THE SNOWDROP PROJECT

England & Wales · Charity number 1158856

Details

Other names	SNOWDROP
Status	Registered
Legal form	CIO
Registered	2014-10-13
Register	View on the Charity Commission register

Contact

Address	The Snowdrop Project Castle Green 7 Castle Street Sheffield S3 8LT
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Website	www.snowdropproject.co.uk

Activities

Objects: THE RELIEF OF THOSE IN NEED BY REASON OF THEM BEING, HAVING BEEN, OR BEING AT RISK OF BECOMING, VICTIMS OF SLAVERY OR HUMAN TRAFFICKING, IN PARTICULAR BY THE PROVISION OF CHARITABLE ASSISTANCE INCLUDING CASEWORKING, COUNSELLING, ADVOCACY AND ASSOCIATED SUPPORT SERVICES.

Activities: Snowdrop Project exists to empower survivors of human trafficking to live lives that are no longer defined by their past and we work to reduce the risk of those vulnerable to this crime.We provide support to survivors through 1:1 caseworking, befriending and community activities to empower survivors to live independently.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

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Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£811,429	£795,496	£511,774	20
2024-03-31	£691,074	£749,847	£495,841	21
2023-03-31	£748,303	£858,746	£554,614	23
2022-03-31	£747,343	£792,638	£665,057	19
2021-03-31	£897,087	£533,514	£710,352	13

Trustees

Name	Role	Appointed
Samantha Dixon	Chair	2022-11-22
Aliya Zahin		2025-04-09
Darren Wake		2019-11-28
Janet Harwood		2020-09-24
Jon Kenworthy		2018-07-28
Khurum Sethi		2023-07-25
Paula Barber		2025-04-09
Paula Carter		2025-04-09

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THE SNOWDROP PROJECT

England & Wales - Charity number 1158856

Accounts



The Snowdrop Project

Annual report and unaudited financial statements
for the year ended 31 March 2025

Snowdrop PROJECT

Registered Charity Number: 1158856

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Chair's Report

It is a real privilege for me, alongside other trustees and staff, to lead the Snowdrop Project.

2025 has been a difficult year in many respects, for our clients in particular, but I am very proud of the position in which we find ourselves as we finish the year, particularly the support The Snowdrop Project has given to some of the most vulnerable in our society.

What we do as a charity is unique: we use our voice, informed by our work on a day-to-day basis with survivors of modern slavery and trafficking, to affect change locally and nationally, often in collaboration with other partners. Whilst a small charity, we have a powerful and credible voice which is respected and sought out by politicians, and delivery partners alike; this is a uniqueness and strength.

This year has not been easy for our clients and our staff and volunteers who support them. Changes to legislation and increasingly bitter and recriminatory rhetoric (and lack of understanding) have led to many of our clients feeling frightened for their safety and even more isolated than previously. Consider that our clients are some of the most marginalised and disenfranchised in society: mostly women (80%), half of whom have suffered sexual exploitation and 16% having been exploited as children. We are proud of the work we do to give these people a chance of a better life and the thanks of the Board goes to our volunteers and staff who continue to provide support in these difficult times and whilst listening to heart-breaking experiences.

I am very pleased that, despite the difficult fundraising environment in which we find ourselves, this year we generated a very small financial surplus. The fundraising environment remains very challenging and so we are very grateful to everyone who has supported us, no matter the size of that contribution. So to the trust funders, to those who have been sponsored to jump out of an aeroplane, or climb the tallest mountain on the African continent, those who support our work through a monthly gift, and the many others who have helped us financially this year, we are very thankful.

Finally I want to thank the senior leadership team, led by the indomitable Rachel Medina and to my fellow Board members who give their time freely and willingly to help lead and support this fabulous, feisty charity doing great things in the very heart of the South Yorkshire community.

Samantha Dixon, Chair of Trustees

Chair of Trustees



Trustees report for the year ended 31 March 2025

The Trustees present their annual report and financial statements of the charity for the year ended 31 March 2025.

The financial statements comply with the Charities Act 2011, the governing documents and the 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) issued in October 2019.

Governance and management

The Snowdrop Project is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission charity on 13 October 2014, registration number 1158856. The organisation is governed by its constitution last amended in July 2022. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to employed members of staff.

Due to the nature of the services The Snowdrop Project provides, the Board of Trustees seek to appoint members who have a wide range of appropriate skills and knowledge of the sector that will allow them to govern and grow the Charity successfully. The Charity's governing document permits a maximum of 12 Trustees.

The Trustees conduct a skills review to identify potential gaps in the Board that can then be suitably recruited for. The appointed individuals must fit within the requirements in the constitution, support the values of the organisation and be able to make the necessary time commitments.

All trustees give their time voluntarily and receive no remuneration.

The Snowdrop Project relies heavily on volunteers giving their time to the organisation. Volunteers can claim back expenses in line with our Volunteering policy.

Salaries of current staff members are reviewed annually, guided by benchmarking similar roles within the sector and taking into account the financial position of the charity. When recruiting for new roles, a similar benchmarking exercise is undertaken and salaries agreed by the Board before recruitment commences.

The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.

Charitable objectives and activities

The objective of the charity is the relief of those in need by reason of them being, having been, or being at risk of becoming, victims of slavery or human trafficking, in particular by the provision of charitable assistance including support work, counselling, advocacy and associated support services.

Our Mission

The Snowdrop Project exists to empower survivors of modern slavery and exploitation to live lives no longer defined by their pasts, and to reduce the risk to those vulnerable to the crime.

We are committed to creating, implementing and promoting models of best practice toward whole person-centered, multi-agency service provision, both nationally and internationally.

Activities

The organisation currently focuses its activities on:

- Providing holistic, specialist support to those who have experienced modern slavery and exploitation, individually designed for each person according to their need in order to empower them to live safe and independent lives
- The provision of education, advice and training to others involved in the identification and support of victims and survivors
- Collaborating with others through practice, research and policy to create, implement and promote best practice and improve outcomes for survivors regionally, nationally and internationally

All the activities aim to reduce the risk of harm to the individual, increase independence, decrease social isolation and improve the general wellbeing and outcomes for the individual.

Summary of main activities

Snowdrop aims to provide holistic, specialist support to those who have been victims of modern slavery and exploitation, individually designed for each person according to their need in order to empower them to live safe and independent lives.

We do this through the provision of four main services:

- Casework Advocacy
- Specialist Trauma Counselling
- Community Activities
- House Renovations

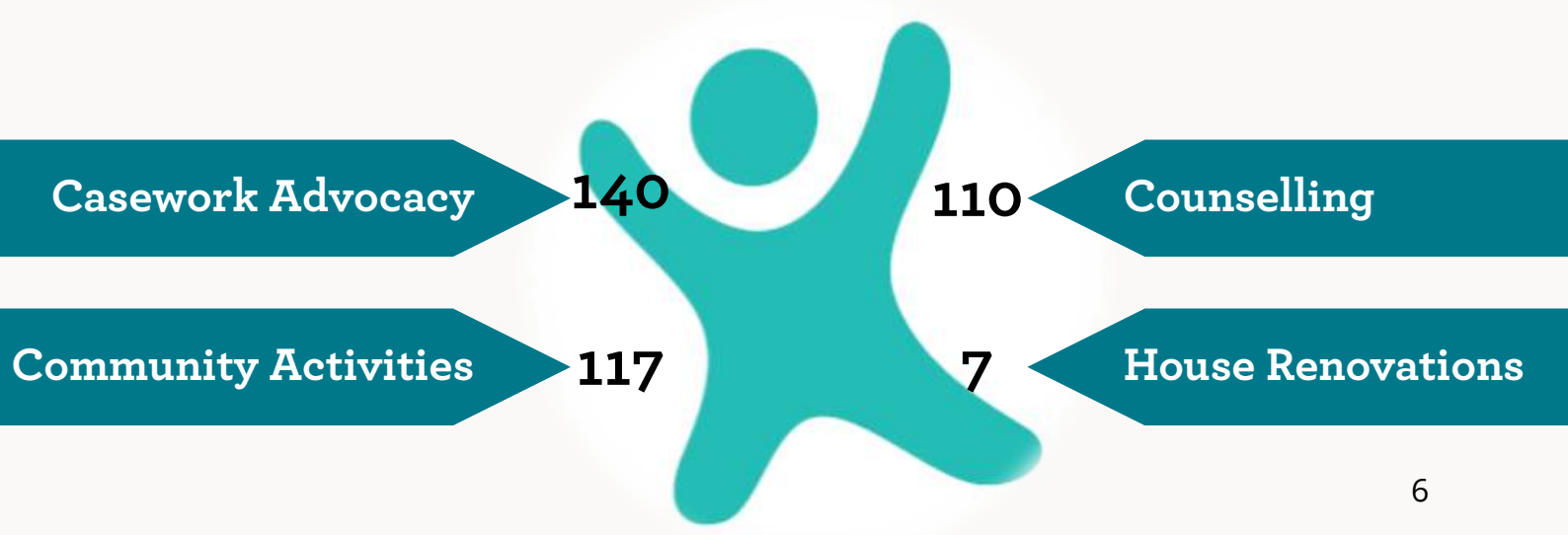
From our experience in front line service delivery, we collaborate with others through our policy and training arm to contribute to advocate for best practice provision.

Modern Slavery is a crime which involves the deprivation of liberty- physically, socially, mentally and emotionally. Individuals can experience severe physical, mental, or sexual abuse and neglect as well as being displaced from one's own home and community. The resulting impact of this abuse and mistreatment are complex and can be long lasting, often survivors face multiple and intersecting barriers to recovery and reclaiming independence. We recognise that recovery is neither linear nor monolithic for survivors, it cannot be put on a timeline, and is best implemented at the survivors own pace.

Our four services are designed to give survivors the best possible chance of recovering from their experiences so they can live a safe, sustainable and reintegrated life, reducing the possibility of re-exploitation.

Across our services, we supported a total of **312 individuals and 114 children** in the year 2024/25.

Some of our beneficiaries access more than one service, the below table indicates the number of adults who benefitted from each service in 2024/25.



Key Successes and Challenges

Key Successes:

- Providing services to the **highest number of individuals** in South Yorkshire since the organisation began

- **Partnerships-**
  - The **Independent Modern Slavery Advocate (IMSA®) Model Partnership** received funding from The National Lottery England to start the pilot phase of the IMSA® Model.
  - The **Breaking Barriers Report**- highlighting how few young people who turn 18 whilst awaiting a Conclusive Grounds decision get support through the Modern Slavery Victim Care Contract published by the Anti-Trafficking Monitoring Group in partnership with ECPAT, Snowdrop Project and Anti-Slavery International.

- Launch of the next **three-year organizational strategy**

- **Achieved a financial surplus** after three years of deficit spending.

Challenges:

- Large influx of **Counselling referrals who required an interpreter** meant we needed to ration access to interpreting until we were able to secure further funding.

- **High levels of referrals** for Casework, without additional resource meant we had to close to new referrals in December 2024.

- **Political climate** harmful to our clients, particularly with the passage of the Rwanda Act and right-wing protests against asylum seekers in our community had a chilling effect on both our clients and members of staff.

Statistical and Demographic Information

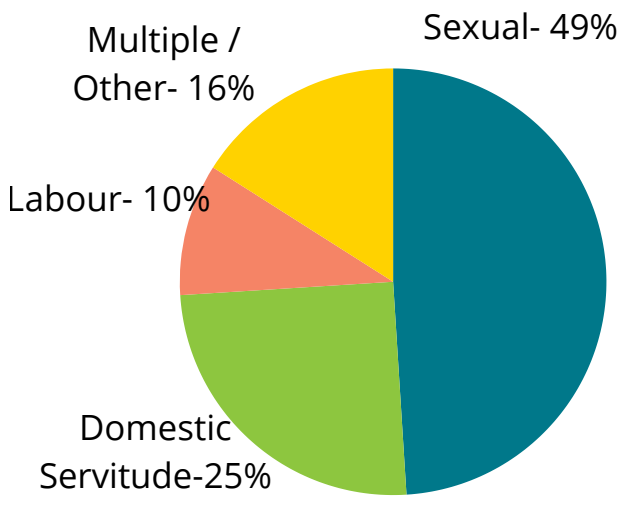
Nearly half of our clients come from Albania or Vietnam, which is in line with the top nationalities referred into the National Referral Mechanism after British people.

Most of our clients are female (80%), and clients age ranges from 18 to 71 years old with the average age being 37. The majority of our clients were exploited as adults, however **16% of our clients in casework were exploited as children.**

45% of our clients are single parents and 53% require an interpreter some or all of the time.

Being a single parent and requiring an interpreter are both circumstances which can make it difficult for survivors to access recovery services such as counselling, and in practice often mean they are unable to access therapeutic support through the NHS.

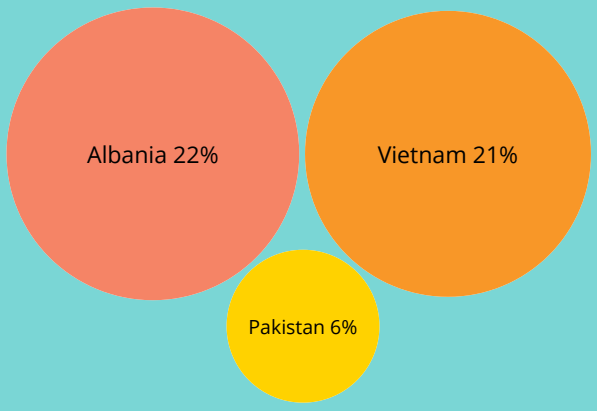
Types of Exploitation



47 Nationalities



Top countries

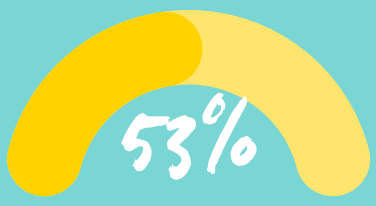


Gender Split





Require an Interpreter



Single Parents



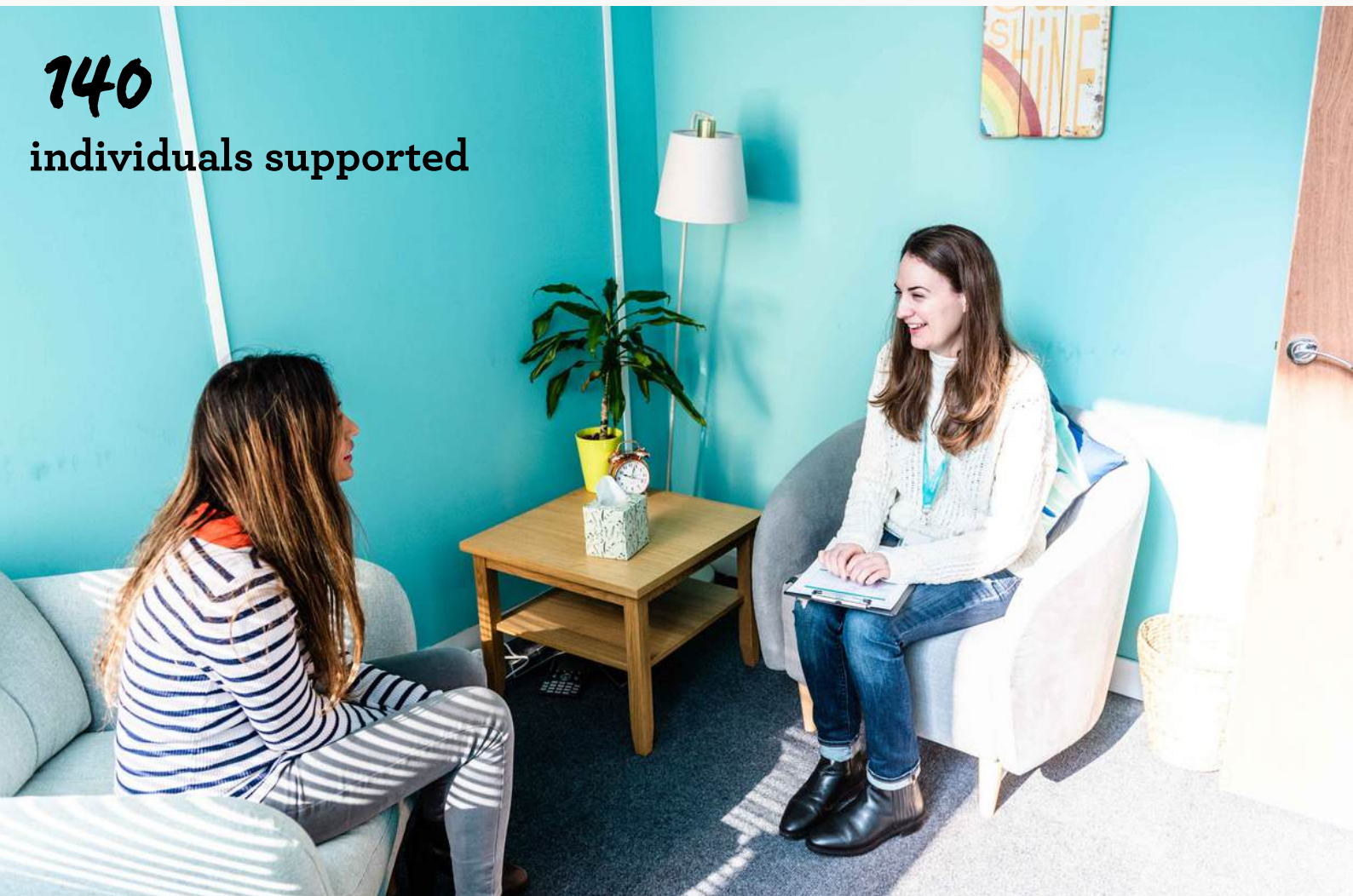
Summary of Core Activities:

Casework

The Casework team provide advocacy services to survivors of modern slavery and exploitation through the Reach-In element of the Modern Slavery and Victim Care Contract (MSVCC), as well as to individuals referred outside of Reach-In eligibility (those with positive Conclusive Grounds decisions post 4 January 2021).

