

HELEN BAMBER FOUNDATION GROUP

ANNUAL REPORT TRUSTEES' REPORT AND FINANCIAL
STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

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REFERENCE AND ADMINISTRATIVE DETAILS

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Helen Bamber OBE (1925 — 2014)

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ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021



INTRODUCTION TO THE HELEN BAMBER FOUNDATION GROUP

Who we are

The Helen Bamber Foundation (HBF) is a pioneering human rights charity supporting refugees and asylum seekers who are the survivors of extreme human cruelty. The people we work with have been subjected to many atrocities, including state-sponsored torture, human trafficking, religious and political persecution, forced labour, sexual exploitation, and gender-based and 'honour-based' violence.

The bravery and resilience of our clients is an inspiration to all the team at HBF. In the words of our founder:

We find our reward in the eyes of those to whom we owe nothing.

Helen Bamber, OBE (1925-2014)

The Helen Bamber Foundation provides expert support for survivors of torture and trafficking. Whatever is needed — be it therapy or education; legal or medical advice; housing or employment — our services enable survivors to thrive independently. However, our work does not stop there. We direct our influence to improve global best practice so that all survivors may lead better lives with confidence and in safety.

In 2020, HBF formed the Helen Bamber Foundation Group (the Group), welcoming Asylum Aid, another human rights charity focused on survivors, which was in danger of not being able to continue its work of providing legal advice and representation. In an environment where finding any legal help, let alone expert legal help, is increasingly difficult, the expanded group offers more survivors support that protects them from persecution. *Asylum Aid works with separate individuals to those supported by the Helen Bamber Foundation, ensuring that as a Group we help more people.*

Asylum Aid is a committed, professional and collaborative charity dedicated to protecting people from persecution by providing legal representation and access to justice for refugees and those seeking asylum. Asylum Aid concentrates on complex cases of people who would struggle to get appropriate legal representation elsewhere: survivors of trafficking and torture, stateless persons and separated children. It is a key change-maker, whose loss would have been keenly felt across the sector. The team also provides welfare advice to migrants and other vulnerable members of the community in Westminster, London.

Together we are innovative, ambitious and compassionate.

A MESSAGE FROM THE PRESIDENT

It has been my privilege to have been involved with the Helen Bamber Foundation since it was founded by Helen in 2005, as a trustee and now as President. I am immensely proud of all that has been achieved in the mission to support survivors of human cruelty and in particular the many refugees and people seeking asylum who have been brutalised, tortured and trafficked in the most despicable way. But we still have so much more to do. As global violence escalates, the compassion our clients receive often lessens. Which is why, as well as offering vital direct support, we are determined to challenge the systems and practices that continue to leave survivors of torture and trafficking vulnerable to further abuse, unable to live and thrive as they deserve. The years ahead will be critical and I will be continuing to help in every way I can and welcome all others who join us in our mission.



Emma Thompson, President Helen Bamber Foundation Group

STRUCTURE, GOVERNANCE AND MANAGEMENT

HBF's staff & volunteers: a community effort

We can only provide the level of services required by our clients thanks to the dedication, professionalism and vision of our staff and volunteers. During 2021, on an average head count basis, 43 members of the Helen Bamber Foundation Group team handled the daily business of the charity, providing services directly to — and on behalf of — our clients. By the end of December 2021, the Asylum Aid team had 11 members. Our office remained open throughout 2021, except for a seven week period in February and March 2021 where we closed due to the stay-at-home advice of the Government. We did not stop any of our services during 2021 but delivered them in a hybrid of face-to-face and online sessions and appointments. The staff were supported by 81 volunteers, among them doctors, therapists, barristers, solicitors, administrators, artists, musicians and other specialists. We offer our heartfelt thanks to all our volunteers, without whom we would not be able to give the same breadth and depth of support to our clients.

Management and governance

HBF is an independent charity. We are developing a group structure to maximise impact for survivors of trafficking and torture by aligning efforts with other charities that also provide much-needed support. Asylum Aid became the first member of our Helen Bamber Foundation Group (the Group) during the pandemic, due to its own financial difficulties. We will be supporting Asylum Aid as a charity to sustainably grow its impact and increase its reach. The Asylum Aid Board continues to have oversight, but with alignment and efficiency created through a minority of shared board members, joint committees and back-office support, including finance, HR, volunteer management, facilities and fundraising. The intention is to continue this incubation over the next strategy period and therefore in May 2022, HBF became the sole member of Asylum Aid. HBF and Asylum Aid do not share clients to ensure independence as well as greater impact for the group. The Managing Executives' day-to-day management of the Group continued with the introduction of a Management Group made up of the Chief Executive, Executive Directors, Directors and Heads of Teams. A Finance and Fundraising Committee, bringing together trustees and management team members, meets at least quarterly to provide financial and fundraising governance and oversight of both the HBF and Asylum Aid.

The HBF board of trustees, under the Chair, Charlotte Seymour-Smith, and supported by the Asylum Aid trustees, provided strong strategic oversight and governance of the Group throughout 2021. John Scampion is the Treasurer of both HBF and Asylum Aid. New trustees to both organisations are recruited externally, with their appointment approved by the Board of Trustees. A tailored induction follows, ensuring that each new trustee is briefed as required on the Group's governance structure and decision-making processes, its obligations under charity law, the activities of HBF and Asylum Aid, and the Group's financial performance. Trustee meetings are held every quarter and sequentially. In 2021 we recruited two Board Observers with Lived Experience, who started in their posts on 1st January 2022.

A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER & CHAIR OF TRUSTEES

Starting 2021 with a lockdown made it abundantly clear that the Covid-19 pandemic would continue to disrupt our clients' lives and recovery throughout the year. As a result survivors of trafficking and torture continued to suffer significant deteriorations in their mental and physical health. The risk of exploitation, abuse and re-trafficking also continued to mount as ongoing isolation compounded our clients' vulnerability.

It is with great pride therefore that apart from seven weeks during the second lockdown, the Helen Bamber Foundation Group's doors remained open, providing a much needed permanent place of support for our clients. To name just one crucial difference this made, 41% of the therapy appointments we offered were trauma-focused therapy interventions, compared to 18% in 2020. We also grew our support of the wider sector by building partnerships and providing training to other organisations and statutory services, enabling them to deliver the trauma-focused care that survivors need. Our strategic commitment to improving the environment for survivors beyond those we support directly has only become more important as a result of the Afghan and Ukraine crises.

But it is clear that the impact of isolation and reduction of capacity across even the most critical safeguarding, health and support services has made survivors more vulnerable. This, coupled with a clearly failing asylum system and our current Government's draconian response through the Nationality and Borders Act, means that demand for our services will only soar.

HBF and Asylum Aid's new three-year strategy prioritises partnerships and shared learning as the route to offering survivors access to recovery and protection. In particular, we want to ensure that our expertise in counter-trafficking is used to reduce the risks of survivors being re-trafficked, exploited and abused.

We also hope to welcome all of our wonderful supporters to a new Helen Bamber Foundation Group home in 2023, a home that will be a reflection of our clients, our values and our vision for the world. Finally, we want to extend a heartfelt thank you to all the supporters who have helped us to get to where we are now. We wouldn't be able to do any of our vital work without you, and we look forward to continuing our journey together.

Kerry Smith, CEO & Charlotte Seymour-Smith, Chair of Trustees, Helen Bamber Foundation Group

HELEN BAMBER FOUNDATION GROUP'S VISION, MISSION & THEORY OF CHANGE

We believe our society will be judged by how we care for those to whom we owe nothing. We are human rights organisations that focus on ensuring that survivors of extreme human rights abuses have everything they need to make a sustained recovery. We know that dignity restored is strength regained.

Vision

All survivors of trafficking, torture and extreme human cruelty have safety, freedom and power.

Mission

TO SUPPORT

Our Model of Integrated Care will directly or indirectly **support** survivors of trafficking and torture across the UK and beyond. We will also protect survivors from persecution, re-trafficking, exploitation and abuse.

TO ADVOCATE

As human rights **advocates**, we are uniquely placed as a result of our expertise, research and influence. We will bear witness to the suffering of survivors and fight for their rights.

TO COLLABORATE

We **collaborate** with others, especially those with lived experience, to find solutions to the challenges facing all survivors. We support the delivery of best practice to improve chances of recovery and prevent re-trafficking. We are a valuable partner for those seeking to influence UK, European and Global policy.

Theory of Change



HELEN BAMBER FOUNDATION GROUP'S ACTIVITIES

Who do we work with — complex cases

As a result of their experiences, HBF Group clients have multiple and complex needs, and have often been let down by the system since their arrival in the UK. During 2021, we supported **more than 700 survivors of trafficking and torture** and more than 650 **vulnerable individuals** with welfare advice, of the latter over 80% of whom had backgrounds of migration or asylum or were people of colour.

Survivors typically suffer from acute psychological health conditions, severe physical injuries and medical conditions. Compounding this, and hindering their recovery, is a fear of persecution if returned to their country of origin or other countries where they have experienced harm. Additionally, the vast majority of our clients experience periods of destitution and homelessness, often multiple times, during their journey through the UK's legal systems. In HBF's experience, many refugees and asylum seekers who are survivors of trafficking and torture have been unable to access the justice and representation they so desperately need. Cuts to Legal Aid in 2012 resulted in the decimation of Legal Aid advice providers, and chronic and growing delays in decision-making, which left several legal providers unable to take on new clients while waiting for cases to reach the next stage. The work of Asylum Aid, therefore, is critical to the recovery of survivors, and to our ability as the Group to reach them with transformative support.

Our clients are often dangerously isolated and marginalised. Fear, emotional withdrawal and multiple barriers (such as language challenges, the inability to work or to open a bank account), can stand in the way of survivors trying new experiences, developing vital life skills, enjoying practical and creative interests, and forming positive relationships. Furthermore, even though they suffer multiple physical injuries and illnesses (many as a direct result of their experiences), they often have only sporadic and ineffective engagement with statutory healthcare providers.

Finally, some of our clients have spent their entire childhoods in slavery, while others have been trafficked after fleeing from human rights violations. Sadly, due to the particular and prolonged impact of slavery, survivors are extremely vulnerable to being re-targeted for further trafficking, exploitation and harm if left unsupported.

As a human rights and clinical organisation, HBF helps survivors to gain certainty in a challenging environment and to confront and overcome the multiple and complex traumas they have suffered, to improve their mental health, and to move forward with their lives.



Despite the ongoing challenges of the pandemic and the impact of isolation, we saw a **clinical improvement of 60%** among those clients where data is available.

A necessary focus — the prevention of re-trafficking

All of the above situations describe the circumstances of the survivors of trafficking and torture that HBF works with. These situations are compounded by the inhumanity of the immigration system that puts them at further risk. In particular, the impact of social isolation, the loss of in-person support and safeguarding services, and the delays and uncertainty of the Covid-19 pandemic provided opportunities for perpetrators to target, threaten and manipulate survivors — especially using online methods — giving rise to risks of re-trafficking, which our team had to manage. For example, a trafficker harassed and threatened a client and her daughter online, issuing threats and saying they had paternity rights over the child and would expose the client as a person who had been in prostitution in their country of origin. Other clients found that during the lockdown, traffickers had looked them up or contacted them on Facebook or other social media, which was concerning.

Clients are at the centre of everything we do. We share their stories to honour them and bear witness:

Chien's Story

Chien was trafficked in a lorry from Vietnam when he was 16. The vehicle was intercepted by the police in the UK. He was scared to talk to them because he had seen Vietnamese police work closely with the traffickers, so he did not trust them enough to ask for help.

The immigration authorities didn't believe that Chien was under 18 years old, and sent him to an immigration detention centre that should only hold adults. After he was released, he was taken to a train station and left alone. He knew very little English and had no possessions. After a night on the platform, a Vietnamese person approached Chien, offering to help.

They took Chien to a house where he was forced to work growing cannabis. He was beaten and tortured here. When the house was raided, Chien was detained again, this time charged with the crime of growing cannabis. Luckily, he was referred to a lawyer who secured his release and then referred him to the Helen Bamber Foundation.

We worked with Chien to gain trust, improving his accommodation, reducing his vulnerabilities, working to secure status and helping him recover from his trauma and reduce his risk of exploitation, abuse and re-trafficking. Chien is now rebuilding his life and overcoming the trauma he experienced.

