

REGISTERED COMPANY NUMBER: 08102411 (England and Wales)
REGISTERED CHARITY NUMBER: 1151675

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

30 NOVEMBER 2023

Berringers LLP
Chartered Accountants
and Statutory Auditors
Lygon House
50 London Road
Bromley
Kent
BR1 3RA

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

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for the year ended 30 November 2023**

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**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REFERENCE AND ADMINISTRATIVE DETAILS
for the year ended 30 November 2023**

TRUSTEES	Pragna Patel, Chair Thomas Syrett, Treasurer Jenny Craig Dr Sundari Anitha Natalia Dawkins (resigned 7.11.2023) Lucy Walford (resigned 31.1.2024) Neela Jane Stansfield Ms P Fudakowska (appointed 9.7.2024) Ms C E Morton (appointed 9.7.2024)
REGISTERED OFFICE	St Saviours House 39-41 Union Street London SE1 1SD
REGISTERED COMPANY NUMBER	08102411 (England and Wales)
REGISTERED CHARITY NUMBER	1151675
AUDITORS	Berringers LLP Chartered Accountants and Statutory Auditors Lygon House 50 London Road Bromley Kent BR1 3RA
ACCOUNTANTS	ChadSan Limited Castle House Castle Street Guildford GU1 3UW
COMPANY SECRETARY	Caroline Forster
STAFF	Victoria Marks (Director)

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REFERENCE AND ADMINISTRATIVE DETAILS
for the year ended 30 November 2023**

LEGAL STAFF

Carita Thomas
Elizabeth Perry
Frederic Russell
Hannah Khalifah
Jamila Duncan-Bosu
Johanna White
Joseph Maggs
Julian Bild
Kulvinder Gill
Laura McDonald
Lindsay Cundall
Sarah Smith
Shakila Rathukankanamalage

NON LEGAL STAFF

Amy Westendarp
Anna Magyarlaki
Caroline Forster
Chloe Munro Pruett
Katherine Elsayed-Ali
Kudakwashe Tayengwa
Rosemary Bacon

BANKERS

The Co-operative Bank plc
Business Direct PO Box 250
Skelmersdale WN8 6WT

CAF Bank Ltd
25 Kings Hill Avenue, Kings Hill
West Malling
Kent ME19 4JQ

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2023**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 November 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

ATLEU's charity purposes as set out in the objects contained in the company's memorandum of association are to promote the interest of those who suffer or have suffered discrimination, trafficking or any other abuse of human rights, or labour, or sexual exploitation by all or any of the following means:

- (a) Providing legal advice and representation;
- (b) Relieving immediate needs whilst obtaining legal advice and representation;
- (c) Contributing to the sound administration of human rights and discrimination law by bringing appropriate legal challenges;
- (d) Commenting on current and proposed legislation;
- (e) Contributing to and carry out research into relevant issues and publishing the results to the public;
- (f) Training and educating support providers, and providers of front-line services; and
- (g) Promoting public support for relevant protections and fostering understanding of relevant issues in the UK and internationally.

In furtherance of that object but not otherwise, the trustees have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carried out its objects.

ATLEU's main objectives for the year have been to provide legal representation to victims of trafficking and labour exploitation assisting them to obtain safety, recovery and redress, as well as access to legal aid; to enhance legal protections available to victims; and to increase public, government and other agencies' awareness of issues faced by them.

Charitable activities

ATLEU's core activities include:

- * the provision of a holistic legal casework service to individual victims of trafficking and modern slavery;
- * strategic litigation and policy and campaigning work to bring about change in law and policy;
- * building capacity in legal and support organisations through the provision of training, resources and second tier advice.

ATLEU's team of lawyers help victims of trafficking and modern slavery in the following ways:

- * regularise their immigration status through applications for asylum and other forms of lawful residence;
- * secure appropriate and safe accommodation to aid their recovery;
- * bring claims for unpaid wages, discrimination, harassment, unfair dismissal and false imprisonment against their traffickers, to hold them to account for the abuse and exploitation suffered;
- * bring claims against the state for failures to protect them from breaches of their Human Rights and recover compensation for the harm done;
- * seek compensation for their experience of trafficking and slavery and challenge refusals of compensation from the Criminal Injuries Compensation Authority;
- * challenge unlawful refusals of legal aid and secure their access to justice;
- * enforce judgments and tribunal awards for compensation (of up to £300,000) collaborating with City firms working pro bono;

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2023**

OBJECTIVES AND ACTIVITIES

Public benefit

ATLEU's main activities and those whom we try to help are described in greater detail above. The trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2023**

OBJECTIVES AND ACTIVITIES

Volunteers

ATLEU is grateful to its volunteers, who have helped the charity to reach its objectives during the year.