Caseworkers work 1:1 with survivors to identify priorities and goals in advocacy and support, tackle challenges and build trust with a strengths-based approach. Caseworkers advocate for clients so they can make informed choices, access their rights and entitlements, and build a positive future. Because recovery from exploitation is a journey, this support is not time-limited, although most casework support lasts between 6 months and 3 years.

Support includes, but isn't limited to: helping clients engage with police investigations, access legal support (including accessing a solicitor), get the right benefits, access safe and appropriate housing, enter education or employment, and improve family life and wellbeing.



Summary of Core Activities:

Casework

We continue to see very high levels of engagement with our advocacy service, with **97% of our clients engaging** with caseworkers at least once per month over a period of 6 months.

74% of our clients had insecure immigration status at referral, and by the end of the year 2024/25 50% of them had received secure immigration status.

Of those entitled to and looking for work, 33% secured part- or full time employment.

89% received emotional support from their caseworker as part of support. Providing trauma-informed care is a vital part of the service we provide, to establish trust, belief, and maintaining dignity through choice and care.

43% of our clients received material assistance through individual small grants, material donations or food bank referrals. Caseworkers made over 50 referrals to local foodbanks over the year.

71% Received housing advocacy including support with Home Office Accommodation, emergency, temporary and interim accommodation through the Local Authority as well as support into permanent settled housing.

58% received advocacy around immigration and 65% of those needed specific advocacy support to find an immigration solicitor. Caseworkers struggled significantly this year with the lack of availability of legal aid solicitors, often taking up days of work to find a solicitor with capacity to take on a new case.

Immigration law is not the only type of legal support our clients require as they journey towards independence and justice. Advocates also supported clients to access legal advice around criminal law (19%) family law (28%), and public law (44%).

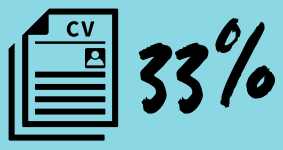
Casework Statistics



Engagement



Emotional Support



Gained Employment



Insecure Immigration



Material Assistance



Food Bank Referrals

Summary of Core Activities:

Casework

Advocacy Needs

71%

Housing

58%

Access to Legal Advice

57%

Benefits

55%

ESOL

88%

Age Assessment

57% received advocacy around benefits, including Universal Credit (87%), Personal Independence Payments (43%) and Child Benefit (35%) being the most common. The benefits system is difficult to navigate independently, and caseworkers have cultivated effective relationships with the Department for Work and Pensions partnership teams to support vulnerable, marginalised and traumatised clients.

Advocates also worked to enable access to appropriate physical (62%) and mental (58%) health care, with 35 individuals receiving casework being referred to the Snowdrop Counselling service in 2024/25.

55% of clients were supported to access ESOL provision and of those who were entitled to work 38% were supported with accessing full or part time employment.

Specific advocacy work with young people transitioning into adult services included advocacy around accessing 18+ accommodation, Child in care, UASC and Care Leaver support. **88% of the young people supported were undergoing an age assessment challenge**, with 20% concluded and successful and 80% ongoing. This is an emerging area of work for us, and as we continue to work with young people who have experienced modern slavery and working with others in our local area we can see this is a big area for development regionally.



Summary of Core Activities:

Counselling

110 individuals
117 new referrals

Our Counselling activities focus on 1:1 Counselling, our Counselling group (Hope Box) and Complementary Therapies (shiatsu, acupuncture, art therapy and trauma-informed yoga).

This year, we received 117 new referrals for Counselling, which is more than double the referrals received in 2023/24. 110 individuals benefited from therapeutic services at Snowdrop this year.

Our approach to therapy can be described as the "bottom up" approach in response to trauma and Post Traumatic Stress (PTS) symptoms. Therefore, we take a holistic approach to trauma that seeks to help a person firstly calm their brain and nervous system.
Bessel Van der Kolk (one of the leading trauma specialists) states that at the heart of traumatic memory is an inability to integrate context:

"A traumatic memory is fundamentally a breakdown of the ordinary memory system. An ordinary memory system can integrate things with everything else that you already know in the context of your existing reality. But trauma doesn't fit in. Trauma cannot be integrated, and so it lives on as an isolated piece of the past that keeps coming back."

– Bessel van der Kolk, Expert Strategies for Working with Traumatic Memory

This lack of integration results in the person re-living the experience instead of remembering it. This re-living will cause the person's nervous system to react as though they are currently being abused or traumatised.

This methodical approach to understanding the body and its responses before engaging in spoken therapy is supported by recommendations in the British Association for Counselling and Psychotherapy.

Therefore, we developed a pathway approach to trauma recovery, meeting individuals where they are at, and allowing them to progress through the pathways at their own pace:



Summary of Core Activities:

Counselling

Pathway	Pathway One (8-12 weeks)	Pathway Two (16–20 weeks)	Pathway Three (long term)
Client stability (Maslow's hierarchy of motivation).	Unstable, uncertain status and circumstances.	Client is able to manage current instability.	Clients are settled in housing and legal status, can self-regulate and are ready to process their trauma.
Client needs (mainly expressed in physical symptoms).	Client needs affect regulation, coping tools, grounding, and stabilisation.	Client is aware of the window of tolerance and ready to learn self-regulation. The client develops a sense of agency.	Re-connecting. We expect clients to refer and re-refer themselves. There is no specific time frame set in this pathway.
Counselling/ therapy focus.	Present /here and now. Psycho-education window of tolerance, short-term affect regulation, coping tools, grounding, body awareness. Functioning - sleep, eating, routine and supportive activities.	Present /here and now -aspects of the past triggered by current events. Client learning self-regulation, taking control in their life. Housing and immigration status is more stable.	Past trauma processing, integration, deeper insights into past, present, future.

The techniques used in Pathway One provide the individual with experiences and tools to both identify how the body is feeling and responding, and calm down the body's response.

Within **Pathway One,** clients have the opportunity to engage in trauma-focused yoga (group), 1-1 relaxation sessions (based on yoga principles), acupuncture, shiatsu and a wellbeing group (Hope box).



Cat Saelind - Yoga instructor

Summary of Core Activities:

Counselling

Hope Box is a six-session group learning activity to guide clients in understanding trauma and using the body's senses to manage this. The sessions are practical and structured around building a 'hope box' full of interactive support tools such as bubbles, feathers, calming images, compassion statements, and box breathing details.

Pathway Two offers talking therapy, including interpreters if necessary, to help clients actively learn about their window of tolerance, practice emotional regulation, discuss memories triggered by the present, and take control of their lives.

Counselling outcomes vary significantly, ranging from learning relaxation exercises, coping without alcohol, feeling more comfortable around men, getting rid of nightmares and negative thoughts, understanding why things are difficult and discovering oneself.

All clients who completed Pathway Two reported improvements in confidence, feeling in control, positivity, coping skills, quality of relationships, less anxiety and fewer depressive emotions.

Pathway Three is designed for clients who are ready to process deeper past traumas by remembering, processing and grieving what has happened. This pathway provides space for in-depth discussions about past traumatic experiences.

Most of our clients are assessed to be suitable for Pathway One Counselling services, as shown on the chart below. However, over time, clients can engage with and move through the pathways as they journey through their recovery. Over time we see the percentage of clients in Pathways Two and Three increase.

Counselling Statistics

45 Assessments Completed

36 1:1 Counselling

26 Hope Box and Groups

48 Complementary Therapies

27 Shiatsu

21 Yoga

Bez

Bez first came to therapy because of pain in her neck and legs. After several sessions, we discovered that her pain was connected to stress and anxiety, caused by trauma. She had a difficult childhood in a male-dominated society, with no chance to go to school, and was forced to marry young. In her marriage, she faced years of domestic violence and both physical and emotional abuse and later found out her husband was having an affair with her best friend. This deeply hurt her.

After her marriage ended, Bez moved to Saudi Arabia to work as a housemaid. Unfortunately, she faced more abuse there, including being forced to work long hours without pay and not being allowed to leave, which made her feel trapped and alone.
Bez's history of trauma and abuse began in childhood and has led to anxiety, panic attacks, sleep problems, stress-eating, negative thoughts, nightmares, physical pain, and trust issues. She is currently taking antidepressants and regularly visits her doctor for support. Bez is living in temporary housing as she works to rebuild her life.

Therapy Focus
Bez's story shows how hard it is to focus on personal growth, self-esteem, and happiness when basic needs like safety and stability aren't met. Our first goal in therapy has been to help her feel secure and stable, setting the foundation for her to heal and grow.

Therapeutic Progress and Approach
From our very first session, Bez was open about her emotions, anger, and fears. She was especially thrilled about going to college, which let her finally fulfill her dream of going to school. Talking about her progress made her eyes shine with pride.
To help Bez manage her trauma responses, we focused on grounding techniques—exercises that help her feel safe and calm in the present. We taught her breathing exercises and the five-senses grounding technique, which help her stay in control when anxiety rises.

Cognitive-behavioural therapy (CBT) and Mindfulness
We identified her negative thinking patterns, like expecting the worst or seeing things in extremes, which fuelled her anxiety. Using CBT tools, we worked on challenging these thoughts. We also introduced mindfulness exercises to help her stay calm and focused on the present.

Pathway 2 Case Study

Using the concept of the "window of tolerance," we explored Bez's tolerance scale, which helped her understand her capacity for managing stress and emotions. We discussed how when she's within this "window," she can feel calmer and more capable of handling life's challenges. When she moves outside of this window, either into heightened anxiety (hyperarousal) or a numbed state (hypo arousal), she may feel overwhelmed or disconnected.

We introduced psychoeducation about how the brain responds to stress and trauma, explaining how thoughts can directly impact feelings and behaviours. By understanding the brain's role in stress, Bez began to see how her negative thought patterns might trigger feelings of anxiety or distress, leading to behaviours that might not be helpful. This knowledge provided her with tools to recognize her emotional limits and helped her identify strategies for staying within her window of tolerance, empowering her to manage her emotions more effectively.

Building a New Life

Life can be challenging when you have to start over in a completely new environment, especially when you're on your own, without family support, surrounded by a language you don't understand, and a culture that feels unfamiliar.

Bez now lives in a place where she feels free to be herself. She enjoys learning English, wears Western clothes, and has a supportive group of friends, including some kind and helpful men. This new environment brings her a lot of happiness, which shows in her bright eyes and cheerful voice.

To help her manage anxiety, we identified things within her control, like going to the gym, practicing breathing exercises, and spending time with friends. Recently, she also began learning yoga from a friend, adding to her self-care tools.

Conclusion

Bez's journey shows that healing begins with meeting basic needs like safety and stability. Through grounding techniques, emotional support, CBT, mindfulness, and coping tools, Bez is gradually reclaiming a sense of control, peace, and happiness in her life. She's on the path to feeling secure and building a bright future.

Summary of Core Activities:

Community

Community Activities are an integral part of what we do at Snowdrop to improve skills, reduce isolation and facilitate healthy community and relationships amongst our clients.

This year, 184 individuals benefited from our Community programme, with 168 sessions delivered.

Toddler Group supports parents of babies and pre-school children to play together and practice their English skills. It helps prepare children for nursery places and supports single parents with their confidence and wellbeing, and to form strong, positive relationships with one another.

Sewing Group runs in term time and supports clients to learn new, or develop existing, sewing skills, both in needlecraft and machine sewing. Clients start out sewing cushions, and can develop their skills from there. Volunteers with sewing skills are on hand to support clients to make items and create their own patterns. The freedom and creativity sewing brings to clients is an important part of building confidence.

Our **English sessions** are run in partnership with Hope English School. Clients develop English Language and digital literacy skills, which are vital for improving their employability and confidence. One of the women in Digital Skills learned word processing, and created a feedback form for the class.

Additionally, we were able to run **15 one-off activities and 2 short courses** including floristry, laser-printing, Christmas, Eid and Lunar New Year celebrations. We had 9 Holiday club sessions for our older children across the year.

Our Community team supports the Counselling team by offering childcare to parents receiving Counselling, as well as for some of our activities geared towards adults only. In total, the Childcare team delivered **457.5 hours of childcare** to survivors, so they could attend Counselling or wellbeing activities.

184 individuals
168 sessions
delivered



46 Toddler Group Sessions



41 Sewing Sessions



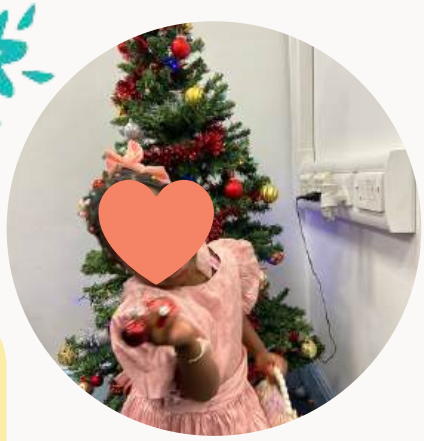
38 English Sessions



457 Hours of childcare

Summary of Core Activities:

Community



Childcare Case Study

Honor Wadsley, Children and Families Worker

Some of these are children who are very familiar with Snowdrop and with me, and they have separated easily from their mothers and counselling has been able to take place unimpeded. We have even been able to use volunteers for some sessions – where we know the child and are confident that they will settle. This is new this year and is a result of time spent getting to know families better. It has tended to be with older children, particularly those who have enough language to express themselves.



Others are less confident about separation for a variety of reasons. Often it is simply that they have never left their child with anyone else, let alone with a stranger. Sometimes they have tried to leave their child (here or elsewhere), and the child has cried and been inconsolable. We approach this slowly, building trust (for both mother and child) and spending increasingly longer periods apart until the child can settle with me. We now involve the interpreter and counsellor in the initial session to make sure that the client has understood our process and has had chance to ask questions. This has helped enormously, particularly as the interpreter has often been able to reassure the client too, having seen the process work! This year we have had a baby learn to self-soothe when Mum leaves, so that he can now last an hour and has even fallen asleep in my arms – a real sign of trust!



The impact is huge. For a mum to have an hour of focussed counselling time, not needing to worry about her child is vital to the progress of the therapy. If she is anxious about her child, she cannot focus on the counselling and makes little or slow progress.



Summary of Core Activities:

Renovations

7 Renovations

106 Volunteers

94 Hours

This year we experienced a slight decrease in need for renovations due to a bottle-neck in the housing process. At the same time, our Renovation Club, engaging with corporate, student and individual volunteers to make a house a home was taking off.

The transformations of homes for these families comes at an integral time during their journey to recovery, and the ability to settle into a home which they have made choices about, and which feels clean and decorated, helps ease this transition into independence and safety.



We completed 7 renovations, engaging 106 volunteers, 10 corporate organisations and spent 94 hours making houses into homes.

We are so grateful for the volunteers who gave their time and energy to make such a meaningful impact on the lives of our clients in creating a home.



"I am so grateful for all the volunteering team. The sacrifice they have made and the adjustments in their lives to come and paint my flat for me, to make it a home I can enjoy. I am grateful for Snowdrop as an organisation for everything they have done for mem, in particular in this occasion for their creative ideas on painting and decorating. They changed my house and it is now a home. It now looks warm, bright and beautiful. Great work!"







Training

The provision of training aligns with our mission and strategic goals of advocating for best practice provision as well as generating a small income for the organisation.

Sharing our knowledge with professionals and interested parties means that we can utilise our learned expertise.

295 Individuals Trained

15 Sessions Delivered

94% Good or Excellent rating

"Incredibly knowledgeable facilitators and I liked how this translated into activities which helped me map out how I could best approach my practices to effectively support my clients. It felt like a safe, calm and comfortable environment where openness and receptivity were welcomed" - Anonymous



"The training was very good, a mix of discussions, exercises and information/guidance"
- West Midlands Anti-Slavery Network

" I feel so much more confident and knowledgeable"
- City of Sanctuary Sheffield



Social Policy

Key Policy Achievements in 2024/25

- Contributed to more than 12 briefing papers and evidence submissions
- Joined with the modern slavery sector to sign both public and private letters to government ministers relating to the effect of legislation or proposed legislation on survivors of modern slavery and exploitation
- Strengthened links with local MPs, writing to 38 parliamentary candidates ahead of the election, asking for a commitment to tackling modern slavery if elected, and met with five newly elected local MPs. These meetings have resulted in parliamentary questions raised and we hope to build further on these relationships throughout this parliament.
- Met with the US Ambassador, Trafficking in Person's Office for their review of the UK's response to Modern Slavery.