However, his journey did not have to take as long as it did. Although Chien had several touchpoints with the UK authorities prior to becoming our client, he was never identified as a victim of trafficking, and he did not get the appropriate support for someone who was still underage and vulnerable. Chien was re-trafficked because of failures in the system.



A MODEL OF INTEGRATED CARE (MOIC)

We recognise the complexity of each client's suffering and needs, which is why HBF offers specialist services within a Model of Integrated Care. This encompasses:

THERAPY
MEDICAL ADVICE
LEGAL PROTECTION
COUNTER-TRAFFICKING SUPPORT
HOUSING & WELFARE
COMMUNITY & INTEGRATION

We craft a bespoke care plan for every individual we work with, designed to enable positive recovery, protection and integration. We provide support for as long as our services are needed. The goal of the Model of Integrated Care (MOIC) is to build a lasting and sustained recovery for each of our clients.

PROTECTION FROM PERSECUTION

At a time when securing quality Legal Aid representation is increasingly difficult for survivors, bringing Asylum Aid into the HBF Group has enabled us to support a further focus on protection from persecution. Asylum Aid works with separate individuals to those supported by the Helen Bamber Foundation, ensuring that as a Group we help more people. Asylum Aid ensures that these survivors are protected and can rebuild their lives in safety and with freedom by providing high quality legal representation for as long as it takes.



In 2021, Asylum Aid worked with **155 vulnerable individuals** and secured grants of protection for **45 clients**.

A UNIQUE VOICE

We estimate that across Europe, there are more than 1 million survivors who have experienced trafficking and torture. Prior to the pandemic, more than 8,000 survivors arrived in the UK each year. At the time of writing, the long-term impact of the wars in Afghanistan and Ukraine is unclear. However, our experience is that many vulnerable individuals will fall prey to traffickers who thrive in such crises. All these survivors would benefit from HBF's Model of Integrated Care and Asylum Aid's representation. However not all of them can become our clients. Therefore it is our responsibility to use the expertise we have gained through the time spent with and generosity of our clients to:

- Deliver **research** to provide evidence of best practice and what works
- Drive **system change** and the implementation of best practice
- **Publish and disseminate** our learnings, through briefings and reports
- Support the sector and share learnings through **training** and supervision

PART ONE:

DELIVERING SERVICES — MOIC

“At my first meeting with the Helen Bamber Foundation, I knew they were trying to understand me. I knew they cared about me. It saved my life.”

From the beginning of the pandemic, our team of expert doctors, psychologists, legal advisers and caseworkers acted to ensure that we could support our clients to weather the challenges and pre-empt risks where possible. This continued during 2021 where, apart from seven weeks in the second lockdown, our offices were open and we invited our clients to face-to-face appointments, as well as providing online and remote support where preferable for the client. Given the ongoing impact of the pandemic, we continued to:

- Focus on additional safeguarding measures for survivors of trafficking
- Provide therapeutic support using video-calls and taking measures to provide a Covid-safe in-person consultation space for those who needed it
- Deliver our medico-legal report service with remote assessment where responding to provide much-needed expert evidence for survivors, including those at risk of removal and then providing a Covid-safe in-person space for those who needed face-to-face assessment
- Give legal appointments using video-calls and the phone, as well as providing a Covid-safe face-to-face appointment space for clients who needed it
- Host our community and group activities, both online and in person.

It is important to highlight the positive contribution of, and send out particular thanks to, all of the volunteers who continued to support the Helen Bamber Foundation team and survivors we work with during the pandemic.

Helen Bamber Foundation Services

THERAPY

The Therapy team supports survivors within a phased, recovery framework:

- Starting with **stabilisation**, which is crucial to support individuals to develop trust and to manage acute symptoms such as flashbacks, low mood and anxiety. It involves a mix of psychoeducation –helping people to understand their symptoms in a psychologically informed way — and symptom management — supporting people to develop strategies to manage their symptoms on a day-to-day basis.
- When individuals are ready, and should they wish to, we offer **evidence-based, therapeutic interventions** to support clients to come to terms with their traumatic experiences.
- In the third phase, **integration**, we increase our emphasis on establishing supportive communities and building links with others.

We work collaboratively with other departments to resolve associated challenges such as the destitution and legal adversity that affect mental health.

During 2021, the HBF therapy team offered survivors access to a range of evidence-based therapies for PTSD, including:

- Trauma-focused Cognitive Behavioural Therapy (tfCBT)
- Eye Movement Desensitisation and Reprocessing (EMDR)
- Narrative Exposure Therapy (NET)

The pandemic threw many of the survivors we work with into crisis, and with many other public and charitable services having to shut their doors or reduce support (including key statutory services), our therapy provision and support continued to be a vital lifeline. Critically, during 2021 our offices remained open to deliver intensive evidence-based interventions face-to-face as many of our clients were unable to manage these remotely. We continued to provide symptom management and crisis management interventions remotely — and, where necessary, in person. Importantly, given the vulnerability of our clients, despite moving to hybrid and offering a greater number of face-to-face sessions, we maintained the high level of provision attained in 2020, providing essential support to 326 survivors with more than 1800 appointments. These included:

- 950 therapy appointments
- 528 psychoeducation/stabilisation appointments
- 273 assessment appointments

During the pandemic, we adapted to a 'light touch' approach for formal measures and monitoring, significantly reducing the assessment load for our clients.



Of a sample of 21 individuals who completed evidence-based trauma therapy in 2021, **95% showed clinically significant improvement in their trauma symptoms — a clinically significant reduction in their PTSD symptoms.**

Rashmi's story



Rashmi was tortured by the police in her home country because of allegations that her family were involved in an anti-Government movement. Rashmi was detained, questioned, beaten until she couldn't move and raped repeatedly over 4 days. After she was released, Rashmi fled and applied for asylum in the UK. Her solicitor recognised symptoms of trauma and referred her to the Helen Bamber Foundation. Rashmi suffered numerous symptoms of PTSD including deep seated distress, intrusive recollection and overwhelming anxiety.

At the Helen Bamber Foundation, Rashmi began a very difficult course of trauma-focused therapy which lasted 18 months. In therapy, Rashmi learned to acknowledge, confront and overcome her traumatic experiences. Whilst Rashmi was working with the Foundation's therapy team, her progress was often disrupted by practical difficulties. Her welfare support was frequently interrupted, leaving her without any income for days. Rashmi's claim for asylum was refused on the grounds that she did not disclose her experiences at the first opportunity. We worked with Rashmi's solicitor to appeal this decision, explaining that Rashmi's trauma was such that, without expert clinical support, she was not able to disclose her experiences. Whilst the appeal was in process, she was moved into unsuitable mixed gender accommodation where Rashmi, terrified, could not sleep and became increasingly distressed. We again worked with Rashmi's solicitor, providing expert clinical assistance to request relocation to more suitable, self-contained accommodation.

Despite all her challenges, Rashmi was dedicated to helping herself and began studying GCSEs in Maths and English at college. With the support of a Medico-Legal Report, Rashmi's appeal against her asylum decision was successful and she was granted refugee status. Our housing and welfare casework team worked intensively with Rashmi to secure safe, local authority housing. Once Rashmi was given permission to work, she was very keen not to be reliant on statutory support. Our volunteers worked with Rashmi, developing employability skills, identifying suitable opportunities, and preparing for interviews. Two months ago, Rashmi secured a part-time job in a supermarket, which allows her to continue her studies and her treatment whilst enjoying incredibly her well-deserved and hard-fought independence.

MEDICAL ADVICE

In 2021, the main parts of HBF's medical advice services were separated into two distinct strands: the Medical Advisory Service (MAS) and the Medico-Legal Report (MLR) writing medical services. The aim is to continue to develop the work of the Medical Advisory Service but to allow for the development of a stronger medical input into HBF's medicolegal services, particularly in the supervision, training, retention and consideration of the wellbeing of the MLR writers.

The MAS service is run by our Head of Medical Advisory Service, who leads four volunteer GPs as well as a volunteer physiotherapist and psychiatrist. MAS's routine work helps clients to understand, stabilise and improve their health by carrying out medical assessments and allowing time for comprehensive discussions and explanations of their health concerns, as well as liaising with external services, particularly the NHS, to support their needs. In 2021, MAS has continued to adapt and grow as it balances remote and face-to-face work with clients. It has continued to work with HBF's clients to help them navigate issues relating to the Covid pandemic, including offering detailed advice around the Covid vaccination programme. During the course of 2021, MAS provided 373 appointments for 159 clients.

It also continued to work closely with HBF's team of welfare volunteers to overcome the huge barriers to healthcare that remote working within the NHS — alongside language barriers and digital and phone poverty — created for our clients. In 2021, we started a project to develop a sustainable health education programme for HBF's clients and those of other partnership organisations.

LEGAL PROTECTION

The Legal Protection team works determinedly with other departments to ensure both that survivors are not returned to situations where they would likely suffer repeated human rights violations, and that they can access appropriate support. This year, due to the ongoing uncertainty regarding delays in decisions during lockdown, and delayed legal proceedings, the team worked tirelessly to provide support and advice to our clients, who were often very distressed.

We provided 412 survivors with legal protection services in 2021;



51 clients received legal protection such as refugee status, humanitarian protection or discretionary leave.

We continued to train expert clinicians in remote methods of examination, and produced 67 expert medico-legal reports for 57 clients, to support their claims for asylum.

During 2021, HBF's Legal Protection Team continued to support survivors in their protection cases by:

- Ensuring clients had good quality, reputable legal representation.
- Communicating with clients' solicitors regarding their needs, including providing evidence (in collaboration with other departments) regarding the impact of delays on mental health.
- Offering second-tier immigration advice (from the Head of Legal and the Specialist Counter-Trafficking Legal Officer) to solicitors representing vulnerable survivors.
- Helping clients understand their legal position and the resources available to them.
- Giving support and advice on other emergencies surrounding legal protection needs.
- Producing expert medico-legal evidence to document the (often long-term) psychological and/or physical impact of their traumatic experiences.

In 2021, the Legal Protection Team also:

- Worked closely with HBF's specialist Counter-Trafficking team in 154 cases to ensure that victims of trafficking, including survivors of sexual or labour exploitation, were provided with counter-trafficking letters or statements documenting their history and circumstances to support their legal protection claim.
- Worked to support clinical team members to provide 114 clinical letters to promote access to justice for disabled and vulnerable clients.
- Reviewed and provided 83 letters detailing a survivor's vulnerability to support their legal claims.

In 2021, the provision of medico-legal reports was disrupted by the Covid-19 pandemic. These reports document the long-term physical and psychological impact of traumatic experiences and are used as evidence for international protection in the UK. Our expertise in preparing them continues to be recognised by the courts and tribunal and by the Home Office.



Our review of outcomes in 2021 showed that, following the provision of medico-legal reports in 2020, in 82% of cases the client was granted a form of leave to remain in the UK where the final outcome was known. This is compared with an average success rate of 71% for decisions made on initial claims and just under 50% successful on appeal in 2021.¹

¹ <https://freemovement.org.uk/briefing-the-sorry-state-of-the-uk-asylum-system/> & <https://www.gov.uk/government/collections/migration-transparency-data> (year end 2021)

HOUSING AND WELFARE

HBF's specialist housing and welfare casework ensures that clients' practical, everyday needs are met and that social deprivation, including street homelessness and destitution, are avoided through timely and often emergency interventions. Given the ongoing impact of the pandemic on our clients' housing situations, the work of the Housing and Welfare department continued to increase — with 10% more interactions than in 2020 and 25% more than in 2019.



Thanks to our help, **307 people** were able to avoid destitution and homelessness and were kept safe, often with prolonged, expert and extensive casework support.

In 2021, the Housing and Welfare team provided 281 letters, and during the pandemic, the team assisted survivors with issues including (but absolutely not limited to):

- Applications for asylum support, including challenging and appealing unlawful decisions.
- Applications for mainstream benefits once they had status, including supporting clients to apply for disability benefits and child benefit, challenging and appealing incorrect decisions where needed.
- Making a homelessness application to the local authority.
- Ensuring survivors of trafficking are receiving outreach and financial support from the National Referral Mechanism (NRM).
- Approaching the local authority's adult social services for accommodation and support under the Care Act, due to high support needs.
- Challenging incorrectly-applied NHS debt.
- Supporting clients who have moved into temporary accommodation after being granted status, including claims and appeals of housing benefit, council tax and Universal Credit decisions.
- Applications for grants, including to alleviate destitution, buy disability related items, furnish accommodation, and support educational needs.