ACHIEVEMENT AND PERFORMANCE

Significant activities

ATLEU currently has 341 cases open. In 2023, ATLEU assisted 285 survivors, with legal matters, and provided 644 second-tier advices and delivered training online and in person to over 1,172 legal advisors and support providers.

ATLEU holds legal aid contracts in the following five category areas: Immigration, Housing, Public Law, Claims against Public Authorities and Trafficking Compensation Claims (Miscellaneous Matter Starts).

Our casework highlights include:

- * In response to a claim for judicial review, the Secretary of State for the Home Department has confirmed that the rate of financial support for victims and potential victims of trafficking under the Modern Slavery Victim Care Contract will be amended on 1 March 2023 so that they all receive the same rate of financial support, regardless of their accommodation status.
- * The Employment Appeal Tribunal again confirmed that the family worker exemption is unlawful. We continued to campaign with partner organisations until finally in October, 10 years after Mrs Puthenveetil first brought her claim, the government laid legislation before parliament to remove the exemption from April 2024.

During the year, in addition to representing survivors of trafficking, we have:

- * Given oral evidence to the Joint Committee on Human Rights, which is conducting an inquiry into the human rights of asylum seekers in the UK, on the horrific rollback of rights and protections for survivors of trafficking and modern slavery, with the Nationality and Borders Act and the Illegal Migration Bill.
- * Joined other anti-trafficking organisations to call on parliamentarians to mitigate the worst effects of the Illegal Migration Bill which will dismantle the UK's systems of trafficking and modern slavery protection, deny protection to victims of this crime, drive trafficking, and enable perpetrators to act with impunity.
- * Established our Lived Experience Group to ensure that survivors are at the centre of our policy and practice. The group seeks to redress power imbalances that are perpetuated post exploitation, through direct support, improved services and the legal system. In April 2023, we also launched a coalition to bring together all those who are developing or leading lived experience spaces across the anti-trafficking sector.
- * Recruited 39 immigration and public law advisers working under a legal aid contract and committed to assisting survivors of trafficking and slavery to ATLaw, a five month training and mentoring programme. Gained 123 new members to ATHUB, our online information and training resource, bringing the total to 733 active users. We've also had 17 new lawyers and 62 support providers register to use our online referrals system.
- * Launched the Trafficking Compensation Action Group (TCAG) which aims to bring together practitioners who conduct trafficking and modern slavery compensation claims, in order to share best practice, improve access to justice and provide each other with advice and support.
- * Responded to the National Audit Office consultation on legal aid to highlight the legal advice crisis for victims and survivors of trafficking and modern slavery. There is a huge gap between demand for legal advice and available supply. Survivors are not able to access timely and quality legally aided advice and representation when they need it, with devastating consequences.
- * Submitted evidence on the need for a civil remedy of trafficking and modern slavery to be introduced into law, to allow victims to recover compensation from their trafficker more easily, to the Criminal Injuries Compensation Scheme review.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2023**

FINANCIAL REVIEW

Financial position

During the year, the legal income increased from £173,754 to £298,697 and grants increased from £519,063 to £584,045. At the end of the year, the unrestricted funds of the charity stood at £539,110 (2022: £337,384) an increase of £201,726.

Reserves policy

The trustees note that ATLEU carries the appearance of relative substantial unrestricted reserves. However, this includes unrealised Work in Progress of £200,634. The trustees' policy is to build up sufficient cash reserves to deal with the day to day fluctuations in income and expenditure and to enable us to cover disbursement costs we incur on cases in advance of being able to reclaim them from the Legal Aid Agency (LAA). The trustees aim to build up sufficient unrestricted cash reserves to ensure that ATLEU can continue to operate for a minimum of 3 months in emergency situations that may arise from time to time and to cover time lags in recovering disbursements paid in advance of repayment by the Legal Aid Agency. However, as a result of the length and complexities of ATLEU's cases and the time taken to bill files to the Legal Aid Agency, it has not yet been possible to achieve this target.