Key Policy Challenges in 2024/25

- Modern slavery is still predominantly viewed through an immigration lens, which is harmful to victims both from abroad and the large number of British victims who can be overlooked and not identified.
- Political discourse around migration is increasingly hostile at a societal level, and modern slavery gets swept up in this. The right-wing riots and the arson attack at the hotel in Rotherham this year had a significant impact on both staff and clients.





Social Policy

Our policy focus is on sharing best practice in terms of support provision, advocating for long-term support for individuals, and improving access to support for survivors of modern slavery in the UK. Our work is informed by the data and trends from our frontline service provision, and we collaborate strategically with partnerships to combine our collective voice.

We are part of the Anti-Trafficking Monitoring Group (ATMG), the Human Trafficking Foundation (HTF), and the Modern Slavery Engagement Forum (MSEF), all of which we participate in regularly.

Through ATMG, we collaborate with the UN Human Rights Committee, UN Special Rapporteur on Trafficking in Persons, and the Council of Europe's Group of Experts Against Trafficking in Human Beings (GRETA).

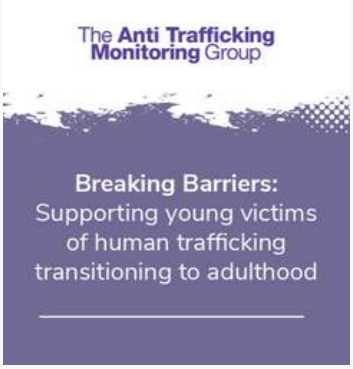
We contributed to a number of briefing papers, including:

- Breaking Barriers report- a briefing written in response to Snowdrop's Freedom of Information request to understand outcomes and support for child survivors of modern slavery who turn 18 whilst in the NRM. This led to a minor change to statutory guidance and further consultation with the Home Office's Modern Slavery Unit around child transitions into adult support

- Joint manifesto together with the 12 other MSVCC subcontractors for the first 100 days of the new government and long-term improvements. This work contributed towards the repeal of the Safety of Rwanda Act and the Safeguarding Minister taking modern slavery into her portfolio. Both of which were specific asks within the manifesto

- Joint submission to the Council of Europe's Group of Experts on Action against Trafficking in Human Beings (GRETA)'s 4th round evaluation of the UK's response to modern slavery.

Future policy work includes continuing to collaborate and work in partnership, strengthening our data collection, setting our Policy Strategy and specific policy asks in line with organisational strategy and continuing to utilise our influence and expertise to improve outcomes for survivors of modern slavery and exploitation across the UK.





IMSA Model Development- Phase Two upate

In February 2025 the lead partner, Hope for Justice, received our first lot of funding towards the Phase 2 Pilot of the Independent Modern Slavery Advocate® (IMSA®) to begin in September 2025.

The phases of the project are detailed below, and we are looking forward to piloting this sector-changing framework in 2025-2029.

Stage One: The first stage involved extensive consultation between Hope for Justice, the British Red Cross, Snowdrop, frontline staff and consultants with lived experience. The consultation process finished in May 2023, and involved organisations and representatives from across the UK and all sectors.

Stage Two: The second stage launched on 28th September 2023. The findings from Stage One were shared and the draft of the accredited framework was presented.

Stage Three: The last stage of the IMSA Model Development will see the final version of the accredited framework rolled out across the UK. At this stage, the initiative will have achieved its aim of establishing a standardised, professional and consistent level of care for survivors of human trafficking and modern slavery in the UK, through the provision of an accredited framework for IMSAs in the UK.

Independent Modern Slavery Advocates (IMSAs) empower survivors of modern slavery to make informed choices about their own recovery. IMSAs are trained experts who work alongside survivors to provide holistic advocacy, tailored to the individual and designed to meet both their social needs and legal rights. IMSAs work with survivors to help them access their legal rights and entitlements, overcome obstacles and navigate complex legal systems and services.

Developing this accreditation will improve the standards, professionalism and consistency of care for survivors of modern slavery in the UK, helping survivors access the support they need to rebuild their lives. The IMSA Model Development initiative was first launched in 2021, with the aim of establishing an accredited framework which can be used to deliver a standardised IMSA service to survivors in the UK.



Volunteers and Placement Students

Volunteers remain a key part of our service delivery. During the year, we engaged a record **151 volunteers** across our different programmes. We engage volunteers in a variety of ways throughout the service.

Volunteer Caseworkers work 1:1 with up to two clients each week, supported by a Senior Caseworker, to identify and support clients to achieve their goals, advocate for their rights to housing, immigration advice, benefits, education, training and employment, and provide practical and emotional support as clients progress towards independence.

Befrienders work with clients 1:1 to promote wellbeing, support clients to attend appointments and outings. They are typically paired with one client and supported by a Senior Caseworker.

Childcare and Activity Volunteers support our Community Activities by providing supervision for children during activities. They also help with organising and running activities that support wellbeing, reduce isolation and promote skill development.

All Volunteer Caseworkers, Befrienders, Childcare and Activity Volunteers receive training and supervision from our expert members of staff. Volunteering increases our capacity to work with more survivors, invest in volunteers through training and keep our practice up to date, both through training and learning from our volunteers. We are incredibly grateful to all the volunteers who have given of their time and talents this year.

Our **Renovation Club** utilised **106 volunteers** from businesses and the community. These volunteers give a one-off day or two to paint and decorate at renovations.

We also welcomed volunteers from Irwin Mitchell, who gave their time to decorate the offices for our annual Christmas party.

"My experience with volunteering to help Snowdrop was a memory that I will cherish. It was such a rewarding process where you saw the good that a few hours of your time was contributing to. I was lucky enough to see the final house renovation and the joy that it would bring. It was made into such a fun and positive day and I'd encourage anybody thinking of volunteering to do so"

Volunteering in Numbers

151
Total Volunteers

106
Renovation Volunteers

23
Childcare Volunteers

10
Volunteer Befrienders and Caseworkers

9
Activity Volunteers

8
Placement Students

1
Policy and Research Volunteer

Volunteers and Placement Students

In addition to volunteers, we also work with local universities and colleges to host placement students throughout the year. **This year we worked with eight placement students in total**, including two students on the Children and Families course at Sheffield Hallam within our Community team. We hosted two Medical Students on placement from Sheffield University and our Counselling Team worked with four placement students.

Each of the placements increases our capacity to support survivors, feed into and learn from best practice in universities and Higher Education, as well as contribute to the education of future leaders.

"Really positive and supportive placement. Shaped my future and helped me with confidence building. Gained a lot of vital skills for my career and understanding of difficulties others face. Love to participate in helping others lives. Would recommend volunteering at Snowdrop"



"Volunteering with Snowdrop has been incredibly rewarding. Helping at the toddler group allowed me to meet different families and form meaningful relationships with them. The children were a delight, and playing with them gave the mums a chance to socialise with other mums for an hour in their week. I enjoyed being a friendly face, offering suggestions for local places to visit with toddlers, and seeing the positive impact Snowdrop provides to the children and their parents."

"Over the years, I've also enjoyed finding volunteers to support Snowdrop. With Snowdrop being a local charity, we can see first-hand the families benefiting from our support, which makes our efforts even more meaningful."



Fundraising Activities

2024/25 Fundraising Highlights

- Charity Kilimanjaro trek took place on the 1st August 2024 and our 15 intrepid climbers, includingn one of our trustees, reached the summit 6 days later! In total the group raised £58,472 (before associated costs) for Snowdrop, and made some unforgettable memories.
- Renovation club has been a big success this year. We now have corporate volunteers at every renovation and we have a number of businesses who are donating towards the cost of the renovation as part of their Corporate Social Responsibility
- We cultivated a strong relationship with the Lord Mayor of Sheffield, Jayne Dunn, being chosen as her Champion for Modern Slavery Awareness. As part of this we were allowed to use her parlour to host our first Lunch and Learn Event, which was an opportunity for corporate sponsors, grant funders and supporters came to learn more about our work.

Corporate giving

We have been growing our relationship with businesses, particularly through our Renovation Club. Twelve different businesses and organisations took part in the club and we completed our 100th house renovation. Our relationship with the Lord Mayor also launched the start of our Lunch and Learn offer to businesses and organisations who would like to learn more about modern slavery and Snowdrop.



Grant funding

We are so grateful for all our grant funders who have supported us throughout the year. Many of our funders acknowledged that this year was particularly difficult for the sector. Henry Smith, a long-standing funder, said this in response to our report:

"It's great to hear how you have been working to address the increase in demand and the unmet needs of the 16-25 year olds. The drop-in and 16 plus programme sound like valuable additions to your services in ensuring that some of the most marginalised individuals are being supported. I think you should be particularly proud of having achieved this whilst having to cut expenditure. I can imagine how difficult this has been particularly when facing an increase in demand."

Fundraising Activities



Donations:
This year we saw our regular donor base increase by 8.5% across the year, and many of our amazing regular donors chose to increase their monthly gift to us.
At the beginning of the financial year, we surveyed our regular donors, who fed back to us:

"As a previous volunteer I've seen first-hand the important work that Snowdrop does in supporting survivors. I currently work in the charity sector (with a focus on children) and see how much of an impact modern slavery, trafficking and exploitation has, and how little support is available."



Community Fundraising
Fundraisers in our community ran 19 fundraising events in support of the Snowdrop Project, raising £6,190 . Events included sponsored walks, tombolas, running and racing events, bake sales, skydives and pub quizzes. We are so grateful to the incredible community of supporters who choose to fundraise for us.







"I am so, so grateful for the opportunity. I will always remember the things I've seen the lessons I've learnt, the people I've met and the massive achievement. It was really hard, but worth every second."
Anna Sedgewick, Kilimanjaro Fundraiser

Future Plans

As we look to the coming financial year we will be launching our next 3-year organisational strategy after undertaking consultations, brainstorming and strategy sessions this financial year. We have ambitious plans to build an organisational structure that is fit for the future and can sustain growth, to pursue growth opportunities strategically and to build upon our policy work for best practice in survivor care across the UK.

Next financial year this will include embarking on the IMSA® Pilot project in partnership with Hope for Justice, the British Red Cross, SOHTIS and BAWSO to test the IMSA® Model framework with other organisations and in the devolved administrations to ensure that the model is fit for purpose ahead of a national roll out in 2029. We are extremely proud of and committed to the IMSA® Model, having developed it with extensive consultation within the sector and with individuals with lived experience at the heart of the project throughout.

We are actively working to increase our networks and marketing amongst businesses and individuals, offering Lunch and Learn opportunities to "widen the net" of awareness of modern slavery and our work supporting survivors. We are actively seeking to engage with community groups, organisations and businesses to support our work by volunteering as part of our Renovation Club, taking on group fundraising challenges and supporting our work.

We are planning to increase our income over the next three years to build back our reserves after three years of deficits, whilst working towards meeting demand for services locally as we currently have either closed to new referrals or have waiting lists across all of our services.

We will continue to engage with partnerships from an operational and policy level, continually looking for opportunities to collaborate, learn and share our knowledge with others and advocate nationally for improved survivor care and outcomes.

Financial Commentary

Overview

During the financial year to the 31st March 2025 the Snowdrop Project raised income of £811,429 (2024 £691,074) across all activities and incurred total expenditure of £795,496 (2024 £749,847). This resulted in net income of £15,933 (compared with a £58,773 loss in 2024). Although the wider fundraising environment remains challenging, Snowdrop achieved growth in grant income and successful fundraising activities including a major event to Kilimanjaro.

Principal Sources of Funds

During the financial year to the 31st March 2025 the Snowdrop Project raised income of £811,429 (2024 £691,074) from all activities as follows:

The Snowdrop Project Source of Funds	2025 £	2024 £
Grants & donations	519,759	448,960
Fundraising	74,940	18,055
Charitable Activities	175,145	185,264
Rental Income & Other	41,585	38,795
	811,429	**691,074**

The Snowdrop Project's activities in the financial year to the 31st March 2025 were funded predominantly through grants and donations income 64.1% (2024 65.0%). The remaining funding of the Charity arose from charitable activities 21.6% (2024 26.8%), fundraising 9.2% (2024 2.6%) and other income 5.1% (2024 5.6%).



Expenditure

During the financial year to the 31st March 2025 the Snowdrop Project incurred total expenditure of £795,496 (2024 £749,847) as follows:

The Snowdrop Project Expenditure	2025 £	%	2024 £	%
Raising Funds	138,281	17%	89,738	12%
Charitable Activities	629,222	79%	620,168	83%
Rental Activities	27,993	4%	39,941	5%
	795,496	**100%**	**749,847**	**100%**

The principal movements in expenditure relate to staff salary costs (increased in 2025 due to cost-of-living increases and funding secured to recruit within the casework team) and fundraising costs (2025 expenditure included costs related to the Kilimanjaro Challenge in that period).

Year End Reserves

Year-end total reserves were £511,774 (2024 £495,841) comprising general funds £178,521 (2024 £176,295), restricted funds £32,588 (2024 £40,404), and designated funds in respect of the property purchase and renovations £300,665 (2024 £279,142) where the movement reflects a capital grant secured in the period to replace lighting with more energy efficient solutions.

Restricted & Unrestricted Income

Restricted Income as shown in the Statement of Activities was £340,436 (2024 £365,705). Grants, donations, and legacies raised to fund specific programme costs totalled £239,746 (2024 £244,448). Income from charitable activities was £100,690 (2024 £121,257) principally from the Big Lottery Fund to support casework and counselling.

Unrestricted Income totalled £470,993 (2024 £325,369). Grants and donations income accounted for £280,013 or 59.5% (2024 £204,512 or 62.9%) of unrestricted income. Charitable activities income increased to £74,455 or 15.8% (2024 £64,007 or 19.7%). Fundraising activities income increased to £74,940 or 15.9% (2024 £18,055 or 5.5%) owing to a major fundraising event climbing Kilimanjaro. The balance of unrestricted income - £41,575 or 8.8% (2024 £38,795) - arose mainly from rental income.

Investment Policy

The level of the Charity's reserves is such that funds are invested for the short term rather than long term. The criteria for investment are that the financial institution should have ethical credentials, offer a competitive rate of return in the marketplace and be a low-risk investment.

Reserves Policy

The Trustees have reviewed the Charity's reserves policy and this has been determined to aim to maintain a level of free reserves (general funds excluding tangible fixed assets) equal to a minimum of four months and a maximum of six months budgeted unrestricted expenditure plus mortgage payments. The policy aims to ensure there is a buffer to accommodate fluctuations in income, and if necessary, enable management to reduce expenditure whilst fundraising activities are undertaken to increase income.

Free reserves at the 31 March 2025 were £172,108 or 3.6 months (2024 £165,693 or 3.5 months) reserve cover based on unrestricted expenditure and mortgage payments for 24/25. This is an improvement on the prior year but remains below the minimum reserves target and the budget for 25/26 has been set to generate a small surplus aimed at returning the reserves cover to at least four months.

A designated fund of £300,665 was held at the 31 March 2025 in respect of the funds spent on purchasing and renovating the Castle Green premises (2024 £279,142).

The Snowdrop Project also held restricted reserves at year end of £32,588 (2024 £40,404). These are not considered as part of the reserves policy as they are required to organise the relevant programmes.

Reference and administrative information

Charity Number: 1158856
Principal Office: Castle Green, 7 Castle Street, Sheffield, S3 8LT

Board of Trustees

Samantha Dixon	Chair	appointed 22 November 2022	
Jon Kenworthy		appointed 28 July 2018	
Darren Wake		appointed 28 November 2019	
Jan Harwood		appointed 24 September 2020	
Lisa Domoney		appointed 4 October 2022	Resigned 23 December 2024
Khurum Sethi		appointed 25 July 2023	
Paula Barber		appointed 9 April 2025	
Paula Carter		appointed 9 April 2025	
Aliya Zahin		appointed 9 April 2025	

Secretary
Juliet Hayes (non-voting administrator)

Key management personnel

Rachel Medina Chief Executive Officer from September 2023

Advisors
Bankers: Reliance Bank Limited, Faith house, 23-24 Lovat Lane, London, EC3R 8EB

Independent examiner: Seven Hills Accountants Limited
57 Burton Street
Sheffield
S6 2HH

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be 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 business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

The board of trustees declare that they have approved report above on 26th November 2025.