Over the course of 2021, as the commitment to address homelessness was dropped, instances of our clients being threatened with destitution increased by 475%, with homelessness by 337% and of being housed somewhere clinically unsuitable by 182%. During this year, the Housing and Welfare team provided 10,661 interventions for clients.

675 housing and welfare problems were resolved, of which:

- **42% with a short-term resolution were solved in under one month; and**
- **55% were resolved with a long-term resolution within one month and 83% within 3 months.**

A critical part of the Housing and Welfare team's work has been to support survivors who get leave to remain or refugee status to transition to Universal Credit and mainstream accommodation. This poses significant challenges as it involves several long and complicated online forms and often mounting appeals against decisions, as well as continued gatekeeping from stretched local authorities with limited temporary accommodation. The cost of living crisis has exacerbated things for clients who are for the most part already living on a very low income. The well-known issues with asylum support (financial and accommodation), including the very low rates of support and often inadequate and unsuitable accommodation, and within this, the long-term use of hotels, continue unabated.

Samira's story

Samira was trafficked to the UK and forced into sexual exploitation for many years. When the pandemic hit, she was living in a safehouse with her 2-year-old son and another baby on the way. She felt safe there but had been told that she couldn't stay after giving birth as the room wasn't big enough for all three of them.



Shortly after giving birth to her daughter the Home Office collected Samira and took her to her new accommodation. It was far away from anyone she knew, in a hotel with shared bathrooms. There were men living here too. Samira felt scared and unsafe, being around men reminded her of the abuse she had endured. She was flooded with memories of her traffickers, living in a state of anxiety, whilst trying to support her two young children.

Samira's caseworker at HBF negotiated with the Home Office for Samira to be moved into a more suitable room with her own bathroom so that she could feed and bathe her baby. We also made sure she had money to buy essential clothes and nappies. After an extremely turbulent and distressing few months, Samira now has refugee status and has moved into long-term accommodation. She is finally able to look for a nursery place for her son and is living in an area of London she knows. Now Samira feels safe again.

COUNTER-TRAFFICKING

The HBF Counter-Trafficking Programme delivers intricate, intensive and person-specific contact and safeguarding for survivors to support them through the many difficulties they face. We ensured that we continued regular contact and evidential support throughout the pandemic, using video calls wherever possible to prevent social isolation and build confidence. The Counter-Trafficking department is also central to HBF's strategy to prevent and end re-trafficking.

Our counter-trafficking programme work includes:

- Specialist Counter-Trafficking Assessments for each client.
- Co-ordination and consultation for each client with our internal multi-disciplinary HBF team and external stakeholders including victim care contract services, lawyers, police, healthcare services, housing services and other key stakeholders to ensure that our clients are fully heard and understood.
- Provision of documentation, letters and witness statements for legal procedures within asylum, immigration, the NRM, criminal justice and matters relating to social welfare, vocational endeavours and housing needs.
- Provision of ongoing contact and safeguarding support for all HBF's clients in the CT programme is key to our work. Our clients come to us with a series of risk indicators for re-trafficking. As we reduce these, we have to face the challenge of new risks arising. We keep a list of clients who are on 'high alert' for re-trafficking risks and review these on a weekly basis.
- Supporting and accompanying or advocating for survivors through the UK NRM, asylum interviews and court hearings and criminal trials is a significant component of our work and we consider it vital not to leave victims of trafficking alone to face impersonal, harsh and bureaucratic systems or risk re-traumatisation in court or interview settings.
- We liaise with specialist victim navigators for the Trafficking Specialist Unit of the Metropolitan police and other police forces, enabling clients to have meetings at our offices and supporting them to give information to police regarding their traffickers.
- We believe in making both civil and criminal compensation easier to access for victims of trafficking. In cases where it is provided to clients, we work with other teams at HBF to try to ensure that it does not disadvantage them or put them at risk.

We support to re-build their lives, emphasising their personal strength and resources to meet the many challenges they face including building self-esteem and agency for use against those who would re-traffick, exploit and abuse them. Due to the lack of overall specialist provision available for survivors of trafficking, in 2019 HBF set ourselves a target: up to 50% of all new clients would be survivors of trafficking. In 2021, we met that aim — 50% of all survivors supported by the Helen Bamber Foundation were survivors of trafficking. Across the Counter-Trafficking Programme:

- 126 clients (76 women and 50 men) from across countries in Africa, Asia and Central Europe were provided with specialist support from the Counter-Trafficking team due to their high level of vulnerability as victims of trafficking.
- On average, at any one time, approximately 20-25% of the team's caseload involves working with clients facing immediate risks relating to trafficking, exploitation or violence.



During this high-risk period, the Counter-Trafficking team provided 1870 interventions for clients.

The pandemic created an additional set of risk factors for HBF's clients in the Counter-Trafficking Programme. A main worry was an increase in online threats from both original traffickers and new potential perpetrators. Social isolation is a key risk factor in itself for re-trafficking, as well as its impact upon mental and physical health deterioration. It was vital to be in touch with each person and ensure that they had access to digital communications, a positive means of friendship and communication in which they could remain safe, rather than a lonely engagement which could result in re-trafficking and other risks, and were supported to access primary services. In response, the team applied a rota of 'at risk' individuals for contact calls, as well as ensuring that trafficking risks are noted and prioritised.

During 2021 the Counter-Trafficking team also continued to issue letters and/or witness statements for clients' legal cases in the NRM and asylum applications.

COMMUNITY AND INTEGRATION

Through the Community and Integration Programme, our clients can engage in activities unrelated to their trauma and form safe and positive relationships with others in a similar position. They learn new skills and develop confidence and independence. This is a key part of our three-stage therapeutic model that ensures our clients have the strength to move on. In 2020, we moved all of our community groups online. The volunteers who run the different creative arts and skills groups surpassed themselves in adapting to online provision and imaginatively ensuring that our clients could still access a supportive community.

In 2021, HBF expanded its community and integration activities, supporting a total of 269 clients. Due to the pandemic, with many other social opportunities closed off, the team focused on providing access to further and higher education, resulting in:

- **5 clients enrolling in university**
- **33 clients attending college courses due to a successful new partnership with Mary Ward College**

The Community Group is a weekly group designed to support our most isolated clients to participate in a community where they can socialise regularly, gain useful information and skills, as well as increase their confidence and independence, in a fun and relaxed space. The pandemic has made this work much more difficult due to changing Covid rules, the need to provide a Covid-safe environment, and increased isolation and anxiety amongst our clients. However, by working in consultation with our clients, we have slowly been building attendance. In 2021, 38 clients attended our online Community Group. As well as an average of 30 clients a month attended yoga, textiles, English and photography, both online and, eventually, in-person

PARTICIPATION AND ENGAGEMENT

Participation at HBF exists to recognise survivors' expertise by experience, and we work to ensure that survivors have increased power in the face of the inequalities they experience. We amplify their voices so that they can participate in decisions that affect them. We are committed to supporting survivors to advocate for the policy changes that matter most to them, and to ensuring survivors can participate in the design and shaping of the service we offer. Over the last year, we have expanded our Community & Integration team to support these aims.

Ambassadors for Change

In 2021, we launched an Ambassadors for Change leadership programme, driven by a desire from the survivors we work with to challenge the harmful policies, practices, and public attitudes their community faces in London.

- Ten Ambassadors joined to make positive changes for survivors. Through fortnightly meetings, Ambassadors on the Programme receive support advocacy training, to identify and prioritise the most pressing concerns for their community.
- In Spring 2022, the Ambassadors attended their first residential planning trip. During the stay, we delivered core strategic analysis workshops to enable them to plan the impact they hope to achieve in London.
- Between Summer 2022 and Summer 2024, the Ambassadors will be supported to implement their advocacy plan. They intend to approach decision-makers in the local community, and to identify arising opportunities for influencing the changes they hope to achieve.

Service design

Since 2017, the Helen Bamber Foundation's dialogue with survivors about service design has centered around a Service User Group, now called the Clients Voices Forum. Since the pandemic, we have ring-fenced capacity for participation work with clients, to actively engage survivors in service design and to ensure their views are considered by organisational decision-makers. Since the pandemic, recent matters on which we have consulted with survivors have included:

- A review of pandemic-related service changes and future focus
- The Foundation's anti-racism action planning
- Priority health matters for survivors (the results of which are currently being used to create a tailor-made health education programme for survivors)
- The inclusivity of language used about survivors by the Foundation in our communications

Between 2022 and 2024, we intend to conduct a comprehensive client-services review in tandem with the survivors HBF supports, to ensure that the client journey offered at the Foundation is fit for purpose. This will be coordinated to ensure the lived experience of survivors is included at each stage of the review.



We have also recently introduced **two new Board Observer roles** to our Board of Trustees. The Board Observers contribute their knowledge, experience, and skills as experts by experience to support Trustees' strategic decision-making. This has provided much-needed direct insight, helping Board members to understand the potential impact of their proposals for the client group at HBF.

Asylum Aid Services — protection from persecution

To increase the scope of our work and protect more people at a time when securing quality Legal Aid representation is increasingly difficult for survivors, bringing Asylum Aid into the HBF Group enables us to support our aim of increasing protection for survivors. Asylum Aid ensures that survivors are protected and can rebuild their lives by providing high quality legal representation for survivors in order to establish their safety and freedom. Asylum Aid works with separate individuals to those supported by the Helen Bamber Foundation, ensuring that as a Group we help more people.

In 2021, the team provided legal representation to 132 survivors of trafficking, torture and gender-based violence, refugees and people seeking asylum, and 23 stateless persons. Through the hard work of our expert team of caseworkers, 45 of our clients were granted protection during the year, and 11 clients were recognised as victims of trafficking.

Recognising that complex cases require time, the Asylum Aid team listen closely to every individual client to make sure we understand as much as we can of their experiences. As a result, we have an above average success rate for our clients, giving them the best chance of securing the protection they need.



At a time when the majority of decisions have been delayed, 58 international protection cases were resolved, with 45 successfully resulting in protection — an amazing 78% success rate.

The team also provided welfare advice to more than 670 individuals through the Westminster Advice Services Partnership. Asylum Aid's welfare advice team specialises in providing advice to vulnerable migrant communities in Westminster, many of whom do not have English as a first language. Our advisers and volunteers are multilingual and we work with volunteer community interpreters. In 2021, 80% of those receiving welfare support from Asylum Aid were either migrants and/or people of colour and more than 40% had a disability or long-term ill health.



Across the year, Asylum Aid secured over £360,000 in additional support for its clients.

Partnership and Collaborations

Our work is collaborative- we strengthen, and are strengthened by, the work of others. HBF is continuing to work in partnership with **Young Roots** to support hard-to-reach separated asylum-seeking children and young people, who often face greater barriers in accessing mental health and other support, with assessments, stabilization interventions and evidence-based therapy. During 2021, the HBF team also consulted young people in hotel accommodation about their mental health, concluding that drop-in spaces that enable connections, the reduction of isolation, and an immediate means of contacting family back home on arrival, were important.

The lack of access to vital mental health services during the pandemic was challenging for many organisations. Given the ongoing impact of the pandemic, we continued our partnership with **Women for Refugee Women** to offer clinical support to the women in their network. We provided clinical assessments that facilitated access to mental health services; delivered training and support to their team and provided therapeutic interventions to help women stabilize and manage their mental health.

Baran's story

Baran is an Iranian woman and a survivor of multiple forms of violence and abuse, sustained over many years. She was isolated and in a precarious financial and legal position. Baran contacted Women for Refugee Women (WRW) over lockdown as her mental health had deteriorated, and she had started to experience active suicidal ideation.



Baran was seen for a mental health assessment by a clinical psychologist through the WRW/HBF partnership where she revealed that she was suffering from very serious problems with her physical health for which she was not accessing treatment and that she had not disclosed the deterioration in her mental health to her GP. Baran was very fearful of engaging with the NHS as she reported having previously encountered negative and stigmatizing responses from certain services. Baran presented with PTSD and her symptoms included nightmares, fearfulness, hypervigilance, guilt and shame.