FUTURE PLANS

ATLEU's priorities for the current year are to:

- * To increase provision of high quality, holistic, legal support to survivors of trafficking most in need
- * To improve protections for survivors of trafficking through strategic litigation, campaigning and lobbying
- * To develop ATLEU as a model of excellence and good practice, and through strong external relationships strengthen the capacity of others to meet trafficked survivors' needs
- * To invest in ATLEU's people and build a culture of resilience
- * To diversify ATLEU's income streams, build capacity and drive efficiency

These priorities have been agreed in ATLEU's 5 year Strategic Plan (2020 - 2025) which sets out ATLEU's organisational priorities for the next 5 years, why these priorities are important, what we hope to achieve, how we will do it and how we will measure our success.

A review of our 2020 - 2025 strategic plan is underway. The second half of 2024 we will be undertaking planning and consultation for the development of our next strategic plan which will cover the period 2025 - 2030.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

It was registered with the Charity Commission on 18 April 2013. It is governed by its memorandum and articles of association and the policies made from time to time by the Board of Trustees.

The Articles and policies refer to the trustees as both trustees and directors as is their position in relation to charity and company law respectively.

Recruitment and appointment of new trustees

Trustees are appointed on the basis of their expertise in a particular field. Appointments aim to achieve a balance of needed expertise and experience. In 2024 we are aiming to recruit a minimum of two new trustees to the board.

Organisational structure

The charity is governed by a board of Trustees which is responsible for formulating the strategies and policies of the charity including the approval of budgets and the annual accounts. The Board delegates the day to day running of the charity to a Director.

The Board of Trustees are also the Directors of the company. All members of the Board give their time voluntarily and receive no benefits from the charity.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

A comprehensive induction pack is provided to all new trustees alongside a letter of appointment and role outline. The recruitment process includes potential candidates meeting with the Director and meetings with other members of staff form part of the induction process.

Key management remuneration

The average number of full-time equivalent employees during the year was 16.

ATLEU considers its key management personnel to be the Director who received remuneration related costs of £54,891. No employees received remuneration in excess of £60,000.

Related parties

Saltworks (Law) CIC is a community interest company which was incorporated in August 2015 and registered as a Community Interest Company in October 2016. ATLEU is the sole member and shareholder of Saltworks (Law) CIC. Saltworks was established as a fee-charging law firm. All Saltworks' profits are re-invested into ATLEU to support the charity's work with survivors of trafficking.

Saltworks is in its infancy and has to date developed its client base through word of mouth, referrals through former ATLEU clients and through ATLEU's lawyers' reputations and contacts. Over the next five years it seeks to grow its client base and its revenue so that it can provide ATLEU with a significant income stream and contribute to the charity's future sustainability.

Risk management

The Trustees consider the principal risks to be:

- * Changes in law and policy which significantly reduce protections for beneficiaries and makes it difficult to influence and engage with Government on policy and campaigning. Significant capacity is taken up on reactive rather than proactive work;
- * Ongoing hostile policy environment has long term and more detrimental impact on ATLEU's client base. Whilst the longer term impact is still difficult to predict at present ATLEU's clients are amongst the most vulnerable in society and likely to struggle to access secure accommodation, health services and justice and at risk of detention and removal. Impact of economic downturn is only likely to increase these inequalities and expose them to increased risk of exploitation;
- * Inadequate reserves to help ATLEU meet any cashflow issues should they arise;
- * Recruitment and retention of experienced and skilled staff, with the changing labour market bring ongoing issues with recruitment of both legal and other personnel. There is increased likelihood of this as recruitment of advisors is now affecting all legal advice organisations.

Mitigation of these risks includes:

- * Taking a proactive approach to raising funds, with a fundraising manager in post since 2022;
- * Challenging refusals of legal aid and ensuring that management of files is appropriate to maximise this source of income,
- * Providing high levels of support and supervision to the staff team to ensure their wellbeing and to encourage them to retain a good work-life balance, alongside an ongoing review of benefits that ATLEU can offer staff;
- * Establishment of a specific policy team within ATLEU. The team includes a Policy Manager who leads on our policy work and development of partnerships with other organisations with a focus on policy and legislative changes that have most impact on our clients. This team also seeks to increase our engagement with and participation of survivors in our work,
- * ATLEU's risk register and management plans are kept under constant review and discussed regularly at board meetings.