Signed on behalf of the board of trustees by:

Samantha Dixon

_____

Samantha Dixon
Chair of Trustees

Independent examiner's report to the trustees of the Snowdrop Project

I report to the trustees on my examination of the accounts of The Snowdrop project (the Charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

Your attention is drawn to the fact that the charity has prepared the accounts (financial statements) in accordance with the relevant version of the 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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

Signed: S Lightfoot _____ Date: 27 November 2025

Sarah Lightfoot FCA DChA
Seven Hills Accountants Limited
57 Burton Street
Sheffield
S6 2HH

The Snowdrop Project

Statement of financial activities (incorporating the income and expenditure account)
For the year to 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Unrestricted funds £	Restricted funds £	Total 2024 £
Income from:							
Grants, donations and legacies	**2**	280,013	239,746	519,759	204,512	244,448	448,960
Charitable activities	**3**	74,455	100,690	175,145	64,007	121,257	185,264
Fundraising activities		74,940	-	74,940	18,055	-	18,055
Bank interest		10	-	10	1,255	-	1,255
Other activities	**4**	41,575	-	41,575	37,540	-	37,540
		470,993	**340,436**	**811,429**	325,369	365,705	691,074
Expenditure on:							
Raising funds	**5**	138,281	-	138,281	89,738	-	89,738
Charitable activities	**6**	303,589	325,633	629,222	270,554	349,614	620,168
Rental activities	**8**	27,993	-	27,993	39,941	-	39,941
		469,863	**325,633**	**795,496**	400,233	349,614	749,847
Net income/(expenditure)		**1,130**	**14,803**	**15,933**	(74,864)	16,091	(58,773)
Transfers between funds	**20**	22,619	(22,619)	-	4,662	(4,662)	-
Net movement in funds		**23,749**	**(7,816)**	**15,933**	(70,202)	11,429	(58,773)
Total funds brought forward		455,437	40,404	495,841	525,639	28,975	554,614
Total funds carried forward		**479,186**	**32,588**	**511,774**	455,437	40,404	495,841

The Snowdrop Project

Balance Sheet
As at 31 March 2025

	Notes		2025		2024
		£	£	£	£
Tangible assets	**11**	624,594		622,579	
Intangible assets	**12**	12,540		25,020	
			637,134		**647,599**
Current assets					
Debtors	**13**	27,389		28,142	
Cash at bank and in hand		193,562		200,889	
Total current assets		220,951		229,031	
Creditors: amounts falling due within one year	**14**	(44,775)		(63,273)	
Net current assets			**176,176**		**165,758**
Total assets less current liabilities			**813,310**		**813,357**
Creditors: amounts falling due after more than one year	**16**		(301,536)		(317,516)
Total net assets			**511,774**		**495,841**
Represented by:					
Funds of the Charity					
Restricted income funds	**18**		32,588		40,404
General funds		178,521		176,295	
Designated funds - property purchase and renovations		300,665		279,142	
Total unrestricted funds	**19**		479,186		455,437
Total funds	**21**		**511,774**		**495,841**

Approved by the board of trustees on 26 November 2025.

Signed on behalf of the board by:

Samantha Dixon

Samantha Dixon
Chair of Trustees

The Snowdrop Project

Statement of Cash Flows
For the year ended 31 March 2025

	Notes		2025		2024
			£		£
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	**24**		43,424		8,194
Cash flows from investing activities					
Investment income		10		1,255	
Purchase of fixed assets		(25,012)		(6,662)	
Purchase of intangible assets		-		(10,080)	
Net cash (used in)/provided by investing activities			(25,002)		(15,487)
Cash flows from financing activities					
Repayment of borrowing		(25,749)		(25,749)	
Net cash provided by/(used in) financial activities			(25,749)		(25,749)
Change in cash and cash equivalents			(7,327)		(33,042)
Cash and cash equivalents at the beginning of the year			200,889		233,931
Cash and cash equivalents at the end of the year			193,562		200,889

The Snowdrop Project
Notes to the Accounts
For the year to 31 March 2025

1 Accounting Policies

(a) General

The Snowdrop Project is a charitable incorporation organisation. In the event that the charity is wound up, the liability in respect of the guarantee is £nil per member of the charity. The principle address is given in the charity information on page 28 of these financial statements.

The accounts (financial statements) have been prepared in accordance with the relevant version of the 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) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice. The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the relevant version of the 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) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Snowdrop Project meets the definition of a public benefit entity under FRS 102. The financial statements are prepared under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £.

(b) Income

Income is recognised when the organisation has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from services provided is included in the year in which the service took place.

Investment income is included when receivable.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

(c) Donated goods and services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item 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.

On receipt, donated 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.

(d) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(e) Tangible assets

Depreciation has been calculated to write down the cost or valuation, less estimated residual value, of all tangible fixed assets over their expected useful live, as follows:

Freehold buildings	50 years
Freehold building improvements	8 - 20 years
Fixtures, fittings & equipment	25% - 33% Straight Line

Individual items under £250 are written off in the year in which the expense is incurred.

1 Accounting Policies (continued)

(f) Intangible assets

Intangible fixed assets are amortised at rates calculated to write off the assets on a straight basis over their estimated useful economic lives:

Website costs	3 years straight line
CRM system	3 years straight line

(g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(h) Creditors

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

(i) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(j) Pension costs and other post-retirement benefits

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

(k) Funds

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Designated funds are funds set aside at the discretion of the trustees for specific projects.

Restricted funds are to be used for specific purposes as laid down by the funder.

(l) Taxation

As a charity, the organisation is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

(m) Operating leases

Rental payable and receivable under operation leases are charged to the SOFA on a straight line basis over the period of the lease.

(n) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that there are no material uncertainties about the charity's ability to continue as a going concern as they consider that the charity will continue to operate for 12 months from authorising these financial statements.

2 Income from grants, donations and legacies

	Unrestricted Funds £	**Restricted Funds £**	**Total 2025 £**	Unrestricted Funds £	Restricted Funds £	Total 2024 £
AB Charitable Trust	22,000	4,000	26,000	22,000	-	22,000
Acts 435	-	1,190	1,190	-	-	-
B&Q Foundation	-	-	-	-	10,000	10,000
Brown Source Charitable Trust	15,000	-	15,000	15,000	-	15,000
Benefact Trust	-	13,533	13,533	-	13,533	13,533
Comic Relief	-	45,000	45,000	-	-	-
Fund for Human Need	-	200	200	-	220	220
Garfield Weston Foundation	-	50,000	50,000	-	-	-
Human Trafficking Foundation	-	1,066	1,066	-	195	195
Human Trafficking Victim Fund	-	517	517	-	1,266	1,266
Leeds Building Society Foundation	-	15,000	15,000	-	20,000	20,000
Marsh Charitable Trust	700	-	700	-	600	600
Meeting Industry Meeting Needs	-	-	-	-	5,000	5,000
Purple Teardrop Campaign	-	-	-	-	7,206	7,206
RRAF Charitable Trust	30,000	-	30,000	-	-	-
St Martin in the Field Vicars Relief Fund	-	-	-	-	289	289
Sheffield town Trust	2,000	-	2,000	-	-	-
Skipton Building Society Charitable Foundation	-	940	940	-	-	-
Society of the Holy Child Jesus	-	15,000	15,000	-	20,000	20,000
South Yorkshire Police and Crime Commissioner	-	-	-	-	5,000	5,000
South Yorkshire's Community Foundation	-	4,300	4,300	-	5,700	5,700
Souter Charitable Trust	5,000	-	5,000	8,000	-	8,000
Swire Charitable Trust	-	-	-	25,000	-	25,000
SYCMA/UK Share Prosperity Fund	-	20,000	20,000	-	-	-
The Bromley Trust	15,000	-	15,000	15,000	-	15,000
The Charles and Elsie Sykes Trust	3,000	-	3,000	-	3,000	3,000
The Freshgate Trust Foundation	-	2,000	2,000	-	-	-
The Harry Bottom Charitable Trust	-	4,000	4,000	-	-	-
The Henry Smith Charity	-	60,000	60,000	-	60,000	60,000
The Joseph Rank Trust	15,000	-	15,000	-	15,000	15,000
The National Lottery - Awards for All	-	-	-	-	20,000	20,000
The Pat Newman Memorial Trust	1,000	-	1,000	-	750	750
The Sarah Nulty Power of Music Foundation	-	-	-	-	689	689
The Samworth Foundation	50,000	-	50,000	-	50,000	50,000
The Talbot Trusts	-	3,000	3,000	-	3,000	3,000
West Riding Masonic Charities Limited	-	-	-	-	3,000	3,000
Volvox Trust	4,700	-	4,700	7,000	-	7,000
Donations from individuals (including gift aid)	78,859	-	78,859	54,855	-	54,855
Donations from other organisations	35,658	-	35,658	53,157	-	53,157
Donations in kind (from organisations)	2,096	-	2,096	2,500	-	2,500
Legacies	-	-	-	2,000	-	2,000
	280,013	**239,746**	**519,759**	**204,512**	**244,448**	**448,960**

3 Income from charitable activities

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £
The National Lottery Community Fund - Reaching Communities	-	100,690	100,690	-	119,938	119,938
Other services	74,455	-	74,455	64,007	1,319	65,326
	74,455	**100,690**	**175,145**	**64,007**	**121,257**	**185,264**

4 Income from other activities

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £
Rental income	40,575	-	40,575	37,540	-	37,540
Access to work	1,000	-	1,000	-	-	-
	41,575	**-**	**41,575**	**37,540**	**-**	**37,540**

5 Expenditure on raising funds

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £
Fundraising costs		64,155	-	64,155	27,557	-	27,557
Staff salary costs	**9**	74,126	-	74,126	62,181	-	62,181
		138,281	**-**	**138,281**	89,738	-	89,738

6 Expenditure on charitable activities

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £
Staff salary costs	**9**	176,157	234,750	410,907	114,781	284,650	399,431
Staff training, supervision, wellbeing and other		9,875	5,040	14,915	10,610	3,206	13,816
Direct costs							
Interpreting		11,874	16,123	27,997	5,757	17,177	22,934
Training costs		2,610	795	3,405	8,807	908	9,715
Renovation costs		-	2,172	2,172	-	3,381	3,381
Community Activities		2,276	12,733	15,009	2,056	6,058	8,114
Client travel costs		206	4,255	4,461	-	2,305	2,305
Client small grants and equipment		-	3,334	3,334	-	3,864	3,864
Other Project Costs		2,040	-	2,040	-	-	-
Volunteer Expenses		476	-	476	349	-	349
Support costs	**7**	98,075	46,431	144,506	128,194	28,065	156,259
		303,589	**325,633**	**629,222**	**270,554**	**349,614**	**620,168**

7 Support costs

		Unrestricted Funds	Restricted Funds	Total 2025	Unrestricted Funds	Restricted Funds	Total 2024
		£	£	£	£	£	£
Temporary staff		-	-	-	730	-	730
Property costs		7,346	17,900	25,246	15,315	23,256	38,571
Mortgage interest		10,430	-	10,430	10,940	-	10,940
General running expenses		25,320	28,531	53,851	44,199	4,809	49,008
Bad debts		4,463	-	4,463	218	-	218
Depreciation		22,997	-	22,997	28,660	-	28,660
Amortisation		12,480	-	12,480	9,960	-	9,960
Legal and professional fees		11,239	-	11,239	14,972	-	14,972
Independent examination fee	**10**	3,800	-	3,800	3,200	-	3,200
		98,075	**46,431**	**144,506**	128,194	28,065	156,259

8 Expenditure on rental activities

	Note	Unrestricted Funds	Restricted Funds	Total 2025	Unrestricted Funds	Restricted Funds	Total 2024
		£	£	£	£	£	£
Staff salary costs	**9**	15,722	-	15,722	15,036	-	15,036
Temporary staff		-	-	-	730	-	730
Property costs		12,271	-	12,271	24,093	-	24,093
Other costs		-	-	-	82	-	82
		27,993	**-**	**27,993**	**39,941**	**-**	**39,941**

9 Staff salary costs

	2025	2024
	£	£
Salaries	454,703	432,921
Employer's National Insurance	37,904	35,656
Employer's NI allowance	(5,000)	(5,000)
Employer's pension contributions	13,148	13,071
	500,755	476,648

No employee received emoluments of more than £60,000. The average monthly number of employees during the year was 20 (2024: 21).

10 Fees payable to independent examiner's organisation

	2025	2024
	£	£
Independent examination fee	3,800	3,200
Other fees paid to the independent examiner's organisation:		
Taxation services	300	-
Other services	324	270
	624	270

11 Tangible assets

	Freehold Building and improvements	Fixtures, fittings and equipment	Total
	£	£	£
Cost or Valuation			
As at 1 April 2024	665,753	74,129	739,882
Additions	21,723	3,289	25,012
Disposals	-	(2,000)	(2,000)
As at 31 March 2025	687,476	75,418	762,894
Depreciation			
As at 1 April 2024	53,776	63,527	117,303
Charge this period	15,519	7,478	22,997
Disposals	-	(2,000)	(2,000)
As at 31 March 2025	69,295	69,005	138,300
Net Book Value			
As at 31 March 2025	**618,181**	**6,413**	**624,594**
As at 31 March 2024	611,977	10,602	622,579

12 Intangible assets

	Website and CRM	Total
	£	£
Cost		
As at 1 April 2024	49,920	49,920
Additions	-	-
As at 31 March 2025	49,920	49,920
Depreciation		
As at 1 April 2024	24,900	24,900
Charge this period	12,480	12,480
As at 31 March 2025	37,380	37,380
Net Book Value		
As at 31 March 2025	**12,540**	**12,540**
As at 31 March 2024	**25,020**	25,020

13 Debtors

	2025	2024
	£	£
Trade debtors	17,727	12,493
Prepayments	9,662	15,649
	27,389	**28,142**

14 Creditors: amounts falling due within one year

	Note	2025	2024
		£	£
Trade creditors		8,608	15,135
Taxation and social security		8,526	7,879
Accruals		5,005	4,500
Other creditors		2,123	1,771
Deferred income	**15**	4,533	18,669
Bank loan	**17**	15,980	15,319
		44,775	**63,273**

15 Deferred income

	2025	2024
	£	£
Deferred income brought forward	18,669	2,500
Income released	(18,669)	(2,500)
Income deferred	4,533	18,669
Deferred income carried forward	**4,533**	**18,669**

Deferred income relates to fundraising income (and deposits) taken in advance of the fundraising activities, and rental income charged in advance.

16 Creditors: amounts falling due after more than one year

	Note	2025	2024
		£	£
Bank loan	**17**	301,536	317,516
		301,536	**317,516**

17 Financial instruments

	2025	2024
	£	£
Loans due in one year or less	15,980	15,319
Loans due in more than one year but not more than two years	16,808	15,980
Loans due in more than two years but not more than five years	53,370	51,872
Loans due in more than five years	231,358	249,664
	317,516	**332,835**

Financial instruments measured at amortised cost comprise the bank loan provided by CAF Bank, which is secured against 7 Castle Street, and has a fixed interest rate for 5 years at 3.2% until October 2025.

18 Analysis of movements in restricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Big Lottery Reaching Communities	23,243	100,690	(94,637)	(2,619)	26,677
Core costs	-	155,000	(155,000)	-	-
Community Activities	189	9,000	(9,189)	-	-
Casework (including Awards for All, and 16-18 Client activities previou	13,379	51,833	(59,730)	-	5,482
Small grants for clients	129	2,973	(2,673)	-	429
Client renovations	3,464	940	(4,404)	-	-
Office renovations	-	20,000	-	(20,000)	-
	40,404	**340,436**	**(325,633)**	**(22,619)**	**32,588**

Description, nature and purposes of the fund

Big Lottery Reaching Communities

The 4 year grant is for a trauma-informed approach to mental health support for survivors of trafficking.

Last year, the previous grant was finished. £2,619 has been transferred to general funds, representing the amount spent on counselling activities but not previously allocated in the statutory accounts.

Core costs

Grants provided for specific charity running costs.

Community Activities

Grants given to support Community Activities.

Casework (including Awards for All, and 16-18 Client activities previously shown separately)

Grants given to support Casework.

Small grants for clients

Grants to purchase equipment for clients.

Client renovations

Grants to fund client renovation work.

Office renovations

Grants to fund renovations at our Castle Green Offices. The transfer relates to capitalised items.

Analysis of movements in restricted funds - previous year	*Brought forward £*	*Income £*	*Expenditure £*	*Transfer £*	*Carried forward £*
Big Lottery Reaching Communities	*23,825*	*119,938*	*(120,520)*	*-*	*23,243*
Core costs	*-*	*125,000*	*(125,000)*	*-*	*-*
Community Activities (including Sarah Nulty Power of Music Foundation)	*128*	*17,645*	*(17,584)*	*-*	*189*
Casework (including Awards for All)	*-*	*51,300*	*(43,404)*	*-*	*7,896*
16-18 Client Activities	*-*	*33,533*	*(28,050)*	*-*	*5,483*
Small grants for clients	*-*	*3,289*	*(3,160)*	*-*	*129*
Counselling	*-*	*5,000*	*(5,000)*	*-*	*-*
Client renovations	*-*	*10,000*	*(6,536)*	*-*	*3,464*
Snowdrop Building Renovations	*5,022*	*-*	*(360)*	*(4,662)*	*-*
	28,975	*365,705*	*(349,614)*	*(4,662)*	*40,404*

19 Analysis of movements in unrestricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Designated funds					
Property fund	279,142	-	(15,519)	37,042	300,665
Total designated funds	279,142	-	(15,519)	37,042	300,665
General funds	176,295	470,993	(454,344)	(14,423)	178,521
Total unrestricted funds	**455,437**	**470,993**	**(469,863)**	**22,619**	**479,186**

Property fund
The property and associated loans have been set aside in a designated fund to give a clearer picture of the unrestricted free reserves of the charity. The transfer during the year represents loan movements as explained in note 20.