The psychologist undertook extensive liaison work with Baran's GP, mental health services and a caseworker at Notre Dame Refugee Centre to resolve the multiple barriers to Baran's engagement with NHS services.

Baran herself worked hard with the psychologist to overcome her fears about engagement. Baran was also provided with extended initial phase trauma focused therapy stabilization. Baran re-engaged with the treatment that she needed to address her physical health and, once stabilization sessions were finished, she successfully engaged with further trauma focused therapy supported through her GP. Baran started to attend the WRW groups that met remotely over lockdown and was referred to, and accepted by, HBF for a medico-legal report to assist with her asylum claim.

In December 2020, **University College Hospital** piloted and hosted an integrated model of NHS care for newly arriving asylum seekers, delivering services either directly into initial or contingency accommodation or indirectly to primary care practices in Camden, Islington and Barnet. With our experience of integrated care for asylum seekers, the HBF clinical team has been able to provide a series of training sessions to frontline healthcare professionals. The therapy team were subsequently invited to provide psychological consultation to a series of fortnightly multi-disciplinary meetings, helping clinicians to identify appropriate services and providing suggestions about the timing, relevance, and delivery of mental health interventions. This work is ongoing. Thoughtful prioritising of interventions is frequently a focus, as is promoting choice with families: in one, case a family member was supported to advocate effectively for the right support for a child.

PART TWO:

CREATING SYSTEM CHANGE — RESEARCH, POLICY AND PRACTICE

Our vision is a world where *all survivors of torture, trafficking and extreme human cruelty have safety, freedom and power*. We therefore use our combined expertise to deliver meaningful policy and practice change that improves the asylum and trafficking systems and ensures that all survivors receive the appropriate standard of care from government services nationally and internationally. We are excited that the group structure and our new strategy will enable us to have much greater impact on the systems that should be giving survivors of trafficking and torture the protection and support they need.

We do this by:

- Improving the environment that all survivors experience, by using our clinical and organisational expertise to influence and contribute to the development of law, policy and best practice.
- Driving the development and delivery of effective, evidence-based approaches that respond to survivors' needs, in the UK and globally, by offering expert training and disseminating our research findings.
- Investigating the consequences of our clients' experiences, including those in the UK, on their health and wellbeing. Improving understanding of the clinical and other vulnerabilities of survivors of trafficking and torture and the complexity of their trauma following an atrocity.

Strategic Legal Work

HBG engages in strategic legal work where it seeks to improve the legal systems (for international protection and trafficking), further the rights of our clients and increase their access to justice.

Due to the ongoing effects of the pandemic, it became clear that continued engagement in strategic legal work was going to be critical to ensuring the safety and protection of our clients. In 2021, we were involved in six strategic litigation challenges. The majority of the evidence we provided was in the form of witness statements, with input and oversight from the Director of Legal Protection, which concerned challenges to the fairness of various aspects of the asylum and National Referral Mechanism system for survivors of trafficking.

A significant case, given this UK Government's desire to expand the use of detention and accelerate decision-making processes, is that of **TN Vietnam²** — a joint intervention with **Detention Action** in the Supreme Court about the poor identification of vulnerability in the detained fast-track, and how negative decisions taken under that unlawful process should be treated now. Our intervention included a witness statement from Cornelius Katona, Medical and Research Director, with input from Rachel Witkin, Director of Counter-Trafficking and Publications. Whilst the overall challenge was unsuccessful in striking down all appeal decisions made within the Detention Fast Track (a system already found to be unlawful), the Supreme Court highlighted our joint evidence as helpful and reiterated the need for a case-by-case assessment of whether the appeal decision had been affected by the systemic failings within the Detention Fast Track.

We supported the successful legal **challenge brought to challenge the use of barracks accommodation at Napier, Kent**. A witness statement was provided by Professor Katona and has since been relied upon in further prospective litigation regarding the use of contingency accommodation as further issues remain (see below).



The court found the Home Office's decision to house people in barracks as both unlawful and irrational having regard to adequate accommodation standards and the deprivation of liberty of those held in the barracks. As a result of the challenge a large number of individuals were rehoused in suitable accommodation.

The continuation of our strategic litigation work, either as an intervener or in providing witness statement evidence of our experts, is key to holding the government to account and ensuring that survivors have access to justice and are safe. With the Nationality and Borders Act coming into force, plus the incoming Bill of Rights and other bills tabled that restrict human rights, there will be greater need for strategic litigation and sector collaboration. We also provided evidence in:

- A challenge to the cessation of mental health support for trafficking survivors, setting out the impacts on this group.
- A challenge to the suitability of accommodation, such as hotels, for survivors of trafficking.
- A challenge to the use of contingency accommodation for survivors of torture and trafficking with specific mental health difficulties.
- A challenge to the requirement to stop individuals at the airport where there is an unpaid NHS debt, which was incorrectly applied.
- A challenge regarding the nature and impact of the pandemic on destitute people seeking asylum.
- A challenge to the 'Rough Sleeper' rules, which would have disproportionately affected survivors of trafficking and result in further exploitation. This was a proposed joint intervention with ATLEU, in RAMFEL's challenge, but ultimately following pre-action correspondence, the Home Office guidance was amended to reduce the most damaging aspects of the rules.

At a time when the right to challenge executive power through the rule of law is being actively undermined by this Government, the Helen Bamber Foundation Group is committed to ensuring scrutiny of government policy and practice when there are negative impacts upon the survivors we work with.

² <https://www.supremecourt.uk/cases/uksc-2020-0031.html>

Policy and best practice

In 2021 we launched our [new policy strategy](#), setting out how we would use our authoritative medico-legal expertise, alongside evidence from our frontline work and research, to secure ongoing policy change, and work collaboratively with others in the sector to deliver systems change. Our advocacy focusses on four key areas — legal protection, a safe and supportive environment, recovery and integration, and preventing re-trafficking.

Much of our focus in 2021 was on responding to the government's New Plan for Immigration and the subsequent process of bringing into legislation the new Nationality and Borders Act, which is set to increase the suffering and distress of survivors by creating an even more unfair and inhumane asylum system and by increasing barriers to identification and support for survivors of trafficking. This government's hostile narratives about channel crossings, the 'migrant crisis' and the role of charities and 'activist lawyers' are proving difficult to dismiss and will have a profound impact on the environment in which we work to support the recovery and protection of our clients.

We set out our concerns in detail in our [response to the consultation on the New Plan for Immigration](#), provided [evidence on the Bill to the Public Bill Committee](#) and [Joint Committee on Human Rights](#), and then [briefed parliamentarians](#) throughout the passage of the Bill about the devastating impact that it would have on survivors in the following areas:

- We opposed the introduction of a two-tier system of refugee protection, informing parliamentarians about the negative impact on survivors, as well as briefing as part of the Together for Refugees coalition.
- We briefed against provisions for the use of 'accommodation centres' to house those seeking asylum and the [introduction of offshore processing](#) of asylum applications, and drafted a [joint letter](#) with Doctors of the World and other health organisations highlighting the devastating health impact the Bill would have on those seeking asylum. HBF's work was cited by MPs during the House of Commons Committee debates.
- We opposed measures in the Bill that would mean late evidence and late claims are seen as lacking in credibility or unmeritorious, ignoring established evidence on the impact of trauma on disclosure.
- We worked with the Independent Anti-Slavery Commissioner to help shaped her [robust response to New Plan for Immigration](#) and [criticism of the Bill](#) and joined more than 100 other organisations in writing a [joint letter to MPs](#) highlighting how measures in Part 5 (modern slavery) would result in survivors of trafficking not being identified and blocked from support.
- We briefed members of the APPG on Trafficking and supported an amendment to introduce 12 months' support and leave to remain for confirmed survivors of trafficking (tabled by Iain Duncan-Smith) which resulted in the Government commitment that "all those who receive a positive conclusive grounds decision and are in need of tailored support will receive appropriate individualised support for a minimum of 12 months."
- With ECPAT UK and the Refugee Council, we drafted the [Refugee and Migrant Children's Consortium briefings](#) on the government's new age assessment clauses, described as 'excellent' and repeated almost verbatim by the then Shadow Immigration Minister.

1. LEGAL PROTECTION

Through ongoing engagement with the Home Office, we worked to improve the current system to ensure that: survivors of trafficking and torture are identified; asylum decisions are quicker and of a better quality; and all survivors have fair access to protection with quality legal advice.



We successfully improved the Asylum Process Instruction on Medical Evidence in Asylum Claims and helped secure the introduction of a code of conduct for Home Office Presenting Officers in appeal hearings.

We also urged the Home Office to consider granting status on the papers; took part in an expert roundtable on 'Exploring barriers to asylum seekers accessing legal service'; and raised concerns about decision-making on survivors' asylum claims when they have been referred into the National Referral Mechanism.

We co-authored a report, '[Bridging a Protection Gap: Disability and the Refugee Convention](#)', with support from the UNHCR and Garden Court Chambers, which was [launched in April 2021](#). A shorter [analysis of Home Office refusal decisions of disabled clients](#) was shared with the Home Office for response and taken forward through the Strategic Engagement Equalities Subgroup (which we co-chaired), alongside the issue of [mental capacity and referral into the NRM](#).

We also [collaborated](#) to raise urgent concerns about Home Office delays for young people seeking asylum, which was [covered in the media](#).

2. A SAFE AND SUPPORTIVE ENVIRONMENT

It is critical that our clients have access to trauma-focused treatment and are supported in a trauma-informed way. We continued to work collaboratively with Medical Justice, Doctors of the World, the Humans for Rights Network and Jesuit Refugee Service, to highlight the harm caused to survivors housed in the Napier Barracks in Kent. We provided [oral](#) and [written evidence](#) to the APPG on Immigration Detention's inquiry into Quasi-detention, and our evidence was cited in a [parliamentary debate on asylum seekers' mental health](#) in April. We [published a briefing](#) drawing on our research on the impact of accommodation centres on the health of people seeking asylum.



We were delighted that the Napier Barracks [legal challenge](#) was successful and our evidence accepted as part of that challenge.

Our medical experts also conducted a systemic review of the effect on health of institutional accommodation.

In May, the Home Office introduced secondary legislation that would result in more survivors of trafficking being placed in immigration detention. We subsequently took on the role of chair of the [Taskforce on Victims of Trafficking in Immigration Detention](#) ('Taskforce'), with Focus on Labour for Exploitation — a coalition of 13 expert organisations working with, or for, victims of trafficking that aims to ensure none of them are detained under immigration powers. Our first action was a [joint statement](#) raising concerns about the introduction of a new decision-making body for the purpose of identifying victims of trafficking: the 'Immigration Enforcement Competent Authority' (IECA). The statement was supported by a further 17 organisations and shared with the relevant Ministers and civil servants. The Taskforce continued to work together to highlight how the IECA and the Nationality and Borders Bill would result in survivors of trafficking being detained and removed before they are formally identified. HBF continued to work with the Independent Chief Inspector of Borders and Immigration to feed into his third annual inspection of 'Adults at Risk in immigration detention'.



The Summer saw the calamitous roll-out of ASPEN cards, resulting in [thousands going without asylum support](#) due to administrative errors. Through joint lobbying of the Home Office, **we ensured that formal escalation routes were put in place to help our clients**

However, the ASPEN roll out process was still disastrous for many survivors – we therefore provided evidence for the subsequent Asylum Matters report '[Lessons Learned? How government contracts failed people seeking asylum, again](#)'. We also prepared a detailed submission to the Home Office's annual asylum support rates review, highlighting the impact of low asylum support rates on our clients' emotional, material and physical wellbeing and calling for them to be raised to more realistically reflect the needs of asylum seekers.

3. RECOVERY AND INTEGRATION

HBF submitted a [detailed response](#) to the Greater London Authority consultation on adult education, training and employment, which included the direct views of 17 HBF clients, highlighting the need for the acquisition of English language and other basic skills to be seen as a priority and for further steps to address the structural and financial barriers that often prevent survivors from participating in learning. We were pleased to see the final GLA 'roadmap' include a strong commitment from the GLA to improve coordination of English for speakers of other languages (ESOL) and fully fund courses for asylum seekers, both of which we called for in our recommendations. We also played an active role in the Home Office Mental Health Steering group, with representatives from the NHS, devolved administrations, third sector, Home Office and Department for Health and Social Care, working on developing a "trauma-informed and culturally competent framework" for organisations engaging with asylum seekers.