Beyond these controls, the trustees cannot see how systems and controls can be put in place to further reduce these risks.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**REPORT OF THE TRUSTEES
for the year ended 30 November 2023**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Anti Trafficking And Labour Exploitation Unit (Atleu) Limited for the purposes of company law) are responsible for preparing the Report of the trustees 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 which 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 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 auditors are unaware; and
- 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 auditors are aware of that information.

AUDITORS

The auditors, Berringers LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 22 July 2024 and signed on its behalf by:



Pragna Patel, - Trustee

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

Opinion

We have audited the financial statements of Anti Trafficking And Labour Exploitation Unit (Atleu) Limited (the 'charitable company') for the year ended 30 November 2023 which comprise the Statement of financial activities, the Balance sheet, the Cash flow statement and 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 November 2023 and of its 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the 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 the charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Report of the independent auditors thereon.

Our opinion on the 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in 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 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 Report of the trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the trustees has been prepared in accordance with applicable legal requirements.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic report or in preparing the Report of the trustees.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities, the trustees (who are also the directors of the 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

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 a Report of the independent auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and error, we considered the following:

- the nature of the industry, control environment and business performance;
- results of our enquiries to management about their own assessment of the risks of fraud and error;
- the matters discussed among the audit engagement team regarding how and where fraud may occur in the financial statements and any potential indicators of fraud.

Our procedures to respond to risk include the following:

- reviewing the financial statement disclosures and testing to supporting documentation;
- performing analytical procedures to identify any unusual or unexpected areas that may indicate risks of material misstatement due to fraud or error;
- addressing the risk of fraud and error through management override of controls, testing the appropriateness of journals, assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

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. 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 auditors' 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.



Ricky Hutson BSc FCCA ACA (Senior Statutory Auditor)
for and on behalf of Berringers LLP
Chartered Accountants
and Statutory Auditors
Lygon House
50 London Road
Bromley
Kent
BR1 3RA

Date: 22 July 2024

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 30 November 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	32,110	-	32,110	15,235
Charitable activities					
Legal advice services	4	436,931	524,045	960,976	665,694
Investment income	3	246	-	246	26
Total		<u>469,287</u>	<u>524,045</u>	<u>993,332</u>	<u>680,955</u>
EXPENDITURE ON					
Charitable activities	5				
Legal advice services		128,273	565,451	693,724	574,796
Support costs		139,288	-	139,288	118,863
Total		<u>267,561</u>	<u>565,451</u>	<u>833,012</u>	<u>693,659</u>
NET INCOME/(EXPENDITURE)		201,726	(41,406)	160,320	(12,704)
RECONCILIATION OF FUNDS					
Total funds brought forward		337,384	83,489	420,873	433,577
TOTAL FUNDS CARRIED FORWARD		<u>539,110</u>	<u>42,083</u>	<u>581,193</u>	<u>420,873</u>

The notes form part of these financial statements

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**BALANCE SHEET
30 November 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Intangible assets	13	2,525	-	2,525	5,050
Tangible assets	14	6,626	-	6,626	9,771
Investments	15	1	-	1	1
		<u>9,152</u>	<u>-</u>	<u>9,152</u>	<u>14,822</u>
CURRENT ASSETS					
Work-in-Progress	16	200,634	-	200,634	153,408
Debtors	17	58,769	-	58,769	54,786
Cash at bank and in hand		379,392	42,083	421,475	384,826
		<u>638,795</u>	<u>42,083</u>	<u>680,878</u>	<u>593,020</u>
CREDITORS					
Amounts falling due within one year	18	(108,837)	-	(108,837)	(186,969)
NET CURRENT ASSETS		<u>529,958</u>	<u>42,083</u>	<u>572,041</u>	<u>406,051</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>539,110</u>	<u>42,083</u>	<u>581,193</u>	<u>420,873</u>
NET ASSETS		<u>539,110</u>	<u>42,083</u>	<u>581,193</u>	<u>420,873</u>
FUNDS	19				
Unrestricted funds				539,110	337,384
Restricted funds				42,083	83,489
TOTAL FUNDS				<u>581,193</u>	<u>420,873</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 22 July 2024 and were signed on its behalf by:


Pragna Patel, - Trustee

The notes form part of these financial statements

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**CASH FLOW STATEMENT
for the year ended 30 November 2023**