Analysis of movements in unrestricted funds - previous year	*Brought forward £*	*Income £*	*Expenditure £*	*Transfer £*	*Carried forward £*
Property fund	*278,721*	*-*	*(14,388)*	*14,809*	*279,142*
Total designated funds	*278,721*	*-*	*(14,388)*	*14,809*	*279,142*
General funds	*246,918*	*325,369*	*(385,845)*	*(10,147)*	*176,295*
	525,639	*325,369*	*(400,233)*	*4,662*	*455,437*

20 Transfers

	Note	Transfers £	to/(from) the general fund £
Restricted funds:			
Property renovations - capitalised costs		20,000	
Big Lottery Reaching Communities - expenditure allocation adjustment		2,619	
	18		22,619
Designated funds:			
Property fund - capitalised costs		(21,723)	
Property fund - net repayment of loan		(15,319)	
	19		(37,042)
			(14,423)
Transfer to/(from) the general fund consists of:			
Loan repayments financed by free reserves			(15,319)
Capitalised equipment - funded by general funds			(1,723)
Big Lottery Reaching Communities - expenditure allocation adjustment			2,619
			(14,423)

21 Analysis of net assets by fund

	General funds £	Designated funds £	Restricted funds £	Total 2025 £
Tangible assets	6,413	618,181	-	**624,594**
Intangible assets	12,540	-	-	**12,540**
Current assets	188,363	-	32,588	**220,951**
Current liabilities	(28,795)	(15,980)	-	**(44,775)**
Non-current liabilities	-	(301,536)	-	**(301,536)**
	178,521	**300,665**	**32,588**	**511,774**

Prior year comparison	*General funds £*	*Designated funds £*	*Restricted funds £*	*Total 2024 £*
Tangible assets	*10,602*	*611,977*	*-*	*622,579*
Intangible assets	*25,020*	*-*	*-*	*25,020*
Current assets	*188,627*	*-*	*40,404*	*229,031*
Current liabilities	*(47,954)*	*(15,319)*	*-*	*(63,273)*
Non-current liabilities	*-*	*(317,516)*	*-*	*(317,516)*
	176,295	*279,142*	*40,404*	*495,841*

22 Trustees and key management personnel remuneration, benefits and expenses

The charity trustees were not paid or received any other benefits from employment in the year (2024: £nil). No trustees were reimbursed expenses during the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel were £54,055 (2024: £52,459).

23 Related Party Transactions

Trustees and related parties contributed £9,760 as donations or as contributions to fundraising activities (eg sponsored events).

There were no further related party transactions, other than those disclosed in note 22.

24 Reconciliation of net expenditure to net cash flow from operating activities

	2025 £	2024 £
Net income/(expenditure) for the year (as per the SOFA)	15,933	(58,773)
Adjustments for:		
(Increase)/decrease in debtors	753	(8,859)
Increase/(decrease) in creditors (excluding bank loan)	(19,159)	27,521
Investment income	(10)	(1,255)
Mortgage interest paid	10,430	10,940
Depreciation	22,997	28,660
Amortisation	12,480	9,960
Net cash provided by/(used in) operating activities	**43,424**	**8,194**

25 Net debt reconciliation

	At start of year £	Cash flows £	Other non-cash changes £	At year end £
Cash at bank and in hand	200,889	(7,327)	-	193,562
Bank loan falling due within 1 year	(15,319)	15,319	(15,980)	(15,980)
Secured bank loan falling due in 1-5 years	(67,852)	-	(2,326)	(70,178)
Secured bank loan falling due after 5 years	(249,664)	-	18,306	(231,358)
	(131,946)	**7,992**	**-**	**(123,954)**

Prior year comparative	*At start of year £*	*Cash flows £*	*Other non-cash changes £*	*At year end £*
Cash at bank and in hand	*233,931*	*(33,042)*	*-*	*200,889*
Bank loan falling due within 1 year	*(14,809)*	*14,809*	*(15,319)*	*(15,319)*
Secured bank loan falling due in 1-5 years	*(65,379)*	*-*	*(2,473)*	*(67,852)*
Secured bank loan falling due after 5 years	*(267,456)*	*-*	*17,792*	*(249,664)*
	(113,713)	*(18,233)*	*-*	*(131,946)*

26 Operating lease commitments

At the year end the charity was committed to making the following payments under other operating leases as follows:

	2025 £	2024 £
Operating lease payments for equipment:		
Within 1 year	1,980	1,980
Within 2 to 5 years	1,485	3,465
	3,465	5,445



SnowdropProject



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The Snowdrop Project is a registered charity (no. 1158856)

THE SNOWDROP PROJECT

England & Wales - Charity number 1158856

Accounts



The Snowdrop Project

Annual report and unaudited financial statements for the year ended 31 March 2024

Snowdrop PROJECT

Registered Charity Number: 1158856

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Chair's Report

We believe every survivor of modern slavery should be supported to recover from their experiences of abuse, so they can rebuild their lives and thrive.

Since 2012, Snowdrop has been working tirelessly to see that dream come to life.

We exist to make sure survivors have access to good quality, holistic support for as long as they need it as they work towards a future they can call their own. This is the essence of what long-term support is, and we are proud to lead with a model of best practice in this field, working in partnership with others to reduce the postcode lottery so that high quality support is there for every survivor who needs it.

Our long-term holistic approach addresses key support needs, including advocacy and support, mental wellbeing and therapy, building strong and caring communities and establishing safe homes from which survivors can thrive.

One of our clients described Snowdrop's impact in her life:

"If it wasn't for the outstanding casework support I received at Snowdrop, I am unsure where I would be in life. Snowdrop has been a massive part of my journey of healing and recovery. "

- Snowdrop client

This year, despite a challenging political and economic landscape **we have worked with an incredible 270 adults and 114 children in South Yorkshire,** more individuals than ever before.

We have built and contributed to partnerships, delivered training to professionals, spoken to MPs and coalitions to ensure that our reach goes beyond South Yorkshire to improve outcomes and access for every survivor in the UK.

None of this would be possible without an incredible team of staff, volunteers, supporters and funders who make our work possible and promote our values and vision **of a future free from modern slavery.**

The report that follows outlines our key successes and challenges from the year 23/24, which we are very pleased to share with you, and as I close out my first year as Chair of the Board of Trustees I can truly say it has been an incredible year.

Thank you everyone who has partnered with us in our vision and journey this year.

We are excited to see what the future brings.

Kind regards,
Samantha Dixon

Chair of Trustees



Trustees report for the year ended 31 March 2024

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

The financial statements comply with the Charities Act 2011, the governing document and the 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) issued in October 2019.

Governance and management

The Snowdrop Project is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission on 13 October 2014, registration number 1158856. The organisation is governed by its constitution last amended in July 2022. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to employed members of staff.

Due to the nature of the services that the Snowdrop Project provides, the Board of Trustees seek to appoint members who have a wide range of appropriate skills and knowledge of the sector that will allow them to govern and grow the charity successfully. The charity's governing document permits a maximum of 12 trustees.

The trustees conduct a skills review to identify potential gaps in the board that can then be suitably recruited for. The appointed individuals must fit within the requirements in the constitution, support the values of the organisation and be able to make the necessary time commitments.

All trustees give their time voluntarily and receive no remuneration.

The Snowdrop Project relies heavily on volunteers giving their time to the organisation. Volunteers can claim back expenses in line with our Volunteering Policy.

Salaries of current staff members are reviewed annually, guided by benchmarking similar roles within the sector and taking into account the financial position of the charity. When recruiting for new roles, a similar benchmarking exercise is undertaken and salaries agreed by the board before recruitment commences.

The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.

Charitable objectives and activities

The objective of the charity is the relief of those in need by reason of them being, having been, or being at risk of becoming, victims of slavery or human trafficking, in particular by the provision of charitable assistance including support work, counselling, advocacy and associated support services.

Our Mission

The Snowdrop Project exists to empower survivors of modern slavery and exploitation to live lives no longer defined by their pasts, and to reduce the risk to those vulnerable to the crime.

We are committed to creating, implementing and promoting models of best practice toward whole person-centered, multi-agency service provision, both nationally and internationally.

Activities

The organisation currently focuses its activities on:

- Providing holistic, specialist support to those who have been victims of modern slavery and exploitation, individually designed for each person according to their need in order to empower them to live safe and independent lives
- The provision of education, advice and training to others involved in the identification and support of victims and survivors
- Collaborating with others through practice, research and policy to create, implement and promote best practice and improve outcomes for survivors regionally, nationally and internationally

All the activities aim to reduce the risk of harm to the individual, increase independence, decrease social isolation and improve the general wellbeing and outcomes for the individual.

Summary of main activities

Snowdrop aims to provide holistic, specialist support to those who have been victims of modern slavery and exploitation, individually designed for each person according to their need in order to empower them to live safe and independent lives.

We do this through the provision of four main services:

Casework & Reach-In | **Counselling** | **Community Activities** | **House Renovations**

From our experience in frontline service delivery, we collaborate with others through our policy and training arm to contribute to and advocate for best practice provision.

Modern slavery and exploitation often involve the deprivation of liberty physically, mentally and emotionally. Individuals can also experience severe physical, mental, or sexual abuse and neglect, as well as being displaced from one's own home and community. The resulting impact of this abuse and mistreatment are complex and enduring, and results in many challenges to recovery and the rebuilding of independence. Recovery is neither linear nor monolithic for survivors, and it cannot be put on a timeline.

Our four services are designed to give survivors the best possible chance of recovering from their experiences and living a safe, sustainable and reintegrated life, reducing the possibility of re-exploitation.

Across our services, we supported a total of 270 adults and 114 children in the year 2023/24.

Some beneficiaries access more than one service. The below table indicates the number of adults who benefitted from each service in 2023/24.

270 Adults
114 Children

80 Casework & Reach-In

109 Counselling & Complementary Therapies

128 Community Activities

7 House Renovations

Key Successes and Challenges

Key Successes:

- **Maintained service delivery levels despite spending cuts.** We supported roughly the same number of survivors in 2023/2024 as we did in 2022/23, despite challenges in fundraising and a reduction in our expenditure.
- **Corporate giving and volunteering** was a big success this year. We made significant links with businesses who supported the organisation, and we are hoping to build on this in future years.
- **Securing funding from the National Lottery t**o continue our Counselling work for another four years, and building on the work we are doing to help clients feel more psychologically secure as they journey towards recovery.
- Starting work with our **Child Trafficking Transitions Lead** and lowering our referral age to 16 to begin working with young victims of modern slavery to ensure they have the support they need to transition from children to adult services, meaning fewer children will be left without support when they turn 18.

Challenges:

- The **cost of living** and it's associated impacts were a major challenge to the organisation this year. We cut out nearly £100k from our expenditure and had to adapt to increased costs, while at the same time experiencing increased demand for our services.
- Related to the cost of living crisis, we found the **fundraising environment** to be increasingly challenging as we saw a significant reduction in events fundraising, fewer people signing up to attend events, and individuals who did sign up struggling more to raise their targets. Additionally, we saw some of our regular donors reduce or stop their regular donations as their household costs increased.
- At the same time, we had an **increased demand** for our services across Casework, Counselling and Community Activities. Caseworkers were making record numbers of food bank, individual and household grant referrals. Our waiting list for Counselling has grown, with more referrals from the NHS and other statutory services.

Statistical and Demographic Information

While the individuals we supported this year came from many different backgrounds, experiences and nationalities, there are some trends in the demographic breakdown of those we worked with this year.

The vast majority of individuals we supported this year identified as female (84%), and 16% identified as male.

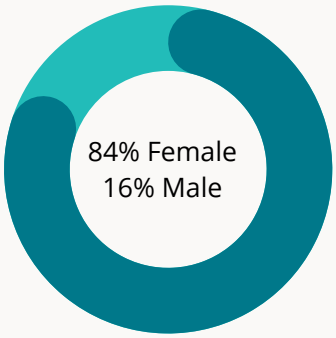
The types of exploitation individuals had experienced also varied amongst our clients, with many experiencing multiple types of exploitation. Half of our clients (50%) reported having been sexually exploited, 21% had experienced labour exploitation and 10% reported experiencing domestic servitude. The remaining 19% reported multiple or other types of exploitation, such as criminal exploitation or organ harvesting.

There were **44 different nationalities** represented amongst our beneficiaries. The top nationalities represented were Albanian (22%), Vietnamese (10%) and Nigerian (6%).

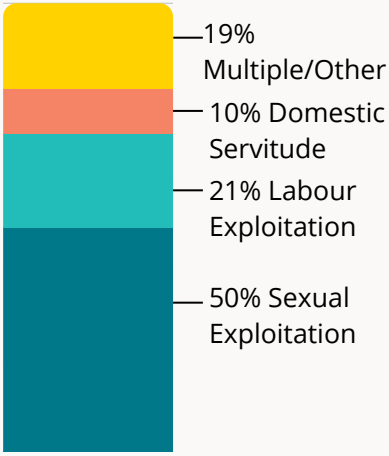
54% of our clients require interpreters some or all of the time. This means that interpreting is a large part of the cost of providing Casework and Counselling. It is vital that survivors have access to support in a language they can understand.

54% of our clients are also single parents, meaning that the family and dependent support provided by our Community team and Childcare Volunteers help support families to recover and thrive.

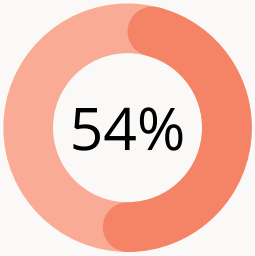
Gender Split



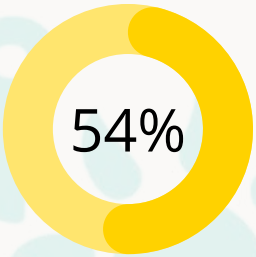
Types of Exploitation



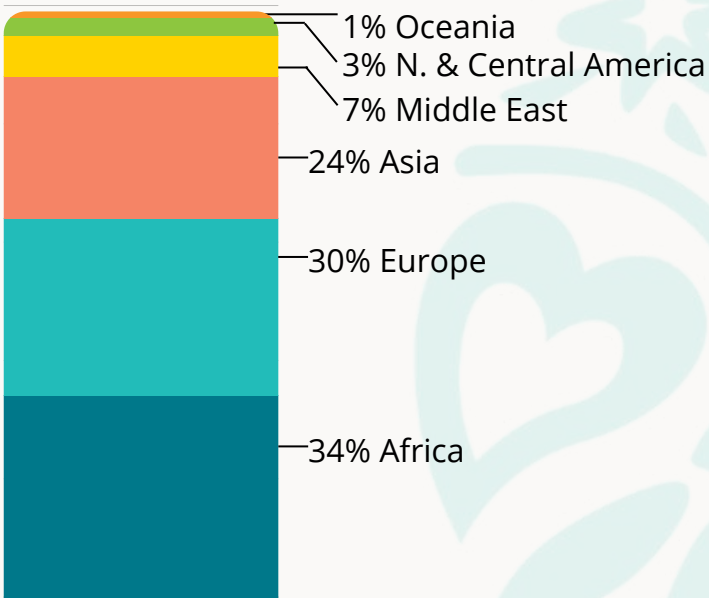
Single Parents



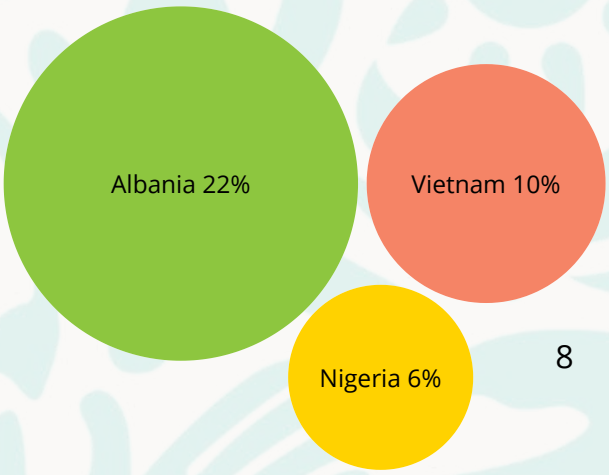
Require an Interpreter



Region of Origin



Top Countries



Summary of Core Activities:

Casework

The Casework team provide advocacy services to survivors of modern slavery and exploitation through the Reach-In element of the Modern Slavery and Victim Care Contract (MSVCC), as well as to individuals referred outside of Reach-In eligibility (those with positive Conclusive Grounds decisions post 4 January 2021).

Caseworkers work 1:1 with survivors to identify priorities and goals in advocacy and support, tackle challenges and build trust from a strengths-based and empowerment perspective. Caseworkers support clients to make informed choices, access their rights and entitlements, and build a positive future. Because recovery from exploitation is a journey, this support is not time-limited. Caseworkers journey with clients for an average of two years, but this varies from individual to individual.

Support includes, but isn't limited to, helping clients cooperate with police investigations, access legal support, get the right benefits, access safe and appropriate housing, enter education or employment, and improve family life and wellbeing.

Caseworkers form trusting relationships with clients in a trauma-informed way, helping clients to identify and take the next steps for them in building a safe and healthy future.

The casework team received 39 new referrals in 2023/24.



Over the year, the Casework team worked with 80 survivors of modern slavery and exploitation to achieve the following outcomes:

97% **Engaged** with Casework support at least once per month for six months

82% Received **emotional support** as part of Casework

60% Received advocacy to access **immigration advice**

71% Received advocacy around **housing**

55% Received support with **education, training or ESOL**

40% Of those with the right to work accessed **support to gain employment**

47% Received material assistance such as food bank referrals, household or individual grant referrals

- 50 **Foodbank** referrals
- 28 Referrals for individual or household grants

69% Received support to **access a solicitor**

- 41% Public Law
- 32% Family Law
- 13% Criminal Law

74% Received advocacy around benefits

- 91% Universal Credit
- 42% Child Benefit
- 40% Personal Independence Payments
- 25% Other benefit types

63% Asylum seekers at referral

- 52% Received leave by 2023/24

Casework

One of the main drivers of support need this year was poverty due to the cost of living crisis being felt acutely by our clients, who faced rising prices for food and household items without respective increases in their income.