In July, we co-drafted a letter with the Da'aro Youth Project to Nadine Dorries MP, then Minister for Suicide Prevention, highlighting [concerns regarding the high number of suicides amongst teenagers](#) who arrived in the UK as unaccompanied asylum-seeking children. Many of the young people died after they had aged out of care (at 18 or 19 years old) and there was no process by which to undertake a review of what had happened to them.



In response, the Department for Education agreed to expand the requirement for local authorities' Serious Incident Notifications **to include all deaths of care-leavers up to the age of 25 years old.**

This is wonderful news but there is further work to do and we continue to push for coroners' [data collection on deaths by suicide](#) to include ethnicity.

4. THE PREVENTION OF RE-TRAFFICKING

HBF's has delivered key international and national publications, research projects, as well as the developing of a wider counter-trafficking community of practice with national and international experts from fields connected to counter-trafficking.



Alongside our work on part five of the Bill, HBF submitted detailed evidence to the Independent Anti-Slavery Commissioner and Rights Lab on the prevention of re-trafficking, which was reflected in a **powerful report published in November**.

We also [submitted a number of recommendations](#) to the Modern Slavery Strategy Review, including an overarching call for the strategy to more clearly recognise that preventing individuals from becoming victims must include the prevention of re-trafficking of persons who have previously been trafficked.

In addition, throughout 2021 our Director of Counter-Trafficking & Publications, Rachel Witkin, was a lead consultant and author for the **Organisation on Security and Cooperation in Europe's (OSCE)** revised [handbook on National Referral Mechanisms](#), working with a panel of international trafficking experts, including survivor leaders. Our clinical and medical experts across the HBF team also worked collaboratively to deliver the health information chapter.

The NRM Handbook was published in January 2022 and distributed widely to governments and all relevant stakeholders in the 57 OSCE member states.

The UK is facing many changes in responses to modern slavery, particularly with the introduction of the 'Immigration Enforcement Competent Authority', which will make vital decisions on trafficking cases that impact the lives and futures of survivors. The Nationality and Borders Act also conflicts with the need to address victims' vulnerability and ignores the difficulties of disclosure and the need for trauma-informed methods of working. Internationally, the Director of Counter-Trafficking is engaged with OSCE projects to provide and monitor standards of care and legal rights for victims of trafficking in the OSCE participating States and has worked with Anti-Slavery International and the International Survivors Advisory Council (ISTAC) on projects relating to survivor leader participation at all levels of anti-trafficking work.

The Medical Advisory Service team spends a significant amount of time engaging with sector-wide (both NGOs and statutory service) policy, guidance and training on asylum and counter trafficking health matters. This has been focused primarily on health-related counter-trafficking issues.

Training

HBF provides training across three broad areas:

- Working with, and better protecting, survivors of trafficking
- Therapeutic approaches in working with refugee and asylum-seeking populations
- The application of medico-legal evidence

Our training programme continues to expand, partly due to the willingness post pandemic to receive and deliver online training. **In 2021, we delivered training to more than 500 individuals in statutory services and more than 150 individuals in non-statutory services.** Highlights from our training programme and outreach, which has expanded due to the willingness to receive training online, included:

- Our partnership with **Freedom from Torture** and the UK Visas and Immigration policy team to deliver a medico-legal report training programme (Assessing Evidence: Medicolegal Reports) for technical specialists and senior caseworkers — training that continues to receive excellent feedback and paves the way for sustainable change.
- We trained other NGOs on medical evidence and clinical letter writing, including Spirasi in the Republic of Ireland.
- We provided training on trafficking-related mental health as part of a FCO-organised event for professionals in Cyprus, and contributed to joint training (with ATLEU) for UK legal professionals on mental health and engagement in legal proceedings.



We trained therapy professionals in working with complex trauma through several modules provided to psychology doctoral training programmes. One participant described it as **“the best training I’ve received across my entire doctorate”**.

- We provided training to a wide variety of NHS staff (including safeguarding teams, general practitioners, midwives, women’s health physiotherapists) on the health concerns of trafficking survivors and of refugees and people seeking asylum.
- We provided training for judges and barristers in making sense of medicolegal evidence.

[The Trauma-Informed Code of Conduct for All Professionals Working with Survivors of Trafficking and Slavery](#) (2021) (TiCC), authored by Rachel Witkin and Dr Katy Robjant and published in 2018, was updated in 2020 to include further information on working with ‘cultural mediators’. It was then re-published and re-designed to include safe and trauma-informed methods of working online. It has been widely shared across the UK and global sectors, prompting frequent requests for training. Training on Trauma-Informed Code of Conduct (TiCC) is delivered for stakeholders across the anti-trafficking sector nationally and internationally. It has been delivered to sectors including the police, the Crown Prosecution Service, UK Home Office, Care Quality Commission, safe houses and services operating under the victim care contract.



In particular, we are proud of the **adoption of the TiCC** by St. Mary’s University, London for its short course **‘Identification, support and care of victims of modern day slavery’** — which provides professionals in health and social care, law enforcement and criminal justice, civil society organisations, education or local and national government with the skills to support survivors of modern slavery.

Internationally, TiCC training has been delivered through OSCE forums including International Survivors of Trafficking Advisory Committee, Border Guards and Government departments (for example, Govt of Georgia).

The TiCC is a simple, accessible guide for all professionals who may find themselves working with survivors of trafficking. It has a firm basis in the combination of specialist trauma care and experiential multi-faceted and multi-disciplinary work with survivors of trafficking. TiCC is concise and easy to follow for busy people, enabling them to:

- Establish and maintain a mutual relationship of trust with survivors in any working context or environment.
- Impart a consistent sense of calm, security and safety throughout the course of their work.
- Increase the confidence of survivors and minimise the risks of causing distress and re-traumatisation.
- Remain safe and well in the course of their work, avoiding secondary traumatisation and professional 'burnout'.

This training has been seen as very helpful to many of the statutory professionals we have provided it to. One police officer gave the following feedback:

"I just wanted to say a huge THANK YOU for taking the time to deliver such an information session. I've had a few conversations with people today and they found it really useful. In particular, some of the more experienced officers also commented on how practical it was and a good reminder of being more mindful. A few commented on how it's the little things that can make a huge difference. Really grateful for your time and I look forward to working with you in the near future."

Research and dissemination

We spoke at several conferences during the year. **Critically, our feasibility and pilot study of Narrative Exposure Therapy in the treatment of survivors of trafficking has been published. The results provide strong support for a full-scale trial.**

We currently have the following projects ongoing:

- A 'proof of concept' Functional Magnetic Resonance Imaging (fMRI) study exploring the biological underpinning of trust-related abnormalities in survivors of multiple and repeated trauma who have 'complex PTSD'. This is in collaboration with partners at [King's College London](#).
- A systematic review of the use of witchcraft and related rituals as forms of control in survivors of human trafficking (now in press).
- A study of the effectiveness of case management in the care of survivors of trafficking (funded by the [National Institute of Health Research](#) and led by [King's College London](#)).
- A pilot study of an assertiveness intervention for survivors of forced labour.
- A pilot study of 'moral injury' in survivors of trafficking.
- A qualitative study evaluating the meaning of community in the lives of people with experiences of torture and trafficking.
- A qualitative study assessing experiences of forced labour.

We are also involved two key research projects funded by the Modern Slavery PEC: The Modern Slavery Core Outcome Set, a Delphi-based, survivor-led project to establish uniform expectations and core outcomes for all stakeholders involved in service delivery for survivors; and a project on British Survivors who are victims of domestic trafficking in the UK.

In 2021, we also published the following articles:

- Waterman, L. Z., Pillay, M., & Katona, C. (2021). [The mass release of migrants from UK immigration detention during the COVID-19 pandemic: What can be learned?](#). BJPsych Bulletin. doi:10.1192/bjb.2021.110
- Abbas, P., Von Werthern, M., Katona, C., Brady, F., & Woo, Y. (2021). [The texture of narrative dilemmas: Qualitative study in front-line professionals working with asylum seekers in the UK](#). BJPsych Bulletin, 45 (1), 8-14. doi:10.1192/bjb.2020.33
- Waterman, L. Z., Pillay, M., Sen, P., Crowley, G., Forrester, A., & Katona, C. (2022). [It is time to expand community alternatives to immigration detention](#). The BMJ, 376. doi:10.1136/bmj.o458
- Jowett, S., Argyriou, A., Scherrer, O., Karatzias, T., & Katona, C. (2021). [Complex post-traumatic stress disorder in asylum seekers and victims of trafficking: Treatment considerations](#). BJPsych Open, 7 (6). doi:10.1192/bjo.2021.1007
- Moore, T., Burgess, R., & Katona, C. (2021). [Finding agency in limbo: a qualitative investigation into the impact of occupational engagement on mental health and wellbeing of asylum seekers in the U.K.](#) Transcultural Psychiatry.
- Sen, P., Crowley, G., Moro, C., Slade, K., Khan, A. A., Katona, C., & Forrester, A. (2021). [Mental health in immigration detention: A comparison of foreign national ex-prisoners and other detainees](#). CRIMINAL BEHAVIOUR AND MENTAL HEALTH, 31 (4), 275-287. doi:10.1002/cbm.2207
- Brady, F., Chisholm, A., Walsh, E., Ottisova, L., Bevilacqua, L., Mason, C., . . . Katona, C. (2021). [Narrative exposure therapy for survivors of human trafficking: feasibility randomised controlled trial](#). BJPSYCH OPEN, 7 (6), PII S2056472421010292. doi:10.1192/bjo.2021.1029
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OUR 2022-2024 STRATEGY

Continued strategic review is essential to ensure improvements for our clients. In 2021, we embarked on a comprehensive review of our strategy, all the more relevant in a post-pandemic world. We found that our strategy continues to deliver against the complex needs of our clients, with the goal of **ensuring that all survivors of trafficking, torture and extreme human cruelty have safety, freedom and power**. In 2022-2024 we will continue to:

- **Improve** care by working with our clients to evolve and strengthen our services in order to demonstrate what works and share learnings with others
- **Expand** access through partnerships to ensure that more survivors receive the support they need
- **Drive** meaningful policy and practice change that improves systems and ensures that all survivors receive the appropriate standard of care from services nationally and internationally

However, we also know that survivors of trafficking are significantly vulnerable to further abuse, exploitation and trafficking. That even when survivors are in contact with the services who are supposed to help, they remain frighteningly vulnerable to predators who seek out those who can be controlled and manipulated. We are now in the position to challenge the systems that either allow or enable this to happen. Specifically because the Helen Bamber Foundation Group works with survivors of trafficking over the long term, we are uniquely placed to understand and tackle the factors contributing to the continued vulnerability of survivors of trafficking to exploitation, abuse and re-trafficking, even after seeking help. These include:

- The lack of appropriate skills or resources to recognise and successfully respond to a trafficking situation on the front line results in many survivors falling through the gaps.
- Lengthy legal processes and lack of specialist legal representation leave survivors at risk of re-trafficking due to lack of secure immigration status and legal protection.
- Little provision for long-term, trauma-focused care means Survivors remain psychologically vulnerable to further exploitation and abuse.
- Prolonged destitution and limited access to education and legitimate employment opportunities leaves survivors vulnerable to traffickers seeking to isolate and manipulate their victims, who may not know their rights and entitlements.

Therefore, in 2022-2024 strategy, we will drive forward a programme dedicated to the Prevention of Re-Trafficking focussing on: increasing successful early interventions that reduce survivors' vulnerability in the UK and globally; curtailing the risk of re-trafficking in the UK by increasing access to legal protection; improving understanding and awareness across services in the UK; and driving international system changes to improve protection globally.

*"They've never made me feel guilty or judged. Instead, I feel that I am not alone.
Whatever I go through, they go through with me."*

FINANCIAL REVIEW

Financial Framework

Policies relating to reserves and the need to generate an annual operating surplus together provide a financial framework within which HBF seeks to function.

Reserves policy

Forming part of our reserves, the unrestricted general fund is the working fund of the charity. Unlike the other funds, it is not restricted or designated for a defined purpose. The unrestricted general fund provides for activities not funded by earned income or restricted funding and for the general administration of the charity. It also provides working capital for operations and helps to provide resources to ensure that the charity is able to continue with its obligations.