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	37,812	140,200
Net cash provided by operating activities		<u>37,812</u>	<u>140,200</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,409)	(4,022)
Interest received		246	26
Net cash used in investing activities		<u>(1,163)</u>	<u>(3,996)</u>
Change in cash and cash equivalents in the reporting period		<u>36,649</u>	<u>136,204</u>
Cash and cash equivalents at the beginning of the reporting period		<u>384,826</u>	<u>248,622</u>
Cash and cash equivalents at the end of the reporting period		<u><u>421,475</u></u>	<u><u>384,826</u></u>

The notes form part of these financial statements

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE CASH FLOW STATEMENT
for the year ended 30 November 2023**

**1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM
OPERATING ACTIVITIES**

	2023 £	2022 £
Net income/(expenditure) for the reporting period (as per the Statement of financial activities)	160,320	(12,704)
Adjustments for:		
Depreciation charges	7,079	6,797
Interest received	(246)	(26)
(Increase)/decrease in work-in-progress	(47,226)	54,296
(Increase)/decrease in debtors	(3,983)	87,699
(Decrease)/increase in creditors	(78,132)	4,138
Net cash provided by operations	<u>37,812</u>	<u>140,200</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.12.22 £	Cash flow £	At 30.11.23 £
Net cash			
Cash at bank and in hand	384,826	36,649	421,475
	<u>384,826</u>	<u>36,649</u>	<u>421,475</u>
Total	<u>384,826</u>	<u>36,649</u>	<u>421,475</u>

The notes form part of these financial statements

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30 November 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Intangible assets

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at costs less any accumulated amortisation and any accumulated impairment losses.

Website costs are amortised over the period during which the benefit is expected to occur.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% on cost
Computer equipment	- 20% on cost

Work in progress

Work in progress is recognised at the point when the outcome of the rendering of services can be estimated reliably. Work in progress comprises of legal services provided by reference to the stage of completion at the end of the reporting period.

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	32,110	15,235

3. INVESTMENT INCOME

	2023	2022
	£	£
Bank interest	246	26

4. INCOME FROM CHARITABLE ACTIVITIES

		2023	2022
	Activity	£	£
Opening work in progress	Legal advice services	(153,408)	(207,704)
Legal services income	Legal advice services	298,697	173,754
Closing work in progress	Legal advice services	200,634	153,408
Grants	Legal advice services	584,045	519,063
Training	Legal advice services	31,008	27,173
		<u>960,976</u>	<u>665,694</u>

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Trust for London	40,000	16,667
The Legal Education Foundation	118,282	138,673
Access to Justice Foundation	105,000	52,000
Baring Foundation	1,200	30,000
Samworth Foundation	125,350	100,700
Other grants	106,056	12,394
A B Charitable Trust	-	20,000
Maingot Charitable Trust	-	10,000
Anti-Slavery International	8,096	22,674
Society of the Holy Child Jesus	-	20,833
Immigration Law Practitioners' Association	5,033	8,796
London Legal Support Trust	12,728	18,650
Sheffield City Council	-	37,676
The Roddick Foundation	33,000	30,000
City Bridge Trust	21,050	-
Therium Access	8,250	-
	<u>584,045</u>	<u>519,063</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Totals £
Legal advice services	684,936	8,788	-	693,724
Support costs	-	-	139,288	139,288
	<u>684,936</u>	<u>8,788</u>	<u>139,288</u>	<u>833,012</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023 £	2022 £
Staff costs	644,128	540,824
Recruitment	10,290	2,201
Computer costs	2,809	1,600
Subscriptions	5,442	3,729
Professional indemnity	1,702	1,650
Accreditation costs	4,999	6,108
Practising certificates	2,535	2,742
Cost draftsman	7,432	10,197
Case billing	5,599	5,745
	<u>684,936</u>	<u>574,796</u>

7. GRANTS PAYABLE

	2023 £	2022 £
Legal advice services	8,788	-
The total grants paid to institutions during the year was as follows:		
Other Grants	<u>8,788</u>	<u>-</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

8. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Support costs	<u>114,583</u>	<u>24,705</u>	<u>139,288</u>

Other

	2023 £	2022 £
	Support costs	Total activities
Rent & service charges	47,116	45,633
Telephone	2,345	2,385
Postage & stationery	7,739	8,471
Sundries	2,452	1,395
Storage	853	585
Volunteer & travel costs	2,239	5,478
Advertising & publicity	649	1,687
Insurance	1,716	1,152
Bank charges	38	193
Professional fees	36,035	16,869
Cleaning	6,322	6,235
Amortisation of intangible fixed assets	2,525	2,525
Depreciation of tangible fixed assets	4,554	4,272
	<u>114,583</u>	<u>96,880</u>