This year we made **50 food bank referrals for 20 individuals,** as well as 11 individual grants of items and 17 referrals for household grants.

Demand for our service increased this year, beyond what we were able to support. By the end of March 2024, we had a Casework **waiting list of nine individuals.**

In order to help build capacity within the team, we reinvented our **Drop-In Service** so that individuals on the waiting list could attend to get their most urgent needs met whilst awaiting regular support. We were also able to use Drop-In to support clients who had exited the service, but required one-off pieces of work as they moved on.

Additionally, we saw an increase in referrals for individuals who had been victims of modern slavery who had not entered the National Referral Mechanism (NRM) at the point of contact with us, with these individuals making up 12% (10) of our referrals this year. After contact with Snowdrop, five (50%) of these individuals chose for us to facilitate a referral into the NRM.

We found that the government's messaging as a result of the Nationality and Borders Act (NABA), the Illegal Migration Act (IMA) and the Rwanda Act impacted our clients profoundly, with fewer adults consenting to enter the NRM, and many fearing they would be left unprotected. We saw this through the increase in referrals for those outside the NRM, as well as through the impact on our clients' mental health.

This year, we saw more referrals for mental health support. 65% of clients were referred for mental health support, including five crisis referrals.

In response to the continued lack of Independent Child Trafficking Guardians in South Yorkshire, we employed a **Child Trafficking Transitions Lead** and lowered our referral age for Casework to 16. Our Child Trafficking Transitions Lead role was designed to assess the existing provision in South Yorkshire, review and implement appropriate transitional safeguarding policies and procedures for young people from the age of 16 within Snowdrop, work with other agencies, including statutory agencies, to build knowledge of and capacity to address the specific needs of young people who had experienced modern slavery and exploitation in South Yorkshire, and support a small caseload of individuals from the ages of 16-25 to ensure their transition from child to adult services is smooth and appropriate. This work began in October 2023 and is ongoing.

Case Study: Child Trafficking Transitions

G had just turned 18 when he was referred to Snowdrop. He has refugee status and had been placed into a flat on his own, however he had been targeted several times by a local gang, who were trying to recruit him into exploitation by forcing him to sell drugs on the street where he had been living. This experience meant that he was barely sleeping, staying over at friends' houses and spending all his money on taxis to avoid walking down his street. He had tried to explain how much this was affecting him to his Personal Advisor in the Leaving Care service, but they had ignored him.

After being referred to Snowdrop, it became clear that he was a survivor of trafficking, but that this had never been identified throughout his time in care and when applying for asylum. It became even more obvious that it was not suitable for him to stay in the accommodation where he was being targeted for child criminal exploitation, and why he was being particularly badly affected by this experience with the local gang.

Through Casework support, it became clear that the Personal Advisor lacked knowledge and understanding of trafficking and why this needed to be taken seriously. He simply said that G was causing a fuss for no reason, and was lucky to have somewhere to live. It took weeks of advocacy, including writing a detailed letter to the Housing Department about his trafficking history and indicators, to eventually get them to understand his particular needs as a trafficking survivor and agree that he needed to be moved for his safety. G has now been added to the housing register with the highest priority to be moved as soon as possible.



Summary of Core Activities:

Counselling

109 individuals
58 new referrals

Our Counselling activities focus on 1:1 Counselling, our Counselling group (Hope Box) and Complementary Therapies (shiatsu, acupuncture, art therapy and trauma-informed yoga).

This year, we received 58 new referrals, and 109 individuals benefited from therapeutic services at Snowdrop.

Our approach to therapy can be described as the "bottom up" approach in response to trauma and Post Traumatic Stress (PTS) symptoms. Therefore, we take a holistic approach to trauma that seeks to help a person firstly calm their brain and nervous system.
Bessel Van der Kolk (one of the leading trauma specialists) states that at the heart of traumatic memory is an inability to integrate context:

"A traumatic memory is fundamentally a breakdown of the ordinary memory system. An ordinary memory system can integrate things with everything else that you already know in the context of your existing reality. But trauma doesn't fit in. Trauma cannot be integrated, and so it lives on as an isolated piece of the past that keeps coming back."

– Bessel van der Kolk, Expert Strategies for Working with Traumatic Memory

This lack of integration results in the person re-living the experience instead of remembering it. This re-living will cause the person's nervous system to react as though they are currently being abused or traumatised.

This methodical approach to understanding the body and its responses before engaging in spoken therapy is supported by recommendations in the British Association for Counselling and Psychotherapy.

'Trauma frequently disrupts the recall of the details and chronology of events...questions about traumatic experiences may trigger painful flashbacks and dissociation, and traumatised individuals are likely to actively avoid talking about such experiences for this reason.

Supporting [survivors] to develop coping strategies such as grounding techniques early in therapy can help to reduce the sense of current threat and provide a safe environment'

- (Oram and Domoney, 2018)



Counselling

Therefore, our pathways were developed with this approach in mind, and are described below:

Pathway	Pathway One (8-12 weeks)	Pathway Two (16–20 weeks)	Pathway Three (long term)
Client stability (Maslow's hierarchy of motivation).	Unstable, uncertain status and circumstances.	Client is able to manage current instability.	Clients are settled in housing and legal status, can self-regulate and are ready to process their trauma.
Client needs (mainly expressed in physical symptoms).	Client needs affect regulation, coping tools, grounding, and stabilisation.	Client is aware of the window of tolerance and ready to learn self-regulation. The client develops a sense of agency.	Re-connecting. We expect clients to refer and re-refer themselves. There is no specific time frame set in this pathway.
Counselling/ therapy focus.	Present /here and now. Psycho-education window of tolerance, short-term affect regulation, coping tools, grounding, body awareness. Functioning - sleep, eating, routine and supportive activities.	Present /here and now -aspects of the past triggered by current events. Client learning self-regulation, taking control in their life. Housing and immigration status is more stable.	Past trauma processing, integration, deeper insights into past, present, future.

The techniques used in Pathway One provide the individual with experiences and tools to both identify how the body is feeling and responding, and calm down the body's response.

Within **Pathway One,** clients have the opportunity to engage in trauma-focused yoga (group), 1-1 relaxation sessions (based on yoga principles), acupuncture, shiatsu and a wellbeing group (Hope box).



Cat Saelind - Yoga instructor

Counselling

Hope Box is a six-session group learning activity to guide clients in understanding trauma and using the body's senses to manage this. The sessions are practical and structured around building a 'hope box' full of interactive support tools such as bubbles, feathers, calming images, compassion statements, and box breathing details.

"Through counselling at Snowdrop, I am learning to be my own person and recognise abusive behaviour. In the two-plus years that I have been with Snowdrop, I truly believe that I have grown as a person both mentally and emotionally"

- Snowdrop client

Pathway Two offers talking therapy, including interpreters if necessary, to help clients actively learn about their window of tolerance, practice emotional regulation, discuss memories triggered by the present, and take control of their lives.

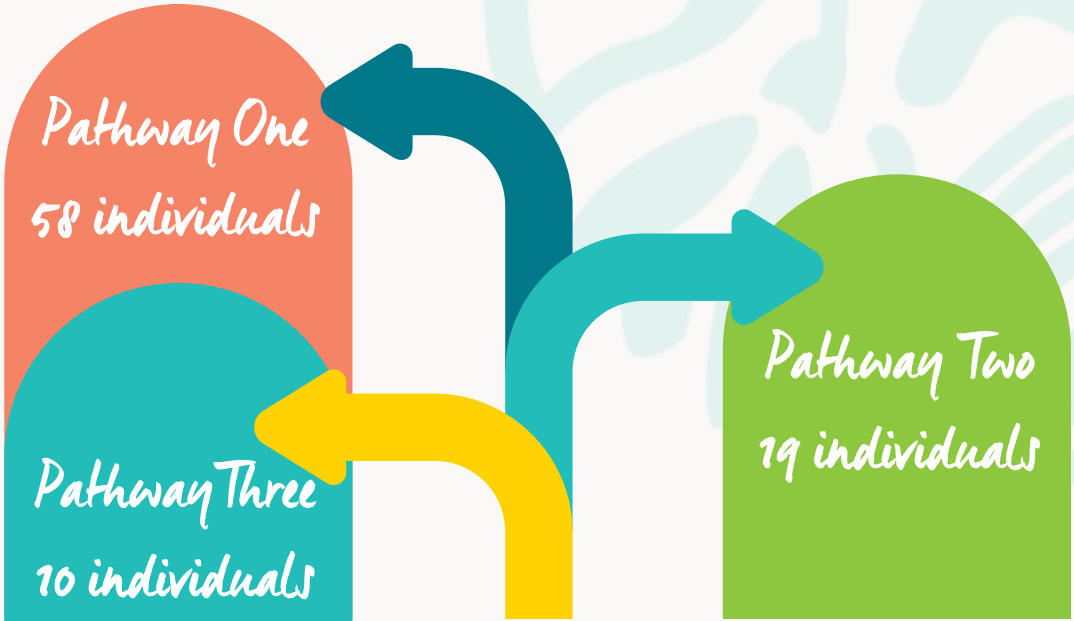
Counselling outcomes vary significantly, ranging from learning relaxation exercises, coping without alcohol, feeling more comfortable around men, getting rid of nightmares and negative thoughts, understanding why things are difficult and discovering oneself.

All clients who completed Pathway Two reported improvements in confidence, feeling in control, positivity, coping skills, quality of relationships, less anxiety and fewer depressive emotions.

Pathway Three is designed for clients who are ready to process deeper past traumas by remembering, processing and grieving what has happened. This pathway provides space for in-depth discussions about past traumatic experiences.

Most of our clients are assessed to be suitable for Pathway One Counselling services, as shown on the chart below. However, over time, clients can engage with and move through the pathways as they journey through their recovery. Over time we see the percentage of clients in Pathways Two and Three increase.

This year, we completed **45 new assessments**, and individuals assessed in the following pathways:



Counselling

Clients engaging in Complementary Therapies such as shiatsu, acupuncture, art therapy and trauma-informed yoga described the impact that their sessions had on their wellbeing:

"That really helped me, helped my leg, look I can bend now, I couldn't do that when I first came in, I am in heaven."

"Your [sic] excellent, Good is an understatement. I am always encouraged. Friendliness helps me relax, then I can trust and helps me open up my pain."



During the year 2023/24, 25 individuals received 1:1 counselling, 23 participated in groups, 19 accessed Complementary Therapies and 13 completed their Counselling cycle at Snowdrop.

Our waiting list grew this year, with 80 individuals waiting for assessment or for 1:1 Counselling.

25 Received 1:1 counselling

23 Participated in Groups

19 Accessed Complementary Therapies

13 Completed Counselling cycle



'[Yoga] provides me with a safe space where I can totally relax my body. Usually, my body is so tense and sore because of my life. I am more aware of my body. It provides me with techniques I can use to bring myself back to calm when I am feeling anxious and where I don't have so much pain. The group is fun and amusing. I love the games, I missed that part of my life, my childhood. I feel safe and comfortable, and it's improved my communication skills.'

Yoga Group Participant

Measuring success:

Our initial assessment tools are as follows:

- The Posttraumatic Maladaptive Beliefs Scale (PMBS) for the Counselling service in Pathways One, Two and Three
- The Measure Yourself Medical Outcomes Profile (MYMOP) for Complementary Therapies (shiatsu, acupuncture and yoga) in Pathway One.

Following the PMBS assessment, the Counsellor may choose to use several different measurement tools throughout the course of the Counselling. The answers within the PMBS then guide the tools selected.

For example, current tools that are used include the following:

- Composite International Diagnostic Interview (CIDI) – used in diagnosing complex PTSD.
- Difficulties in Emotional Regulation Scale (DERS) – emotional regulation measure
- PCL-5 – a scale used by the NHS to self-report on the 20 DSMV-5 symptoms of PTSD
- GAD7 – measures anxiety
- PHQ9 – measures depression
- DES-II - measures dissociative experiences
- ACES – Adverse Childhood Experience questionnaire

These tools are used to assist the learning of the therapist and client in their development.

The PMBS is a 15-item scale that measures maladaptive beliefs about life circumstances that may occur following trauma exposure.

Responders are provided with a list of beliefs that people sometimes have in response to stressful life experiences and are asked to indicate how true they believe each statement to be. The scale is comprised of three subscales:

- Threat of harm
- Self-worth and judgement
- Reliability and trustworthiness of others

We see clients progress during the course of their therapy, both in their self-reporting as well as in an overall improvement in individual PMBS scores. The most pronounced improvement in Pathway One clients.

Overall, clients experienced a reduction in their perception of threat of harm by 6.3%, an improvement of 5.7% in self-worth and judgement, and an improvement of 4% in the reliability and trustworthiness of others along the PMBS scale.

Pathway One clients peaked in their improvement on average in the subscale ‘self-worth and judgement’ by 13.8 %, with specific improvement in response to the questions ‘I don’t feel confident that I can make good decisions for myself’ and ‘I comfort myself very well when I am upset’. The ability to self-regulate and practice techniques to calm down the nervous system are the specific goals in Pathway One.

Counselling Case Study: Davina

Davina (name changed) and her husband are married with two children. Davina's husband worked as a lorry driver in their home country, making just enough money to make ends meet. However, when his lorry broke down, Davina's husband struggled to support his family. Facing rising debts, Davina's husband was offered work by a criminal gang, who forced him to smuggle drugs across the border. Davina's husband eventually left the gang, but had to do into hiding due to fears for his safety. This left Davina to support her two children alone.

Davina's son was attending university in the capital when he was targeted by the same gang and also had to go into hiding. Eventually, the gang targeted Davina, who was kidnapped on her way home from work. Davina was forced into prostitution by the criminal gang.

After a number of weeks, Davina managed to escape the premises where she was being held by the gang. She returned home to find her teenage daughter, and together they fled their country, eventually making it to the UK with the aim of seeking asylum.

When Davina came to Snowdrop, she was suffering from debilitating trauma symptoms including frequent panic attacks which she felt she would not survive, and terrifying nightmares. She was too scared to go out alone and was completely reliant on her daughter to go anywhere.

She had also recently received a negative asylum decision from the Home Office, so was very anxious they would be returned to her home country.

Davina wanted to use Snowdrop's Counselling service to feel more confident going out on her own. She wanted to be able to go to a coffee shop, attend college and do her shopping. She wanted her nightmares to reduce and to carry less tension in her body.

Davina's Counsellor worked with her to regulate her emotions. Davina learned grounding techniques which she can use after a panic attack or nightmare. She found breathing techniques and affirmations very useful, and has started using muscle relaxation techniques before bed to help her sleep.

Davina also found taking a bus very stressful, so Davina's Counsellor taught her a soothing technique, using a small stone, which Davina can take in her bag and subtly massage in her hand when needed.

Davina had been fearful she would never recover, and had asked her Counsellor if she was losing her mind. Her Counsellor worked with her to improve her understanding of trauma responses, in the brain. Davina learned to identify when she was responding to a sense of threat and learned breathing techniques to sooth and calm herself when needed.

Now, Davina is able to travel to different places on her own and has regained her independence. Her nightmares and panic attacks have reduced and she is able to calm herself when needed.

She is hopeful about the future, and believes that she can build a new life for herself and her daughter in the UK.



Counselling



Over the last year, our therapeutic team has established the 'Bubbles' group as a vehicle for service users to provide feedback and share their experiences with Snowdrop. Bubbles was conceived, named and designed by survivors completing Hope Box who wanted to stay connected as a group. Bubbles provides the space for participants to meet with friends and enjoy regular social interaction in a trusting and safe environment. The group meets weekly, and the ideas and feedback collected have informed the development of this work programme.

We have also identified that there is a significant gap in services for those who are so traumatised that they are unable to access therapeutic support at all. These clients are often in our advocacy service, but are unable to access mental health support for two reasons. Firstly, they struggle to consistently leave their homes, which means that they are unable to attend traditional therapeutic support, which only occurs outside their homes. Secondly, their distress can be so severe and acute that when statutory mental health services assess them, they are deemed "too severe" to be offered support, and they default to crisis mental health support, which is not adequate to meet their long-term needs and can result in sectioning under the Mental Health Act.

People in this situation are not being served by our current services or the statutory mental health care available through the NHS. This has meant we have developed "Pathway Zero", and we are seeking funding for an intensive psychotherapist who will work in partnership with a client's Caseworker to provide mental health support in a client's home, to support those clients into traditional therapeutic services either at Snowdrop or other appropriate community mental health services. We are very optimistic about the potential for this work.



Summary of Core Activities:

Community Activities

Community Activities are an integral part of what we do at Snowdrop to improve skills, reduce isolation and facilitate healthy community and relationships amongst our clients.

We run three main activities: **Toddler Group, Sewing** and **English/Digital Skills.** We also run holiday clubs and a variety of one-off activities and cultural celebrations throughout the year.

This year, 128 individuals benefited from our Community programme, with 153 sessions delivered.

Toddler Group supports parents of babies and pre-school children to play together and practice their English skills. It helps prepare children for nursery places and supports single parents with their confidence and wellbeing, and to form strong, positive relationships with one another.