Our Group policy is to maintain an unrestricted general fund of between three (£676,663) and six months (£1,353,326), of gross expenditure for the next financial year. Given the importance of being confident that the group can maintain its support to our very vulnerable clients, the trustees aim to increase the sum in the unrestricted general fund.

In December 2021, Helen Bamber Foundation Group ended the year positively with unrestricted reserves of £705,122, after allowing for designated funds (note 15 a) which is equivalent to 3.13 months cover.

Summary of results

In 2021, activities resulted in a surplus of £92,946, a fantastic result given the difficult fundraising environment due to the Covid-related lack of event income. This was due to the quick response of funders to help charities meet the ongoing challenge. The organisation continued to focus on expenditure to make sure we could adapt our services to the needs of our clients as well as make savings and efficiencies where possible.

HBF ended 2021 in a good financial position with a total unrestricted fund of £1,189,760 (£1,173,654) in 2020. The Trustees have set up a New Premises Move designated fund of £250,000 in order to meet planned expenditure during 2022 and 2023 on securing an exciting new premises from which to increase our impact upon survivors of trafficking and torture. Additionally £209,849 relating to casework in progress has also been moved to designated funds, leaving unrestricted general funds of £705,122 (£1,140,379 in 2020). The casework in progress is an asset which we have reasonable expectation will become convertible into cash at a future date but have not included it in the free reserves due the timing uncertainty. The unrestricted general fund is £648,204 below the top end of the current target level of reserves of about £1,353,326, although above the bottom end of the target range. A budget showing a surplus has been set for 2022.

Risks

The significant risks to which the HBF group is exposed, as identified by the trustees, have been reviewed and systems have been established to mitigate these risks. Among the risks identified, the most significant are considered to be:

- Event fundraising, a key element of the diversity of HBF groups' income, remains a challenge.
- The challenge of ensuring that funds are raised for Asylum Aid to fill the gap left by the delays in receipt of Legal Aid funding due to delays in decision making and therefore closure of cases.
- The uncertainty over further lockdowns and the execution of Covid-19 secure workplaces, which place an operational strain on the services that remain at high demand.
- The increasingly inhumane environment facing our client group and corresponding ineffectiveness of the asylum system, and the equivalent likelihood of an increase in the number of clients with complex needs.

These risks are mitigated in part through close operational monitoring and application of the reserves policy.

Subsequent events and going concern

The pandemic has had a profound impact on all aspects of life, including the activities of the HBF group. By adapting to hybrid working, we ensured that over the course of 2021, our offices were only closed for seven weeks.

The trustees have put in place measures to mitigate the risks to the HBF group from the ongoing delays in decision-making by the Home Office and by the courts, which has pushed back the closure of cases and therefore income from the Legal Aid Authority for work done. The trustees have focused on fundraised income during this period, and kept an eye on the rising cost of living that has had an impact on remuneration, retention and recruitment. They have set up a remuneration and benefits task group to examine this challenge.

Having regard to these steps and the reserves held at the year-end by the Helen Bamber Foundation Group, the trustees consider it reasonable to expect that HBF has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the trustees continue to adopt the 'going concern' basis in preparing the accounts. The trustees and senior management have increased the regularity of financial forecasts in both the short and medium term. We continue to strengthen our financial processes and systems so we can monitor financial risk, and where required, take appropriate management action.

Remuneration policy

The objectives of HBF's remuneration policy are to:

- Reward staff appropriately and enable the recruitment and retention of high calibre personnel.
- Ensure the proper use of the charity's resources in accordance with its aims and within affordable limits, based on the financial circumstances of the charity.
- Be non-discriminatory, just and equitable in the evaluation of jobs and their remuneration by providing a stable framework for the remuneration of the team.
- Pay at a competitive level, taking account of external market rates — with an aim to set pay around the median level for comparable posts in the voluntary sector, subject to the charity's financial position.
- Operate within the law.

Remuneration is reviewed on an annual basis and agreed by the Board of Trustees. When setting pay levels, the charity gives consideration to external benchmark comparators, changes in the national average earnings index, affordability and other internal and external pressures, including recruitment and retention. The policy applies to all staff, including the charity's executive team. The total remuneration of the Chief Executive Officer and four directors, including employer's NI and employer's pension contributions, was £278,455.

Fundraising

HBF's fundraising team produces an annual Income Generation Strategy against which performance is regularly monitored by senior management and trustees. In 2021, HBF continued to adapt to the challenging fundraising environment due to the pandemic, and successfully raised £1,668,836 thanks to the generosity of our supporters.

HBF's fundraising approach reflects the principles published on the HBF's website www.helenbamber.org. The charity's fundraising programme is delivered using internal resources and in 2021 did not involve external professional fundraisers or commercial participants. HBF does not generate merchandise for fundraising purposes.

HBF is registered with the Fundraising Regulator. Registration represents a commitment to the highest standards of practice and ensures that all fundraising activity is open, legal and fair. As a registered participant, HBF commits to the Board's Codes of Fundraising Practice, which is the standard set for fundraisers in the UK. Registered participants also commit to abide by its Fundraising Promise, which is based on six key pledges that reflect the core values of respect, honesty, accountability and transparency. HBF is strongly committed to recognised sector standards and is actively working to protect vulnerable people and other members of the public from behaviour which:

- Is an unreasonable intrusion on a person's privacy.
- Is unreasonably persistent.
- Places undue pressure on a person to give money or other property.

HBF has received no complaints in regard to its fundraising activities in 2021.

Public benefit

In setting HBF's objectives and planning its activities, the Board of Trustees has given careful consideration to the Charity Commission's general guidance on public benefit. In particular, the Board of Trustees considers how planned activities will contribute to the aims and objectives that have been set. The benefits that HBF brings to the public are:

- Relieving and assisting people, and protecting the health of people who are at risk by reason of their experience of torture, hostilities, genocides or other atrocities.
- Preventing sickness and protecting the health of people who are at risk from such experiences.
- Relieving poverty among those people.
- Educating people on all issues concerning gross violation of human rights, torture and atrocities and the effect on people who experience such suffering.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also directors of the HBF for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 December 2021 was seven (2020: eight). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 8th August 2022 and signed on their behalf by

Charlotte Seymour-Smith, Chair of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HELEN BAMBER FOUNDATION

Opinion

We have audited the financial statements of Helen Bamber Foundation (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 December 2021 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2021 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the group financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Helen Bamber Foundation's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information, and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the group financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's and group's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.

- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanna Pittman (Senior statutory auditor)

8 September 2022

Date

for and on behalf of Sayer Vincent LLP, Statutory Auditor
 Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL
 Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Consolidated statement of financial activities (incorporating an income and expenditure account)**For the year ended 31 December 2021**

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:							
Donations – legal protection	2	–	147,080	147,080	–	262,013	262,013
Donations – therapy and casework	2	–	142,113	142,113	–	283,526	283,526
Donations – community integration	2	–	94,912	94,912	–	59,906	59,906
Donations – counter trafficking	2	–	19,653	19,653	–	43,259	43,259
Donations – research, policy, dissemination	2	–	55,961	55,961	–	28,915	28,915
Donations – general	2	1,230,973	15,701	1,246,674	1,196,894	92,370	1,289,264
Charitable activities							
Fees from medical legal reports – Legal protection		85,190	–	85,190	81,364	–	81,364
Other legal services		255,799	–	255,799	–	–	–
Westminster ASP		–	61,306	61,306	–	30,653	30,653
Other income		61,307	–	61,307	62,027	15,158	77,185
Bank interest		81	–	81	1,136	–	1,136
Total income		1,633,350	536,726	2,170,076	1,341,421	815,800	2,157,221
Expenditure on:							
Raising funds	3	175,678	–	175,678	254,273	–	254,273
Charitable activities							
Legal protection	3	659,069	201,746	860,815	189,079	272,495	461,574
Therapy and casework	3	436,712	102,984	539,696	227,083	343,073	570,156
Community integration	3	35,091	82,224	117,315	54,703	78,380	133,083
Counter trafficking	3	127,305	17,479	144,784	91,478	61,733	153,211
Research, policy and dissemination	3	183,388	55,453	238,841	201,433	47,389	248,822
Total expenditure		1,617,244	459,886	2,077,130	1,018,050	803,070	1,821,120
Net income for the year	4	16,106	76,840	92,946	323,371	12,730	336,101
Net income and movement in funds							
		16,106	76,840	92,946	323,371	12,730	336,101
Reconciliation of funds:							
Total funds brought forward		1,173,654	17,730	1,191,384	850,283	5,000	855,283
Total funds carried forward		1,189,760	94,570	1,284,330	1,173,654	17,730	1,191,384

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15a to the financial statements.

As at 31 December 2021

	Note	The group 2021 £	2020 £	The charity 2021 £	2020 £
Fixed assets:					
Tangible assets	8	24,789	33,275	23,856	32,003
		<u>24,789</u>	<u>33,275</u>	<u>23,856</u>	<u>32,003</u>
Current assets:					
Debtors	11	247,557	110,267	336,067	125,031
Casework-in-progress		209,849	–	–	–
Cash at bank and in hand		1,028,766	1,373,480	772,269	1,183,530
		<u>1,486,172</u>	<u>1,483,747</u>	<u>1,108,336</u>	<u>1,308,561</u>
Liabilities:					
Creditors: amounts falling due within one year	12	(226,631)	(325,638)	(142,949)	(217,087)
		<u>1,259,541</u>	<u>1,158,109</u>	<u>965,387</u>	<u>1,091,474</u>
Net current assets		<u>1,259,541</u>	<u>1,158,109</u>	<u>965,387</u>	<u>1,091,474</u>
Total Net Assets		<u><u>1,284,330</u></u>	<u><u>1,191,384</u></u>	<u><u>989,243</u></u>	<u><u>1,123,477</u></u>
Funds:	15a				
Restricted income funds		94,570	17,730	76,429	17,730
Unrestricted income funds:					
Designated fixed asset fund		24,789	33,275	23,856	33,275
Designated Casework-in-Progress		209,849	–	–	–
Designated– New Premise Fund		250,000	–	–	–
General funds		705,122	1,140,379	888,958	1,072,472
Total unrestricted funds		<u>1,189,760</u>	<u>1,173,654</u>	<u>912,814</u>	<u>1,105,747</u>
Total funds		<u><u>1,284,330</u></u>	<u><u>1,191,384</u></u>	<u><u>989,243</u></u>	<u><u>1,123,477</u></u>

Approved by the trustees on 8 August 2022 and signed on their behalf by

John Scampion
Treasurer

Consolidated statement of cash flows

For the year ended 31 December 2021

	Note	2021 £	£	2020 £	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)		92,946		336,101	
Depreciation charges		18,309		16,547	
(Increase) / decrease in debtors		(137,291)		109,408	
Increase in casework-in-progress		(209,849)		–	
(Decrease) / increase in creditors		(99,006)		181,083	
Net cash provided by operating activities		(334,891)		643,139	
Cash flows from investing activities:					
Purchase of fixed assets		(9,823)		(9,602)	
Net cash used in investing activities		(9,823)		(9,602)	
Change in cash and cash equivalents in the year		(344,714)		633,537	
Cash and cash equivalents at the beginning of the year		1,373,480		739,943	
Cash and cash equivalents at the end of the year a		1,028,766		1,373,480	
Analysis of cash and cash equivalents and of net debt					
	At 1 January 2021 £	Cash flows £	Other non- cash changes £	At 31 December 2021 £	
Cash at bank and in hand	1,373,480	(344,714)	–	1,028,766	
Total cash and cash equivalents	1,373,480	(344,714)	–	1,028,766	

1 Accounting policies

a) Statutory information

Helen Bamber Foundation is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Bruges Place, 15–20 Baynes Street London NW1 0TF.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

These financial statements consolidate the results of the charity and its subsidiary Asylum Aid on a line by line basis. Transactions and balances between the charity and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the charity's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charity itself is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting 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 nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Comparatives are not directly comparable due to acquiring Asylum Aid in August 2020.

c) Reporting period

The financial statements cover the year to 31 December 2021.

d) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

e) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1 Accounting policies (continued)

f) Recognition of income

Recognition of income takes place in accordance with applicable accounting policies and results are presented in accordance with the SORP. All incoming resources are included in the Statement of financial activities when the charity has entitlement to the income, it is probable that the income will be received and that the amount can be measured reliably. Grants and donations are recorded in the period in which they are received or the charity is entitled to the income.