Support costs, included in the above, are as follows:

Governance costs

	2023 Support costs £	2022 Total activities £
Auditors' remuneration	7,200	-
Independent examination	-	5,600
Bookkeeping	17,505	16,383
	<u>24,705</u>	<u>21,983</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Auditors' remuneration	7,200	-
Depreciation - owned assets	4,554	4,271
Website costs amortisation	2,525	2,525
	<u>7,200</u>	<u>4,271</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 November 2023 nor for the year ended 30 November 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 November 2023 nor for the year ended 30 November 2022.

11. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	564,385	477,837
Social security costs	57,227	45,500
Other pension costs	22,516	17,487
	<u>644,128</u>	<u>540,824</u>

The average monthly number of employees during the year was as follows:

	2023	2022
Legal advisors	12	10
Administration	4	4
	<u>16</u>	<u>14</u>

No employees received emoluments in excess of £60,000.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	15,235	-	15,235
Charitable activities			
Legal advice services	156,631	509,063	665,694
Investment income	26	-	26
Total	<u>171,892</u>	<u>509,063</u>	<u>680,955</u>
EXPENDITURE ON			
Charitable activities			
Legal advice services	48,372	526,424	574,796
Support costs	118,863	-	118,863
Total	<u>167,235</u>	<u>526,424</u>	<u>693,659</u>
NET INCOME/(EXPENDITURE)	4,657	(17,361)	(12,704)
Transfers between funds	20,833	(20,833)	-
Net movement in funds	25,490	(38,194)	(12,704)
RECONCILIATION OF FUNDS			
Total funds brought forward	311,894	121,683	433,577
TOTAL FUNDS CARRIED FORWARD	<u>337,384</u>	<u>83,489</u>	<u>420,873</u>

13. INTANGIBLE FIXED ASSETS

	Website costs £
COST	
At 1 December 2022 and 30 November 2023	<u>12,625</u>
AMORTISATION	
At 1 December 2022	7,575
Charge for year	<u>2,525</u>
At 30 November 2023	<u>10,100</u>
NET BOOK VALUE	
At 30 November 2023	<u>2,525</u>
At 30 November 2022	<u>5,050</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 December 2022	2,141	19,218	21,359
Additions	263	1,146	1,409
	<u>2,404</u>	<u>20,364</u>	<u>22,768</u>
At 30 November 2023			
DEPRECIATION			
At 1 December 2022	1,687	9,901	11,588
Charge for year	481	4,073	4,554
	<u>2,168</u>	<u>13,974</u>	<u>16,142</u>
At 30 November 2023			
NET BOOK VALUE			
At 30 November 2023	<u>236</u>	<u>6,390</u>	<u>6,626</u>
At 30 November 2022	<u>454</u>	<u>9,317</u>	<u>9,771</u>

15. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 December 2022 and 30 November 2023	<u>1</u>
NET BOOK VALUE	
At 30 November 2023	<u>1</u>
At 30 November 2022	<u>1</u>

There were no investment assets outside the UK.

**Unlisted investments
Saltworks (Law) C.I.C.**

The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial period (year ended 31 July 2022) were:

Class of shares: Ordinary	% holding: 100		
		2023	2022
		£	£
Aggregate capital and reserves		9,924	18,524
(Loss)/profit for the year		<u>(8,600)</u>	<u>14,333</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

16. WORK-IN-PROGRESS

	2023	2022
	£	£
Work-in-progress	<u>200,634</u>	<u>153,408</u>

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Legal aid and disbursements recoverable	28,407	35,477
Amounts owed by group undertakings	17,651	7,370
Other debtors	7,750	7,750
Prepayments	4,961	4,189
	<u>58,769</u>	<u>54,786</u>

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	7,458	56,197
Social security and other taxes	15,118	14,005
VAT	8,935	8,086
Other creditors	9,320	4,570
Pension	2,731	-
Accrued expenses	21,727	20,622
Deferred income	43,548	83,489
	<u>108,837</u>	<u>186,969</u>