This year, we said farewell to the volunteer who founded the group, **Helen Jones,** who moved away from Sheffield. Helen started Toddler Group when clients expressed that they were struggling to integrate with the existing groups in the city, which were primarily geared towards professional women on maternity leave. Clients faced multiple barriers to attend, including language and culture, as well as difficulty with small-talk, such as, “how did you come to Sheffield?” The Toddler Group at Snowdrop feels more accessible, safe and welcoming, where clients don’t have to explain their backgrounds.

An example of the strong relationships formed is that when one of our regular Toddler Group mums was suddenly relocated to Newcastle, a group of her friends from Toddler Group worked together to save money to travel and visit her in Newcastle.

There were 40 sessions of Toddler Group delivered, attended by 31 adults and 43 children.

128 individuals
153 sessions
delivered











Summary of Core Activities: Community Activities



Sewing Group runs in term time and supports clients to learn new, or develop existing, sewing skills, both in needlecraft and machine sewing. Clients start out sewing cushions, and can develop their skills from there. Volunteers with sewing skills are on hand to support clients to make items and create their own patterns. The freedom and creativity sewing brings to clients is an important part of building confidence. One of our clients, who was new to sewing this year, took the skills she learned and created a pattern to make a bonnet on her own.
There were **24 sessions of Sewing** this year, with 19 clients attending.





Our English and Digital Skills Groups are run in partnership with Hope English School. There were 24 sessions of ESOL and 24 sessions of Digital Skills offered, with 28 clients attending. Clients develop English Language and digital literacy skills, which are vital for improving their employability and confidence. One of the women in Digital Skills learned word processing, and created a feedback form for the class.



This year, our one-off and holiday activities were often and varied, encompassing holiday celebrations such as Christmas, Eid, the Lunar New Year, as well as cultural celebrations including a coronation party to mark the coronation of King Charles. We also offered craft activities and skills development courses through partners including Lush, laser cutting, jewellery making and wood block printing. Children and families also benefited from holiday clubs running in half-term and summer holidays. Sessions included circus skills, a pumpkin party and a 'Back to School' event. In total, we ran **23 one-off and additional sessions this year, benefiting 122 adults and 71 children.**







Our Community team supports the Counselling team by offering childcare to parents receiving Counselling, as well as for some of our activities geared towards adults only. In total, the Childcare team delivered **440 hours of childcare** to survivors, so they could attend Counselling or wellbeing activities.











"I feel really happy at sewing class. I can be myself. I make dresses for my daughter, which I enjoy a lot. I'm always waiting impatiently for the next class!"
- Snowdrop Client

Summary of Core Activities:

Renovations

The housing environment had a big impact on our Renovation programme this year. The government abruptly changed the minimum amount of time refugees are given to leave their asylum accommodation from 28 to seven days. This put a lot of additional pressure on local authorities to source additional interim and temporary accommodation for clients.

This, combined with the lasting impact of Covid on the housing system, meant that the time clients were spending in interim and temporary accommodation greatly increased, decreasing the demand for renovations.

At the same time, our Renovation Club initiative was incredibly successful, and we are proud to have engaged with both individual and corporate volunteers to help make houses into homes for survivors of modern slavery and exploitation.

The transformations of homes for these families comes at an integral time during their journey to recovery, and the ability to settle into a home which they have made choices about, and which feels clean and decorated, helps ease this transition into independence and safety.

We are so grateful for the volunteers who gave their time and energy to make such a meaningful impact on the lives of our clients in creating a home.



7 Renovations



92 Volunteers



19 Days





"When our client first viewed her new house, her daughter hated it and kept asking to leave. When they went back after the renovation, however, and she saw her new bedroom, she was ecstatic! She walked in and started chanting, "pink! pink! pink! pink!" over and over. I saw the client and her daughter recently, and when I asked if she liked her bedroom, she smiled and nodded. She really loves it." - Becky, Community Development Manager

Training

We delivered **25 training sessions to 168 participants** this year, both in person and online, through our training initiatives as coordinated by our Training, Policy and Research Lead.

Modules delivered included: **Introduction to Modern Slavery, Complex Trauma, Empowerment and Anti-Oppressive practice,** as well as bespoke sessions.

Participants included charities specialising in migration and refugees, youth, women's and anti-slavery causes, universities, the NHS and individuals.

Feedback from participants saw **95% rating the training as very good or excellent,** and participants reported:



"Incredibly knowledgeable facilitators, and I liked how this translated into activities which helped map out how I could best approach my practices to effectively support my clients. It felt like a safe, calm and comfortable environment where openness and receptivity were welcomed."

"Thank you, the trainer was engaging, professional, experienced and honest. She had just the right balance between giving opinion and fact which made the training interesting and impactful."





168 individuals trained

25 Sessions delivered

95% good or excellent ratings

Policy



Our policy work continued to progress this year in a difficult economic and political climate. This year, we saw the passage of the Illegal Migration Act, and the imminent passage of the Rwanda Bill, both of which stripped protections from survivors of modern slavery and made it more difficult for them to access support.



Our policy focus is on sharing best practice in terms of support provision, advocating for long-term support for individuals, and improving access to support for survivors of modern slavery in the UK. Our work is informed by the data and trends from our frontline service provision, and we collaborate strategically with partnerships to combine our collective voice.

We are part of the Anti-Trafficking Monitoring Group (ATMG), the Human Trafficking Foundation (HTF), and the Modern Slavery Engagement Forum (MSEF), all of which we participate in regularly.



Through ATMG, we collaborate with the UN Human Rights Committee, UN Special Rapporteur on Trafficking in Persons, and the Council of Europe's Group of Experts Against Trafficking in Human Beings (GRETA).

We regularly contribute to requests for case studies and reports for the above groups, and this year submitted evidence to the All Party Parliamentary Group (APPG) on Poverty and Migration.

This year, we have worked to cultivate relationships with our local MPs. We welcomed visits from Paul Blomfield and Olivia Blake.





"As Independent Anti-Slavery Commissioner, I am committed to advocating for the needs of all victims and survivors of modern slavery. That is why it was great to spend time with Rachel and the team at Snowdrop to hear the incredibly valuable services that they provide to clients.

This holistic, long-term support, with the individual at the heart of it, is essential for victims and survivors of modern slavery and human trafficking, whose needs are unique. I look forward to working with Snowdrop as they continue to empower and support people during their recovery journey."

- Eleanor Lyons, Independent Anti-Slavery Commissioner

We were also pleased to welcome Eleanor Lyons, the UK's Independent Anti-Slavery Commissioner, to Snowdrop in January. Eleanor took up the role in December 2023, after the post had been vacant for 18 months. She was interested to hear about our work supporting survivors of modern slavery, and we valued the opportunity to join her in calling for improved practice and access to support for survivors of modern slavery.

IMSA Model Development- Phase Two begins

In partnership with Hope for Justice and the British Red Cross, we completed Phase One of the Independent Modern Slavery Advocate (IMSA) model partnership, which included hosting 15 sector workshops over two years to create a best-practice model that can be rolled out nationally, similar to the roles of Independent Sexual Violence Advocates (ISVAs) and Independent Domestic Violence Advocates (IDVAs).

The National Referral Mechanism – the government's system for identifying and referring potential victims of human trafficking and modern slavery – states in its handbook that, ***"adult victims of trafficking should have an allocated advocate…[this] should be a recognized professional role, accredited or officially recognized by competent authorities, national authorities, law enforcement authorities and statutory social services."***

Independent Modern Slavery Advocates (IMSAs) empower survivors of modern slavery to make informed choices about their own recovery. IMSAs are trained experts who work alongside survivors to provide holistic advocacy, tailored to the individual and designed to meet both their social needs and legal rights. IMSAs work with survivors to help them access their legal rights and entitlements, overcome obstacles and navigate complex legal systems and services.

The Snowdrop Project has collaborated with Hope for Justice and the British Red Cross, in addition to consultants with lived experience of modern slavery, to develop a framework for the accreditation of IMSAs in the UK.

Developing this accreditation will improve the standards, professionalism and consistency of care for survivors of modern slavery in the UK, helping survivors access the support they need to rebuild their lives. The IMSA Model Development initiative was first launched in 2021, with the aim of establishing an accredited framework which can be used to deliver a standardised IMSA service to survivors in the UK. The initiative is taking place in three stages:

Stage One: The first stage involved extensive consultation between Hope for Justice, the British Red Cross, Snowdrop, frontline staff and consultants with lived experience. The consultation process finished in May 2023, and involved organisations and representatives from across the UK and all sectors.

Stage Two: The second stage launched on 28th September 2023. The findings from Stage One were shared and the draft of the accredited framework was presented.

Stage Three: The last stage of the IMSA Model Development will see the final version of the accredited framework rolled out across the UK. At this stage, the initiative will have achieved its aim of establishing a standardised, professional and consistent level of care for survivors of human trafficking and modern slavery in the UK, through the provision of an accredited framework for IMSAs in the UK.

The partnership will continue as we seek funding to pilot the IMSA model within our respective organisations and within the devolved nations, with a view to piloting the role nationally.

Volunteers and Placement Students

Volunteers remain a key part of our service delivery. During the year, we engaged a record **125 volunteers** across our different programmes. We engage volunteers in a variety of ways throughout the service.

Volunteer Caseworkers work 1:1 with up to two clients each week, supported by a Senior Caseworker, to identify and support clients to achieve their goals, advocate for their rights to housing, immigration advice, benefits, education, training and employment, and provide practical and emotional support as clients progress towards independence.

Befrienders work with clients 1:1 to promote wellbeing, support clients to attend appointments and outings. They are typically paired with one client and supported by a Senior Caseworker.

Childcare and Activity Volunteers support our Community Activities by providing supervision for children during activities. They also help with organising and running activities that support wellbeing, reduce isolation and promote skill development.

All Volunteer Caseworkers, Befrienders, Childcare and Activity Volunteers receive training and supervision from our expert members of staff. Volunteering increases our capacity to work with more survivors, invest in volunteers through training and keep our practice up to date, both through training and learning from our volunteers. We are incredibly grateful to all the volunteers who have given of their time and talents this year.

Our **Renovation Club** utilised **92 volunteers** from businesses and the community. These volunteers give a one-off day or two to paint and decorate at renovations.

We also welcomed volunteers from Irwin Mitchell, who gave their time to decorate the offices for our annual Christmas party.



Volunteers and Placement Students



In addition to volunteers, we also work with local universities and colleges to host placement students throughout the year. This year we worked with **eight placement students** in total, including two students on the Children and Families course at Sheffield Hallam within our Community team. We also worked with one Master of Social Work student (2nd Placement) and two Learning Disability Social Workers from Sheffield Hallam, who were hosted within the Casework team. Our Counselling Team worked with four placement students.



Each of the placements increases our capacity to support survivors, feed into and learn from best practice in universities and Higher Education, as well as contribute to the education of future leaders.



Fundraising Activities

The fundraising environment this year was increasingly competitive, as individuals and businesses across the UK felt the cost of living crisis continue to bite. This impacted the grant fundraising environment as well, with many grant funders experiencing increased demand, as donations from individuals and events fell. Success stories for the year included support from corporates through giving and volunteering in the Renovation Club - the Growth Company, Job and Talent and local DWP staff all gave time to make a house a home for Snowdrop clients.

We were one of the chosen charities for the University of Sheffield's "Baby Bummit" event, which raised £5468 for Snowdrop as teams of students competed to hitchhike to Glasgow.

In the community, two groups of fundraisers undertook the Yorkshire Three Peaks and two individuals ran the Manchester Half Marathon for Snowdrop. In total, our Community fundraising efforts raised an income of £7,978.

Snowdrop was a charity partner for both the Sheffield Half Marathon and the Sheffield 10k. Together, these events raised £7,965.

Over the course of the year, we engaged 65 people in fundraising, as well as 20 volunteer marshals for the Run for All Half Marathon and 10k events.

This year, we also had 16 individuals fundraise and take part in our Kilimanjaro climb, which took place in August 2024.






















"It really was a pleasure to play a small part in the important work that Snowdrop does and we hope that the family are very happy in their new home!" – Job and Talent

Fundraising Activities



We saw success with our targeted campaigns this year as we increased our capacity with donor relations and communications. We saw our reach on Facebook increase to 68.2k people, an increase of 308.1% on the previous year. Our Instagram reach also increased by 72.6% to 7.5k people, and our reach on Linkedin was just over 16k people. We received 251 new individual donations across the financial year. This is a key area of development of our fundraising going forward.

We faced some significant challenges in fundraising this year as well, specifically in Events fundraising, which faced a large cliff edge. After investing in capacity to increase events fundraising in the last financial year, we made the post redundant in August 2023. We believe this is largely due to the cost of living crisis, as we saw few sign ups for events. Those who did take part in events struggled to raise money, such that a number of our planned smaller events were no longer viable, such as the sponsored dog walk. We also took the decision not to run our Snowdrop gala this year as we struggled to secure sponsors, and lacked capacity within the team to make the event viable.

Corporate Support

Corporate partnerships were a big success this year, with support from Howmet Aerospace and Thornbury Hospital amongst others. We also saw some corporate fundraising events take place, such as Integra Quality Ltd.'s 'Skydive for Snowdrop', which raised £7,141.

A big thank you to Howmet Aerospace, BJSS, Thornbury Hospital, Pints of Sheffield, Irwin Mitchell, DLA Piper, Maebell & Bo, The Soroptimists and Verus Recruitment for their support.



Snowdrop PROJECT
Charity no: 1158856

Thank you for your support

Scan to donate

Future Plans

This year, Snowdrop's founding CEO, Lara Bundock, left the organisation in September 2023. She was succeeded by our current CEO, Rachel Medina. The next year will be a year of consolidation, strategic thinking and preparation for the future.

In the next financial year, we will launch our next three-year organisational strategy to develop the organisation, with a view towards building back our reserve position after three years of deficit spending. We will invest in our Fundraising team to increase our capacity for growth and raising additional funds to advance our charitable aims.

We will continue to pursue our IMSA model collaboration with Hope for Justice and the British Red Cross.

We are aware that the next Modern Slavery and Victim Care Contract will be coming to an end and we will be evaluating our strategic position and participating in Early Market Engagement events to feed in to the next iteration of the contract. We will also be collaborating with other subcontractors to deliver the Reach-In element of the current contract.

We anticipate that the cost of living crisis will continue, which will likely mean it will continue to be a challenging fundraising environment.



Financial Commentary

Overview

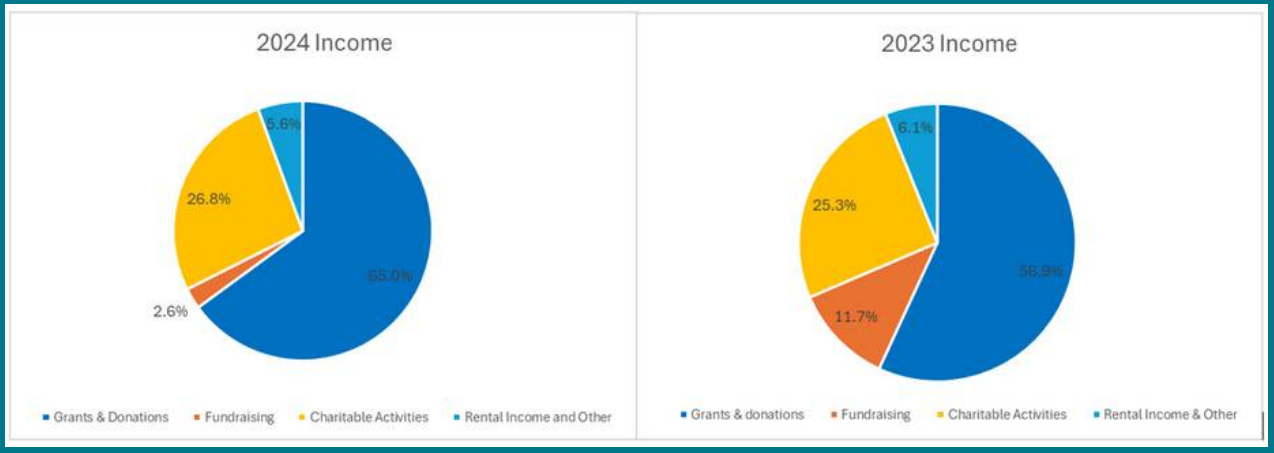
During the financial year to the 31st March 2024, the Snowdrop Project raised income of £691,074 (2023 £748,303) across all activities, and incurred total expenditure of £749,847 (2023 £858,746). This resulted in a net loss of £58,773 (2023 £110,443 loss), arising as the cost of living crisis continues to cause rising costs and a challenging fundraising environment.

Principal Sources of Funds

During the financial year to the 31st March 2024, the Snowdrop Project raised income of £691,074 (2023 £748,303) from all activities as follows:

The Snowdrop Project	2024	2023
Source of Funds	**£**	**£**
Grants & donations	448,960	425,865
Fundraising	18,055	87,286
Charitable Activities	185,264	189,603
Rental Income & Other	38,795	45,549
	691,074	**748,303**

The Snowdrop Project's activities in the financial year to the 31st March 2024 were funded predominantly through grants and donations income, which made up 65.0% (2023 56.9%). The remaining funding arose from charitable activities, which made up 26.8% (2023 25.3%). Fundraising made up 2.6% (2023 11.7%) and other income made up 5.6% (2023 6.1%).