Donations receivable for the general purposes of the charity are credited to Unrestricted funds and donations tied to a particular purpose are credited to Restricted funds.

Revenue grants are credited to the Statement of Financial Activities when received or receivable, whichever is earlier. Where unconditional entitlement to grants receivable is dependent on fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions, the incoming resource is deferred. When funding received is designated by the donor to be used in a specific future period, income is deferred.

Income from medico legal reports is recognised when the report has been completed and submitted to the customer and an invoice has been raised.

Contractual income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Work in Progress is valued at the average hourly rate paid by the Legal Aid Agency. Provision is made where necessary for irrecoverable amount of work in progress.

All other income, such as training fees, is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable probability. Legacies are included when there is reasonable probability of receipt, amount and timing.

Where income is received in advance of its recognition, it is deferred and included in creditors. Where entitlement occurs before income is received, the income is accrued and included in debtors.

g) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

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

h) Recognition of expenditure

All expenditure is accounted for on an accruals basis in the period to which the cost relates and has been classified under headings that aggregate all costs related to the category. Resources expended include attributable VAT which cannot be recovered. Where costs cannot be directly attributable to particular activities, they have been allocated on a basis consistent with the use of the resources. Overheads, salaries and governance costs are allocated between the activity headings on the basis of attributable employment cost, and an element of judgement is involved. Costs of raising funds are those costs, including fundraising expenditures, incurred by the charity to obtain funds. Support costs are those costs incurred which are not directly an output of the charitable activity. Governance costs are those incurred in connection with enabling the charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties.

i) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Tangible fixed assets are stated at cost less accumulated depreciation. Only individual assets costing £250 or more and not forming part of a larger project are capitalised. This level is periodically reviewed, along with the need for a formal impairment review.

Provision is made for depreciation of fixed assets, at rates calculated to write off the cost, less the estimated residual value, of each asset over its expected useful life. Leasehold improvements are depreciated over 3 years and other fixed assets over 4 years.

Notes to the financial statements

For the year ended 31 December 2021

1 Accounting policies (continued)**j) Cash at bank and in hand**

Cash at bank and cash 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.

k) Recognition of liabilities and constructive liabilities

Liabilities, including constructive obligations, are recognised at the point at which the charity is deemed to have entered into a binding commitment. Provisions are recognised when there is a present legal or constructive obligation as a result of a past event, it is probable that a transfer of economic benefit will be required to settle the obligation, and a reliable estimate can be made of the obligation.

l) Leases

Rental costs under operating leases are charged to expenditure as incurred. Lease incentives received by the charity are released on a straight line basis to the Statement of Financial Activities over the period until the first break clause or, in the case of leases already existing, until the rent review.

m) Pensions

The charity contributes to a stakeholder pension scheme on behalf of its staff, and the cost is recognised as incurred.

n) Taxation status

As a charity, Helen Bamber Foundation is exempt from taxation of income and gains falling within Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent these are applied charitably. No tax charge has arisen in the year.

o) Funds

The charity's financial statements are a consolidation of individual funds. These divide into two distinct categories: unrestricted and restricted.

Unrestricted funds

The use of these funds has not been restricted to a particular purpose by the donor. The unrestricted funds comprise the General fund and Designated funds.

General fund

The General fund is the working fund of the charity. It is not tied or designated as are the other funds for use for a particular or defined purpose. The General fund has to provide for the net deficit of any activities that have inadequate income of their own and for the general administration of the charity. It also provides working capital for operations and helps to provide resources to ensure that the charity is able to continue with its obligations in the event of a shortfall in income or unexpected upturn in expenditure. The current target level for the unrestricted general fund is between three and six months of the higher of projected gross income or gross expenditure for the next financial year.

Designated funds

Designated funds are those which have been allocated by the charity for particular purposes. The Fixed Asset reserve represents the net book value of the investment by the General fund in fixed assets.

Restricted funds

These are income funds tied to particular purposes. They include gifts made to the charity to be used in accordance with the wishes of the donors. Until funds are expended, they are placed on deposit or held in cash.

p) Debtors

Trade and other debtors are recognised at the settlement amount due, after provision for doubtful debts.

2 Income from donations

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Donations – trusts and foundations	855,576	403,420	1,258,996	683,904	705,981	1,389,885
Donations – individuals	221,106	–	221,106	313,085	34,858	347,943
Donations – corporate	116,733	72,000	188,733	98,926	29,149	128,075
Other	37,557	–	37,557	100,978	–	100,978
	<u>1,230,973</u>	<u>475,420</u>	<u>1,706,393</u>	<u>1,196,893</u>	<u>769,988</u>	<u>1,966,881</u>

The "other" donations comprise income from community fundraising and a fundraising campaign comprising one main event in 2021.

2 Income from donations (continued)

Restricted and unrestricted donations from trusts and foundations of £2,000 or greater in 2021 were as follows:-

	2021			2020		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
The A. B. Charitable Trust	50,000	-	50,000	50,000	-	50,000
Access for Justice Foundation	-	31,000	31,000	-	74,300	74,300
Allen & Overy Foundation	-	-	-	-	10,000	10,000
Anti-Slavery International	-	2,026	2,026	-	2,000	2,000
Barrow Cadbury Trust	-	-	-	-	99,750	99,750
The Blyth Watson Charitable Trust	-	-	-	2,000	-	2,000
The Bryan Guinness Charitable Trust	-	-	-	5,000	-	5,000
City Bridge Trust	-	-	-	-	37,666	37,666
Comic Relief	-	123,601	123,601	-	95,556	95,556
Eva Reckitt Trust Fund	-	2,500	2,500	-	2,500	2,500
The Emmanuel Kaye Foundation	-	-	-	30,000	-	30,000
The Evan Cornish Foundation	-	12,000	12,000	-	12,000	12,000
ORR Mackintosh Foundation	5,000	-	5,000	-	-	-
Garfield Weston Foundation	25,000	-	25,000	-	20,000	20,000
Robert Luff Foundation	10,000	-	10,000	-	-	-
Susan Gibson	2,000	-	2,000	-	-	-
The Edward Gostling Foundation	-	-	-	-	3,000	3,000
The Harkness Family Foundation	-	-	-	10,000	-	10,000
The Henry Smith Charity	-	12,500	12,500	-	50,000	50,000
ILPA	-	-	-	-	5,259	5,259
The Leigh Trust	-	4,000	4,000	5,000	4,000	9,000
The London Community Foundation	-	-	-	-	5,000	5,000
The Marwyn Trust	16,728	-	16,728	7,434	-	7,434
The McCartney Foundation	50,000	-	50,000	50,000	-	50,000
Moynitrust	5,000	-	5,000	5,000	-	5,000
The National Lottery Community Fund	91,667	-	91,667	-	100,000	100,000
Oak Foundation	120,000	-	120,000	150,000	-	150,000
McPhail Trust	-	40,000	40,000	-	-	-
Samworth Foundation	80,000	83,759	163,759	-	-	-
Pilkington Charities Fund	3,000	-	3,000	-	-	-
Postcode Equality Trust	125,000	-	125,000	250,000	100,000	350,000
Schroder Charity Trust	-	-	-	-	5,000	5,000
The Eleanor Rathbone Charitable Trust	-	-	-	-	2,000	2,000
The Souter Charitable Trust	10,000	-	10,000	3,000	-	3,000
British Humane Association	4,000	-	4,000	-	-	-
Trust for London	50,000	20,000	70,000	10,000	10,000	20,000
Transport for London	-	30,000	30,000	-	-	-
The United Nations Voluntary Trust Fund on Contemporary Forms of Slavery	-	10,590	10,590	-	11,625	11,625
Wellcome Community Support Fund	-	10,000	10,000	-	5,000	5,000
William Brake Charitable Trust	-	2,000	2,000	-	7,000	7,000
The Wright Family Foundation	-	-	-	10,000	-	10,000
29th May 1961 Charitable Trust	-	3,000	3,000	-	3,000	3,000
Britford Bridge	-	10,000	10,000	-	-	-
Bloomberg	110,000	-	110,000	-	-	-
Adfal Trust Culver House Farm	4,000	-	4,000	-	-	-
Harkness Family	5,000	-	5,000	-	-	-
Volant Charitable Trust	50,000	-	50,000	-	-	-
London Legal Support	20,000	-	20,000	-	-	-
Other trusts - Trusts under £2,000	19,181	6,444	25,625	2,470	6,425	8,895
Anonymous	-	-	-	94,000	34,900	128,900
Total	855,576	403,420	1,258,996	683,904	705,981	1,389,885

3a Analysis of expenditure (current year)

	Cost of raising funds £	Charitable activities					Support and Governance costs £	2021 Total £	2020 Total £
		Legal protection £	Therapy and casework £	Community Integration £	Counter Trafficking £	Research, policy and dissemination £			
Staff costs (Note 5)	125,614	621,908	342,974	81,210	106,992	158,725	86,022	1,523,445	1,195,997
Legal protection	-	42,755	-	-	-	-	-	42,755	75,150
Therapy and casework	-	-	88,547	-	-	-	-	88,547	116,661
Community Integration and creative arts programme	-	-	-	10,491	-	-	-	10,491	19,186
Counter Trafficking	-	-	-	-	4,046	-	-	4,046	7,087
Education, policy and research	-	-	-	-	-	30,054	-	30,054	27,559
Fundraising costs	10,445	-	-	-	-	-	-	10,445	32,246
Premises costs	-	-	-	-	-	-	190,007	190,007	187,174
Audit	-	-	-	-	-	-	15,265	15,265	12,100
Trustee expenses	-	-	-	-	-	-	253	253	-
Office and supplies costs	-	-	-	-	-	-	103,244	103,244	83,491
Irrecoverable VAT	-	-	-	-	-	-	49,198	49,198	63,864
Depreciation	-	-	-	-	-	-	17,970	17,970	16,547
Movement on doubtful debt provision	-	-	-	-	-	-	(8,591)	(8,591)	(15,942)
	136,059	664,663	431,521	91,701	111,038	188,779	453,369	2,077,130	1,821,120
Support and Governance costs allocation	39,619	196,152	108,175	25,614	33,746	50,062	(453,369)	-	-
Total expenditure 2021	175,678	860,815	539,696	117,315	144,784	238,841	-	2,077,130	
Total expenditure 2020	254,273	461,574	570,156	133,083	153,211	248,822	-		1,821,120

Governance costs are included above under audit fees and trustees' expenses.

3b Analysis of expenditure (prior year)

	Cost of raising funds £	Charitable activities					Support and Governance costs £	2020 Total £	2019 Total £
		Legal protection £	Therapy and casework £	Community Integration £	Counter Trafficking £	Research, policy and dissemination £			
Staff costs (Note 5)	161,049	280,295	328,946	82,616	105,992	160,495	76,604	1,195,997	1,018,865
Legal protection	–	75,150	–	–	–	–	–	75,150	51,136
Therapy and casework	–	–	116,661	–	–	–	–	116,661	137,160
Community Integration and creative arts programme	–	–	–	19,186	–	–	–	19,186	68,154
Counter Trafficking	–	–	–	–	7,087	–	–	7,087	11,386
Education, policy and research	–	–	–	–	–	27,559	–	27,559	50,698
Fundraising costs	32,246	–	–	–	–	–	–	32,246	36,385
Premises costs	–	–	–	–	–	–	187,174	187,174	189,479
Audit	–	–	–	–	–	–	12,100	12,100	8,400
Trustee expenses	–	–	–	–	–	–	–	–	743
Office and supplies costs	–	–	–	–	–	–	83,491	83,491	68,129
Irrecoverable VAT	–	–	–	–	–	–	63,864	63,864	64,392
Depreciation	–	–	–	–	–	–	16,547	16,547	12,754
Movement on doubtful debt provision	–	–	–	–	–	–	(15,942)	(15,942)	4,662
	193,295	355,445	445,607	101,802	113,079	188,054	423,838	1,821,120	1,722,343
Support and Governance costs allocation	60,978	106,129	124,549	31,281	40,132	60,768	(423,838)	–	–
Total expenditure 2020	254,273	461,574	570,156	133,083	153,211	248,822	–	1,821,120	
Total expenditure 2019	241,972	268,630	577,344	192,781	154,845	286,771	–		1,722,343

Governance costs are included above under audit fees and trustees' expenses.