19. MOVEMENT IN FUNDS

	At 1.12.22 £	Net movement in funds £	At 30.11.23 £
Unrestricted funds			
General fund	337,384	201,726	539,110
Restricted funds			
Specialist legal advice	3,333	-	3,333
Other	29,806	(21,056)	8,750
Delivery of charitable objects and core costs - ABCT	-	30,000	30,000
Transform and innovation fund	50,350	(50,350)	-
	<u>83,489</u>	<u>(41,406)</u>	<u>42,083</u>
TOTAL FUNDS	<u>420,873</u>	<u>160,320</u>	<u>581,193</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	469,287	(267,561)	201,726
Restricted funds			
Specialist legal advice	40,000	(40,000)	-
Improving legal provision and quality	71,030	(71,030)	-
Justice first fellowship	47,252	(47,252)	-
Other	56,056	(77,112)	(21,056)
Delivery of charitable objects and core costs - ABCT	-	30,000	30,000
LLST billing coordinator pilot project	2,728	(2,728)	-
Pathways to settlement			
	8,096	(8,096)	-
Strategic legal fund	5,033	(5,033)	-
Specialist legal advice - Baring			
	1,200	(1,200)	-
Transform and innovation fund	50,350	(100,700)	(50,350)
Help accessing legal support	105,000	(105,000)	-
Delivery of charitable objects and core costs - Roddick Foundation	33,000	(33,000)	-
Propel Project	21,050	(21,050)	-
Delivery of charitable objects and core costs - Samworth Foundation			
	75,000	(75,000)	-
Case Grant Agreement	8,250	(8,250)	-
	<u>524,045</u>	<u>(565,451)</u>	<u>(41,406)</u>
TOTAL FUNDS	<u>993,332</u>	<u>(833,012)</u>	<u>160,320</u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.12.21 £	Net movement in funds £	Transfers between funds £	At 30.11.22 £
Unrestricted funds				
General fund	311,894	4,657	20,833	337,384
Restricted funds				
Specialist legal advice	-	3,333	-	3,333
Legal support sector sustainability grant	32,000	(32,000)	-	-
Empower organisations fund	16,500	(16,500)	-	-
Other	-	29,806	-	29,806
LLST billing coordinator pilot project	2,000	(2,000)	-	-
Immigration caseworker Sheffield				
	20,833	-	(20,833)	-
Transform and innovation fund	50,350	-	-	50,350
	<u>121,683</u>	<u>(17,361)</u>	<u>(20,833)</u>	<u>83,489</u>
TOTAL FUNDS	<u><u>433,577</u></u>	<u><u>(12,704)</u></u>	<u><u>-</u></u>	<u><u>420,873</u></u>

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	171,892	(167,235)	4,657
Restricted funds			
Specialist legal advice	16,667	(13,334)	3,333
Improving legal provision and quality	90,701	(90,701)	-
Justice first fellowship	47,972	(47,972)	-
Legal support sector sustainability grant	32,000	(64,000)	(32,000)
Empower organisations fund	-	(16,500)	(16,500)
Other	12,394	17,412	29,806
Delivery of charitable objects and core costs - ABCT	20,000	(20,000)	-
Victims of trafficking fund	10,000	(10,000)	-
LLST billing coordinator pilot project	7,456	(9,456)	(2,000)
Pathways to settlement			
	22,674	(22,674)	-
Immigration caseworker Sheffield			
	20,833	(20,833)	-
Strategic legal fund	8,796	(8,796)	-
Specialist legal advice - Baring			
	30,000	(30,000)	-
Transform and innovation fund	100,700	(100,700)	-
Hybrid working package	1,194	(1,194)	-
Help accessing legal support	20,000	(20,000)	-
Delivery of charitable objects and core costs - Roddick Foundation	30,000	(30,000)	-
Community Covid Recovery Fund	37,676	(37,676)	-
	<u>509,063</u>	<u>(526,424)</u>	<u>(17,361)</u>
TOTAL FUNDS	<u>680,955</u>	<u>(693,659)</u>	<u>(12,704)</u>

Specialist legal advice. Funded by Trust for London(TFL) and the Baring Foundation(BF).

TFL granted the fund to provide specialist legal advice to victims of modern slavery, to regularise immigration status, and to provide advocacy work to improve awareness of victims.

BF granted the fund to assist survivors of trafficking to secure protection, enforce employment rights, and access compensation.

Justice first fellowship. This was funded by the Legal Education Foundation to fund a Justice First Fellow.

