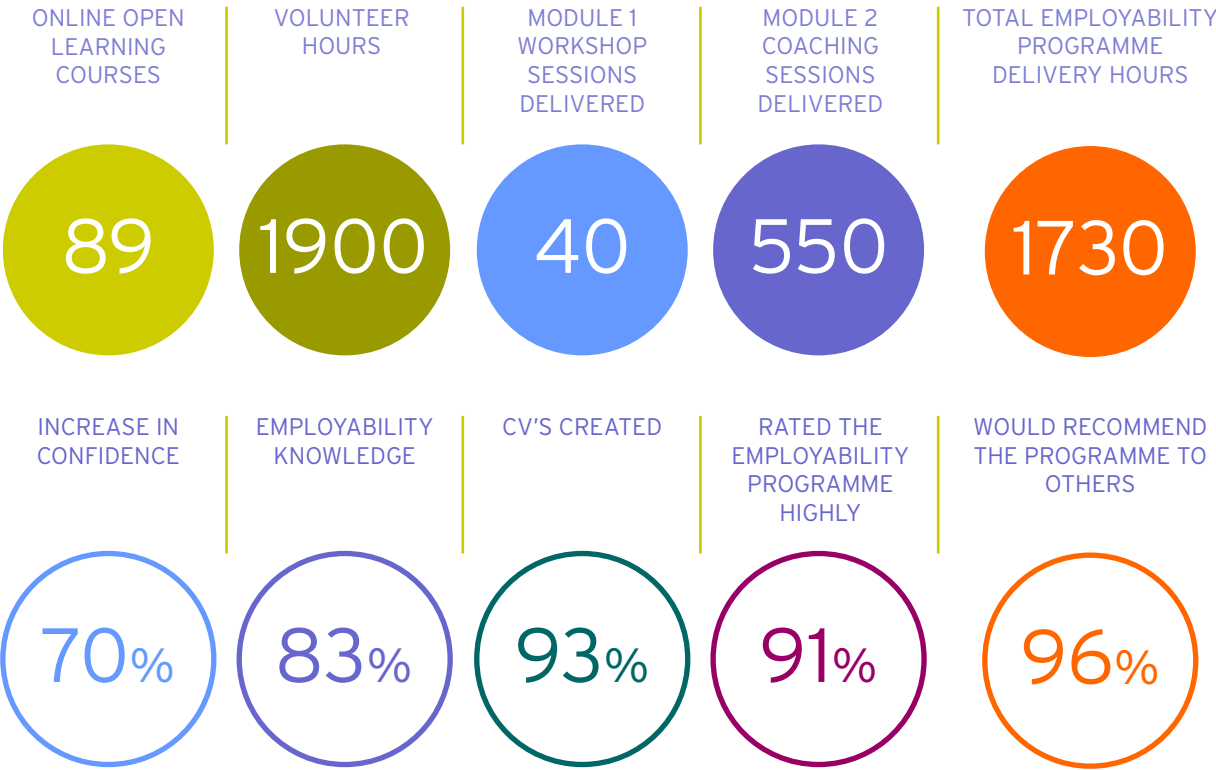
The Employability Programme offered workshops, one to one coaching sessions and placements into industry, education, peer to peer support, and life enrichment experiences.

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.



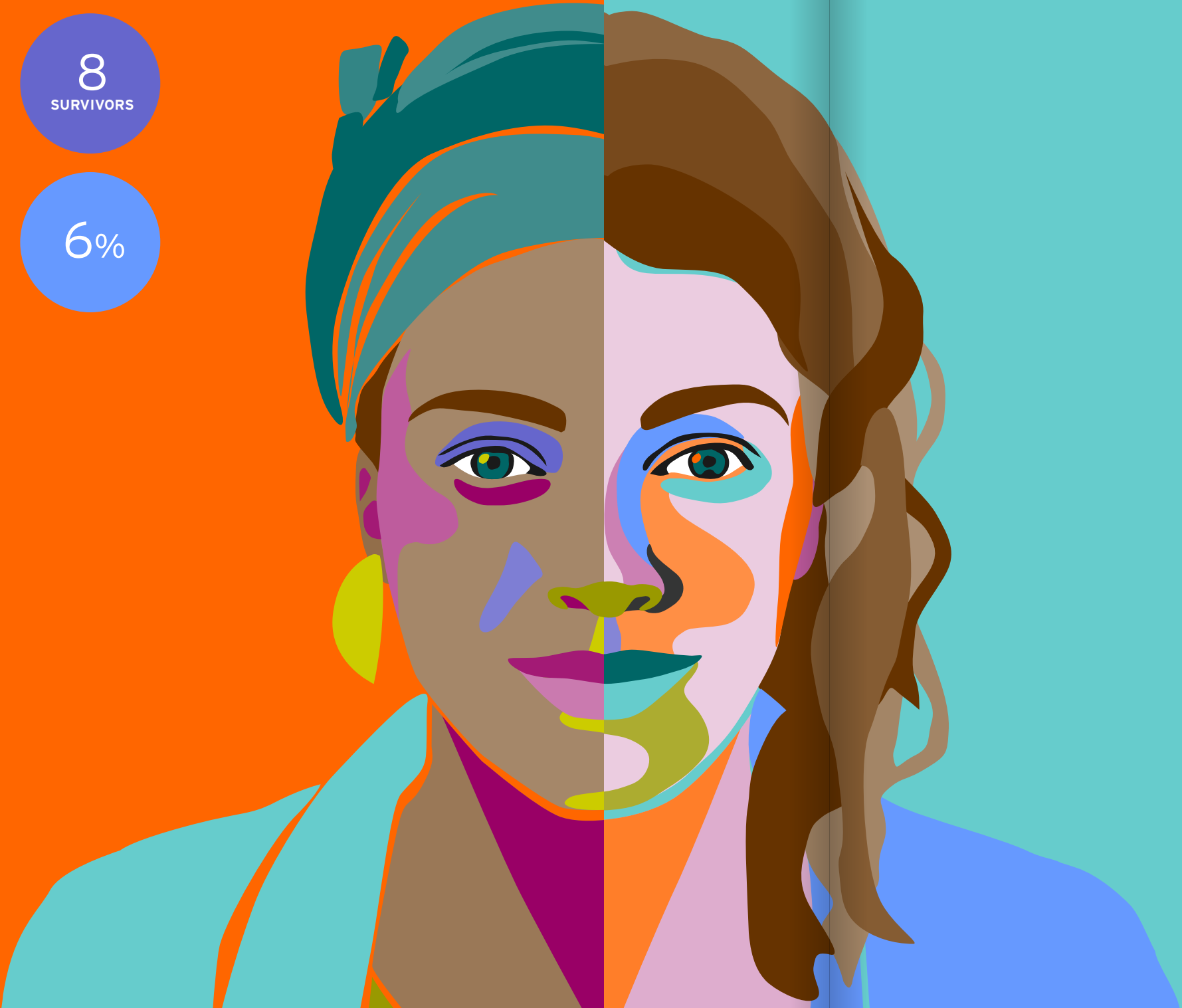
WELLBEING

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

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