Notes to the financial statements

For the year ended 31 December 2021

4 Net income for the year

This is stated after charging:

	2021 £	2020 £
Depreciation	18,309	16,547
Operating lease rentals:		
Property	141,919	145,049
Auditor's remuneration (excluding VAT):		
Current year audit	9,975	9,500
Independent examination of Asylum Aid	2,725	2,600
	<u>162,928</u>	<u>173,706</u>

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	1,327,067	1,027,058
Social security costs	119,924	80,742
Employer's contribution to defined contribution pension schemes	49,130	36,396
Recruitment costs	9,918	8,001
Interim staffing costs	10,062	36,624
Redundancy costs (paid as at 31.12.21)	7,344	7,176
	<u>1,523,445</u>	<u>1,195,997</u>

One employee earned between £60,000 and £70,000 during the year (2020: one).

The total employee benefits, (including pension contributions and employer's national insurance) of the senior management executive were £278,455 (2020: £185,939).

The Trustees were not paid or in receipt of any other benefits from employment with the charity in the year (2020: £nil). No Trustee received payment for professional or other services supplied to the charity (2020: £nil).

The Trustees were not paid or in receipt of any other benefits from employment with the charity in the year (2020: £nil). No Trustee received payment for professional or other services supplied to the charity (2020: £nil).

£218 Trustee expenses were incurred by the charity in the year and relate to online training for one new Trustee (2020: nil).

6 Staff numbers

The average number of employees based on the average headcount employed during the year was as follows:

	2021 No.	2020 No.
Fundraising	4.0	4.0
Charitable activity	32.0	25.5
Support	5.0	5.0
Governance	2.0	2.0
	<u>43.0</u>	<u>36.5</u>

7 Related party transactions

There were management charges of £77,451 relating to HBF staff costs recharged to AA in 2021 (2020: £26,430).

There were no donations from related parties which were outside the normal course of business and no restricted donations from related parties. The total amount of donations received in 2021 from Trustees or parties related to them was £55,000 (2020: £10,144).

8 Tangible fixed assets

The group

	Leasehold Improvement £	Fixtures and fittings £	ICT and medical equipment £	Total £
Cost				
At the start of the year	113,376	34,163	56,969	204,508
Additions in year	–	–	9,823	9,823
Disposals in year	–	–	–	–
At the end of the year	113,376	34,163	66,792	214,331
Depreciation				
At the start of the year	108,904	25,289	37,040	171,233
Charge for the year	2,922	4,909	10,479	18,309
Eliminated on disposal	–	–	–	–
At the end of the year	111,826	30,198	47,519	189,542
Net book value				
At the end of the year	1,550	3,965	19,274	24,789
At the start of the year	4,472	8,874	19,929	33,275

All of the above assets are used for charitable purposes.

The charity

	Leasehold Improvement £	Fixtures and fittings £	ICT and medical equipment £	Total £
Cost				
At the start of the year	113,376	34,163	55,612	203,151
Additions in year	–	–	9,823	9,823
Disposals in year	–	–	–	–
At the end of the year	113,376	34,163	65,435	212,974
Depreciation				
At the start of the year	108,904	25,289	36,955	171,148
Charge for the year	2,922	4,909	10,139	17,970
Eliminated on disposal	–	–	–	–
At the end of the year	111,826	30,198	47,094	189,118
Net book value				
At the end of the year	1,550	3,965	18,341	23,856
At the start of the year	4,472	8,874	18,657	32,003

All of the above assets are used for charitable purposes.

9 Subsidiary undertaking

The charity controls the subsidiary, Asylum Aid, a company registered in England. The company number is 2513874 and charity number is 328729. The registered office address is that of the parent company. It is a subsidiary of the Helen Bamber Foundation (parent company) as the parent company board have majority control of Asylum Aid.

The subsidiary is used for the primary purpose of providing legal representation and access to justice for refugees and those seeking asylum. All activities have been consolidated on a line by line basis in the statement of financial activities.

A summary of the results of the subsidiary is shown below:

	Restricted	Unrestricted	2021 £	2020 £
Income from:				
Donations and legacies	123,000	267,401	390,401	198,652
Charitable Activities	-	45,950	45,950	6,720
Other trading activities	-	61,306	61,306	30,653
Legal income	-	209,849	209,849	-
Total Income	123,000	584,506	707,506	236,025
Expenditure on:				
Raising funds	-	21,859	21,859	17,783
Charitable Activities	104,859	353,613	458,472	150,335
Total Expenditure	104,859	375,472	480,331	168,118
Net income for the year	18,141	209,034	227,175	67,907
Total funds brought forward	-	-	-	-
Total Funds carried forward	18,141	209,034	227,175	67,907

10 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2021 £	2020 £
Gross income	1,462,570	1,891,070
Result for the year	(134,229)	268,194

11 Debtors

	The group 2021 £	2020 £	The charity 2021 £	2020 £
Trade debtors	47,861	29,163	47,816	29,163
Amounts due from group undertakings	-	-	116,321	30,090
Prepayments & other debtors	13,798	44,445	11,359	44,445
Accrued income	185,898	36,659	160,571	21,333
	247,557	110,267	336,067	125,031

12 Creditors: amounts falling due within one year

	The group		The charity	
	2021	2020	2021	2020
	£	£	£	£
Trade creditors	80,184	23,141	70,574	11,865
Taxation and social security	34,339	27,534	26,025	21,080
Accruals	48,146	79,556	37,916	77,003
Deferred income (note 13)	–	138,139	–	107,139
Other creditors	63,962	57,268	8,435	–
	226,631	325,638	142,949	217,087

13 Deferred income

Deferred income relates to three restricted donations. Income is deferred as it relates to future periods

	The group		The charity	
	2021	2020	2021	2020
	£	£	£	£
Balance at the beginning of the year	138,139	61,666	107,139	61,666
Amount released to income in the year	(138,139)	(61,666)	(107,139)	(61,666)
Amount deferred in the year	–	138,139	–	107,139
Balance at the end of the year	–	138,139	–	107,139

14a Analysis of group net assets between funds (current year)

	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	–	24,789	–	24,789
Net current assets	955,122	209,849	94,570	1,259,541
Net assets at the end of the year	955,122	234,638	94,570	1,284,330

14b Analysis of group net assets between funds (prior year)

	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	–	33,275	–	33,275
Net current assets	1,140,379	–	17,730	1,158,109
Net assets at the end of the year	1,140,379	33,275	17,730	1,191,384

15a Movements in funds (current year)

	At 1 January 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
Restricted funds:					
Legal protection	7,992	147,080	(133,552)	–	21,520
Therapy and casework	4,738	142,113	(99,467)	–	47,384
Community integration	–	94,912	(79,417)	–	15,495
Research, policy and dissemination	5,000	55,961	(53,561)	–	7,400
Counter Trafficking	–	19,653	(16,882)	–	2,771
Westminster ASP	–	61,306	(61,306)	–	–
Other	–	15,701	(15,701)	–	–
Total restricted funds	17,730	536,726	(459,886)	–	94,570
Unrestricted funds:					
Designated fixed asset fund	33,275	–	(17,970)	9,484	24,789
Designated Casework-in-Progress	–	209,849	–	–	209,849
Designated– New Premise Fund	–	–	–	250,000	250,000
Total designated funds	33,275	209,849	(17,970)	259,484	484,638
General funds	1,140,379	1,423,501	(1,599,274)	(259,484)	705,122
Total unrestricted funds	1,173,654	1,633,350	(1,617,244)	–	1,189,760
Total funds	1,191,384	2,170,076	(2,077,130)	–	1,284,330

The narrative to explain the purpose of each fund is given at the foot of the note below.

15b Movements in funds (prior year)

	At 1 January 2020	Income & gains	Expenditure & losses	Transfers	At 31 December 2020
	£	£	£	£	£
Restricted funds:					
Legal protection	–	262,013	(254,021)	–	7,992
Therapy and casework	5,000	283,526	(278,788)	–	9,738
Community integration	–	59,906	(59,906)	–	–
Research, policy and dissemination	–	28,915	(28,915)	–	–
Counter Trafficking	–	43,259	(43,259)	–	–
Westminster ASP	–	30,653	(30,653)	–	–
Other income	–	15,158	(15,158)	–	–
General	–	92,370	(92,370)	–	–
Total restricted funds	5,000	815,800	(803,070)	–	17,730
Unrestricted funds:					
Designated fixed asset fund	40,220	–	(16,547)	9,602	33,275
Strategic Investment Fund	–	–	–	–	–
Total designated funds	40,220	–	(16,547)	9,602	33,275
General funds	810,063	1,341,421	(1,001,503)	(9,602)	1,140,379
Total unrestricted funds	850,283	1,341,421	(1,018,050)	–	1,173,654
Total funds	855,283	2,157,221	(1,821,120)	–	1,191,384

Purposes of restricted funds

Legal protection

The restricted funds for protection work are to fund legal protection and advocacy support work; providing refugee and asylum seeking clients with a fair chance at seeking justice against the perpetrators of the interpersonal violence they experienced, international protection from the government and appropriate welfare support and housing provision. This includes legal staff salaries, client travel and interpreter costs and any other associated costs of administering and providing legal protection and advocacy support to clients.

Therapy and casework

The restricted funds for therapy and casework are to fund our therapeutic care for survivors of gross human rights violations, helping individuals and families to overcome the psychological impact of interpersonal violence and achieve sustained recovery from acute trauma symptoms, Complex Post-Traumatic Stress Disorder and other resultant mental health issues. This includes clinical staff salaries, client travel and interpreter costs and associated costs of administering referrals for our services and providing tailored support and counselling for clients.

Community integration

The restricted funds for community integration are to assist clients to become valued members of society and combine work from different areas. Mind and body work are to fund therapies which use the mutual influence of body on mind, and mind on body to facilitate healing and recovery from trauma. The programme includes acupuncture, cranio-sacral therapy, hakomi and internal family systems, movement, pilates, yoga (including pre- and post-natal), massage, breathing training and osteopathy. The restricted funds are for clinical staff salaries, equipment, volunteer costs and client travel.

The restricted funds for social wellbeing work are to fund the Creative arts programme, which includes language and skills classes and artistic and social groups for clients of the Foundation, to break isolation and aid recovery. This includes the costs of materials, client travel, volunteer expenses and the salary of the coordinating staff member.

Purposes of restricted funds (continued)

Research, policy and dissemination

These restricted funds are to fund work on research, policy and dissemination.

Counter Trafficking

The restricted funds for counter trafficking are to enable the foundation to fund a model of integrated care for victims of human trafficking. This includes clinical staff salaries, client travel and interpreter costs and associated costs of administering referrals for our services and providing tailored support and counselling for clients.

Westminster ASP

Westminster Advice Services Project (WASP) is a consortium led by Westminster Citizens Advice, which Asylum Aid has been a member of since 2016. It is a consortium put together by NGOs based in Westminster and funded by Westminster council on a 3–5 year rolling contract, to provide advice and support services on welfare legal matters. Asylum Aid's USP input to this project is a multi-language volunteer advisor system, in which we train and supervise local people to interpret for us when providing advice to Westminster residence for whom English is a second language. The yearly funding covers the cost of two specialist advisors (part time), and rental costs for Derry House from where we provide outreach and drop in advice services as well as associated costs of administering our services.

Other income

We continued our partnership with Young Roots , an organisation that supports hard to reach separated asylum seeking children and young people, who often face greater barriers in accessing mental health and other support. The funds (£9,266) were for clinical staff time who provided assessments, stabilisation interventions and also treatment.

We formed a new partnership with Women for Refugee Women to offer clinical support to the women in their network. The funds (£5,892) were for clinical staff time who provided clinical assessments that facilitated access to mental health services, as well as delivering therapeutic interventions designed to help women to stabilise and manage their mental health.

Purposes of designated funds

Fixed assets fund

A designated fund has been established to represent the net book value of the charity's fixed assets.

Casework in progress fund

Value of work in progress relating to legal cases as year-end as this is a relatively illiquid asset.

New Premise fund

A designated fund to meet planned expenditure on securing new premises over 2022 and 2023.

16 Operating lease commitments payable as a lessee

The group's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property 2021 £	2020 £
Less than one year	185,716	185,716
Two to five years	270,183	412,102
	<u>455,899</u>	<u>597,818</u>