Meeting legal needs. This was funded by the Esmee Fairbairn Foundation towards core costs to partner with migrants and refugee survivors of trafficking to tackle systemic injustice and build a just legislative framework through strategic litigation and collaborative policy work.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

19. MOVEMENT IN FUNDS - continued

Improving legal provision and quality. This was funded by The Legal Education Foundation to improve the quality, availability, sustainability of legal representation of victims of trafficking and slavery.

Empower Organisations Fund. This was funded by the Baring Foundation to identify victims and ensure they receive the support they are entitled to.

Other - This fund was to fund a case worker in Sheffield and support staff through the cost-of-living crisis.

Victims of trafficking fund. This was funded by Maingot Charitable Trust to support the provision of legal advice to victims of trafficking and slavery to help them rebuild their lives.

Legal support sector sustainability grant. This was funded by The Access to Justice Foundation for sustaining specialist advice services, increasing access to justice through strategic innovation and ensuring widespread access to justice.

Immigration caseworker Sheffield. This was funded by the Society of Holy Child Jesus towards an immigration case worker in Sheffield.

Transform and innovation fund. This fund was granted by Samworth Foundation to transform the organisation's approach to policy work, the role of survivors within the organisation and to develop a programme with a focus on the nexus between forced migration and environmental degradation and its ongoing impact on the survivors of trafficking.

LLST billing coordinator pilot project. This was funded by the London Legal Support Trust to employ full time Billing Coordinator.

Pathways to Settlement. This fund was granted in partnership with Anti-Slavery International, funded by Trust for London to support survivors of trafficking in London to gain access to their legal entitlements.

Delivery of charitable objects and core costs. This was funded by AB Charitable Trust and The Roddick Foundation.

Strategic legal fund. This was funded by Immigration Law Practitioners' Association to provide assistance and justice for migrants in the UK.

Community covid recovery fund. This was funded by Sheffield City Council to support for salary costs and office costs in Sheffield.

Help accessing legal support. This was funded by the Access to Justice Foundation to improve and sustain access to early legal advice and support.

Hybrid working package. This was funded by the London Legal Support Trust to cover the cost of the hybrid work package.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 30 November 2023**

20. RELATED PARTY DISCLOSURES

During the year, a donation of £21,828 (2022: £881) was made by the wholly-owned trading subsidiary of Anti Trafficking and Labour Exploitation Unit (ATLEU) Limited.

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 30 November 2023**

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	32,110	15,235
Investment income		
Bank interest	246	26
Charitable activities		
Opening work in progress	(153,408)	(207,704)
Legal services income	298,697	173,754
Closing work in progress	200,634	153,408
Grants	584,045	519,063
Training	31,008	27,173
	960,976	665,694
Total incoming resources	993,332	680,955
EXPENDITURE		
Charitable activities		
Wages	564,385	477,837
Social security	57,227	45,500
Pensions	22,516	17,487
Recruitment	10,290	2,201
Computer costs	2,809	1,600
Subscriptions	5,442	3,729
Professional indemnity	1,702	1,650
Accreditation costs	4,999	6,108
Practising certificates	2,535	2,742
Cost draftsman	7,432	10,197
Case billing	5,599	5,745
Grants to institutions	8,788	-
	693,724	574,796
Support costs		
Other		
Rent & service charges	47,116	45,633
Telephone	2,345	2,385
Postage and stationery	7,739	8,471
Sundries	2,452	1,395
Storage	853	585
Carried forward	60,505	58,469

This page does not form part of the statutory financial statements

**ANTI TRAFFICKING AND LABOUR EXPLOITATION
UNIT (ATLEU) LIMITED**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 30 November 2023**

	2023 £	2022 £
Other		
Brought forward	60,505	58,469
Volunteer & travel costs	2,239	5,478
Advertising & publicity	649	1,687
Insurance	1,716	1,152
Bank charges	38	193
Legal & Professional fees	36,035	16,869
Cleaning	6,322	6,235
Amortisation of intangible fixed assets	2,525	2,525
Depreciation of tangible fixed assets	4,554	4,272
	<u>114,583</u>	<u>96,880</u>
Governance costs		
Auditors' remuneration	7,200	-
Independent examination	-	5,600
Bookkeeping	17,505	16,383
	<u>24,705</u>	<u>21,983</u>
Total resources expended	<u>833,012</u>	<u>693,659</u>
Net income/(expenditure)	<u><u>160,320</u></u>	<u><u>(12,704)</u></u>

This page does not form part of the statutory financial statements