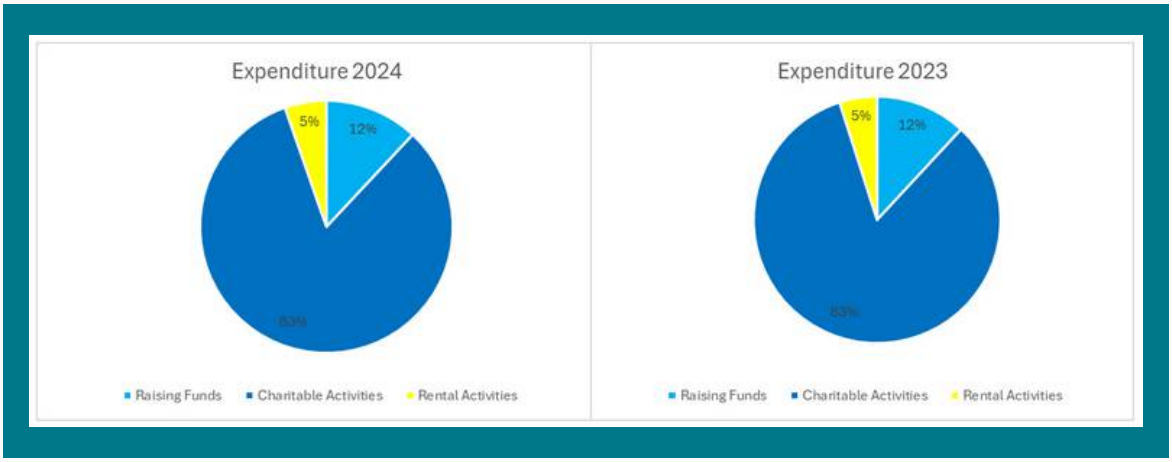


Expenditure

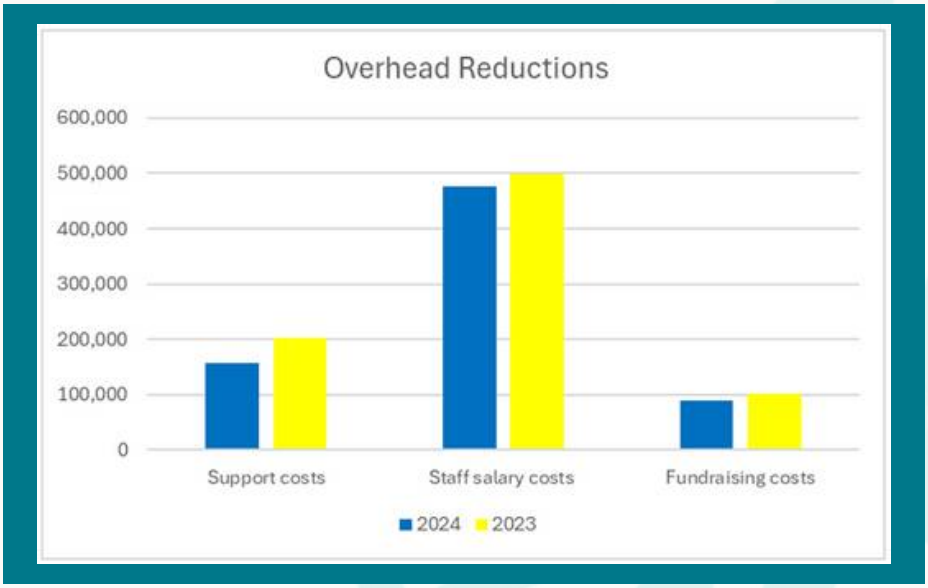
During the financial year to the 31st March 2024, the Snowdrop Project incurred total expenditure of £749,847 (2023 £858,746) as follows:

The Snowdrop Project	2024	2023
Expenditure	**£**	**£**
Raising Funds	89,738	102,173
Charitable Activities	620,168	714,358
Rental Activities	39,941	42,215
	749,847	**858,746**

Expenditure to 31st March 2024 was predominantly incurred on charitable activities (83%), rental activities (12%) and raising funds (5%), which is consistent with the prior year:



Overall expenditure decreased to £749,847 (2023 £858,746), with the principal decreases being within the following sub-categories:



Support costs fell in 2024 due to a significant reduction in property renovation costs. Fundraising costs in 2023 included costs related to the Kilimanjaro Challenge.

Year End Reserves

Year-end total reserves were £495,841 (2023 £554,614) comprising general funds £176,295 (2023 £246,918), restricted funds £40,404 (2023 £28,975), and designated funds in respect of the property purchase and renovations £279,142 (2023 £278,721).

Restricted & Unrestricted Income

Restricted Income as shown in the Statement of Activities was £365,705 (2023 £267,737). Grants, donations and legacies raised to fund specific programme costs totaled £244,448 (2023 £130,588). Income from charitable activities was £121,257 (2023 £137,149) principally from the Big Lottery Fund to support Casework and Counselling.

Unrestricted Income totaled £325,369 (2023 £480,566). Grants and donations income accounted for £204,512, or 62.9% (2023 £295,277 or 61.4%) of unrestricted income. Charitable activities income increased to £64,007 or 19.7% (compared with 2023 £52,454 or 10.9%). Fundraising activities income fell to £18,055 or 5.5% (compared to £87,286 or 18.2% in 2023 owing to a major fundraising event climbing Kilimanjaro). The balance of unrestricted income - £38,795 or 11.9% (2023 £45,549 or 9.5%) - arose mainly from rental income.

Investment Policy

The level of the charity's reserves is such that funds are invested for the short term rather than long term. The criteria for investment are that the financial institution should have ethical credentials, offer a competitive rate of return in the marketplace and be a low-risk investment.

Returns on investments are modest but rising, due to higher interest rates, realising £1,255 in the year ending 31st March 2024, compared with £1,048 in the previous year.

Reserves Policy

- The Trustees have reviewed the Charity's reserves policy and this has been determined to aim to maintain a level of free reserves (general funds excluding tangible fixed assets) equal to a minimum of four months and a maximum of six months budgeted unrestricted expenditure plus mortgage payments. The policy aims to ensure there is a buffer to accommodate fluctuations in income, and if necessary, enable management to reduce expenditure whilst fundraising activities are undertaken to increase income.
- Free reserves at the 31 March 2024 were £165,693- or 3.5-months reserve cover based on unrestricted expenditure and mortgage payments for 24/25. This is below the minimum reserves target and the budget for 24/25 was set to generate a small surplus aimed at returning the reserves cover to at least four months.
- A designated fund of £279,142 was held at the 31 March 2024 in respect of the funds spent on purchasing and renovating the Castle Green premises (2023 £278,721).
- The Snowdrop project also held restricted reserves at year end of £40,404 (2023 £28,975). These are not considered as part of the reserves policy as they are held only if required to organise the relevant programme.

Reference and administrative information

Charity Number: 1158856
Principal Office: Castle Green, 7 Castle Street, Sheffield, S3 8LT

Board of Trustees

Tim Elgar	Chair	appointed 16 February 2017	resigned 6 February 2024
Samantha Dixon	Chair	appointed 22 November 2022	
Jon Kenworthy		appointed 28 July 2018	
Darren Wake		appointed 28 November 2019	
Jan Harwood		appointed 24 September 2020	
Lisa Domoney		appointed 4 October 2022	
Khurum Sethi		appointed 25 July 2023	

Secretary

Juliet Hayes (non-voting administrator)

Key management personnel

Lara Bundock — Chief Executive Officer until September 2023
Rachel Medina — Chief Executive Officer from September 2023

Advisors

Bankers: Reliance Bank Limited, Faith house, 23-24 Lovat Lane, London, EC3R 8EB

Independent examiner: Seven Hills Accountants Limited
57 Burton Street
Sheffield
S6 2HH

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be 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 business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

The board of trustees declare that they have approved report above on 11/12/2024

Signed on behalf of the board of trustees by:

SDix

Samantha Dixon
Chair of Trustees

Independent examiner's report to the trustees of the Snowdrop Project

I report to the trustees on my examination of the accounts of The Snowdrop project (the Charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

Your attention is drawn to the fact that the charity has prepared the accounts (financial statements) in accordance with the relevant version of the 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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

Signed: S Lightfoot

Sarah Lightfoot FCA DChA
Seven Hills Accountants Limited
57 Burton Street
Sheffield
S6 2HH

Date: 16/12/2024

The Snowdrop Project

Statement of financial activities (incorporating the income and expenditure account)
For the year to 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Unrestricted funds £	Restricted funds £	Total 2023 £
Income from:							
Grants, donations and legacies	**2**	204,512	244,448	448,960	295,277	130,588	425,865
Charitable activities	**3**	64,007	121,257	185,264	52,454	137,149	189,603
Fundraising activities		18,055	-	18,055	87,286	-	87,286
Bank interest		1,255	-	1,255	1,048	-	1,048
Other activities	**4**	37,540	-	37,540	44,501	-	44,501
		325,369	**365,705**	**691,074**	480,566	267,737	748,303
Expenditure on:							
Raising funds	**5**	89,738	-	89,738	102,173	-	102,173
Charitable activities	**6**	270,554	349,614	620,168	424,031	290,327	714,358
Rental activities	**8**	39,941	-	39,941	42,215	-	42,215
		400,233	**349,614**	**749,847**	568,419	290,327	858,746
Net income/(expenditure)		**(74,864)**	**16,091**	**(58,773)**	(87,853)	(22,590)	(110,443)
Transfers between funds	**20**	4,662	(4,662)	-	14,000	(14,000)	-
Net movement in funds		**(70,202)**	**11,429**	**(58,773)**	(73,853)	(36,590)	(110,443)
Total funds brought forward		525,639	28,975	554,614	599,492	65,565	665,057
Total funds carried forward		**455,437**	**40,404**	**495,841**	525,639	28,975	554,614

The Snowdrop Project

Balance Sheet
As at 31 March 2024

	Notes		2024		2023
		£	£	£	£
Tangible assets	**11**	622,579		644,577	
Intangible assets	**12**	25,020		24,900	
			647,599		**669,477**
Current assets					
Debtors	**13**	28,142		19,283	
Cash at bank and in hand		200,889		233,931	
Total current assets		229,031		253,214	
Creditors: amounts falling due within one year	**14**	(63,273)		(35,242)	
Net current assets			**165,758**		**217,972**
Total assets less current liabilities			**813,357**		**887,449**
Creditors: amounts falling due after more than one year	**16**		(317,516)		(332,835)
Total net assets			**495,841**		**554,614**
Represented by:					
Funds of the Charity					
Restricted income funds	**18**		40,404		28,975
General funds		176,295		246,918	
Designated funds - property purchase and renovations		279,142		278,721	
Total unrestricted funds	**19**		455,437		525,639
Total funds	**21**		**495,841**		**554,614**

Approved by the board of trustees on 11/12/2024

Signed on behalf of the board by:

Samantha Dixon
Chair of Trustees

The Snowdrop Project

Statement of Cash Flows
For the year ended 31 March 2024

	Notes		2024		2023
			£		£
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	**24**		8,194		(54,712)
Cash flows from investing activities					
Investment income		1,255		1,048	
Purchase of fixed assets		(6,662)		(37,665)	
Purchase of intangible assets		(10,080)		-	
Net cash (used in)/provided by investing activities			(15,487)		(36,617)
Cash flows from financing activities					
Repayment of borrowing		(25,749)		(25,748)	
Net cash provided by/(used in) financial activities			(25,749)		(25,748)
Change in cash and cash equivalents			(33,042)		(117,077)
Cash and cash equivalents at the beginning of the year			233,931		351,008
Cash and cash equivalents at the end of the year			200,889		233,931

The Snowdrop Project
Notes to the Accounts
For the year to 31 March 2024

1 Accounting Policies

(a) General

The Snowdrop Project is a charitable incorporation organisation. In the event that the charity is wound up, the liability in respect of the guarantee is £nil per member of the charity. The principle address is given in the charity information on page 19 of these financial statements.

The accounts (financial statements) have been prepared in accordance with the relevant version of the 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) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice. The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the relevant version of the 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) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Snowdrop Project meets the definition of a public benefit entity under FRS 102. The financial statements are prepared under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £.

(b) Income

Income is recognised when the organisation has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from services provided is included in the year in which the service took place.

Investment income is included when receivable.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

(c) Donated goods and services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item 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.

On receipt, donated 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.

(d) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(e) Tangible assets

Depreciation has been calculated to write down the cost or valuation, less estimated residual value, of all tangible fixed assets over their expected useful live, as follows:

Freehold buildings	50 years
Freehold building improvements	20 years
Fixtures, fittings & equipment	25% - 33% Straight Line

Individual items under £250 are written off in the year in which the expense is incurred.

1 Accounting Policies (continued)

(f) Intangible assets

Intangible fixed assets are amortised at rates calculated to write off the assets on a straight basis over their estimated useful economic lives:

Website costs	3 years straight line
CRM system	3 years straight line

(g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(h) Creditors

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

(i) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(j) Pension costs and other post-retirement benefits

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

(k) Funds

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Designated funds are funds set aside at the discretion of the trustees for specific projects.

Restricted funds are to be used for specific purposes as laid down by the funder.

(l) Taxation

As a charity, the organisation is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

(m) Operating leases

Rental payable and receivable under operation leases are charged to the SOFA on a straight line basis over the period of the lease.

(n) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that there are no material uncertainties about the charity's ability to continue as a going concern as they consider that the charity will continue to operate for 12 months from authorising these financial statements.

2 Income from grants, donations and legacies

	Unrestricted Funds	**Restricted Funds**	**Total 2024**	Unrestricted Funds	Restricted Funds	Total 2023
	£	**£**	**£**	£	£	£
AB Charitable Trust	22,000	-	22,000	22,000	-	22,000
Anti Slavery International	-	-	-	1,257	-	1,257
B&Q Foundation	-	10,000	10,000	-	5,000	5,000
Brown Source Charitable Trust	15,000	-	15,000	15,000	-	15,000
Benefact Trust	-	13,533	13,533	-	-	-
CMS Foundation	-	-	-	500	5,000	5,500
Charles Haywood Foundation	-	-	-	-	25,000	25,000
Dixon Pitchfork Charitable Trust	-	-	-	750	-	750
Fund for Human Need	-	220	220	-	-	-
Garfield Weston Foundation	-	-	-	40,000	-	40,000
Gay & Peter Hartley's Hillards Charitable Trust	-	-	-	-	1,000	1,000
Hyman Winstone Foundation	-	-	-	500	-	500
Human Trafficking Foundation	-	195	195	-	-	-
Human Trafficking Victim Fund	-	1,266	1,266	-	1,800	1,800
Leeds Building Society Foundation	-	20,000	20,000	-	-	-
Lloyds Bank Foundation for England and Wales	-	-	-	27,250	-	27,250
Marsh Charitable Trust	-	600	600	500	-	500
Meeting Industry Meeting Needs	-	5,000	5,000	-	-	-
Morrisons Charitable Trust	-	-	-	-	15,968	15,968
Paul Grant Charitable Trust	-	-	-	5,000	-	5,000
Purple Teardrop Campaign	-	7,206	7,206	-	2,000	2,000
RRAF Charitable Trust	-	-	-	-	2,000	2,000
St Martin in the Field Vicars Relief Fund	-	289	289	-	-	-
Schroder Charity Trust	-	-	-	3,000	-	3,000
Sheffield City Council - Inequality fund	-	-	-	-	6,320	6,320
Sheffield Town Trust	-	-	-	-	3,000	3,000
Society of the Holy Child Jesus	-	20,000	20,000	-	-	-
South Yorkshire Police and Crime Commissioner	-	5,000	5,000	-	5,000	5,000
South Yorkshire's Community Foundation	-	5,700	5,700	-	-	-
Souter Charitable Trust	8,000	-	8,000	-	5,000	5,000
Swire Charitable Trust	25,000	-	25,000	25,000	-	25,000
The Arnold Clark Community Fund	-	-	-	1,000	-	1,000
The Bromley Trust	15,000	-	15,000	25,000	-	25,000
The Charles and Elsie Sykes Trust	-	3,000	3,000	-	-	-
The Evan Cornish Foundation	-	-	-	-	8,000	8,000
The Henry Smith Charity	-	60,000	60,000	-	30,000	30,000
The Holbeck Trust	-	-	-	2,500	-	2,500
The Light Fund	-	-	-	-	5,000	5,000
The Joseph Rank Trust	-	15,000	15,000	15,000	-	15,000
The National Lottery - Awards for All	-	20,000	20,000	-	10,000	10,000
The Orr Macintosh Foundation	-	-	-	5,000	-	5,000
The Pat Newman Memorial Trust	-	750	750	-	-	-
The Sarah Nulty Power of Music Foundation	-	689	689	-	500	500
The Samworth Foundation	-	50,000	50,000	-	-	-
The Talbot Trusts	-	3,000	3,000	-	-	-
West Riding Masonic Charities Limited	-	3,000	3,000	-	-	-
Volvox Trust	7,000	-	7,000	1,000	-	1,000
Donations from individuals (including gift aid)	54,855	-	54,855	66,396	-	66,396
Donations from other organisations	53,157	-	53,157	21,561	-	21,561
Donations in kind (from organisations)	2,500	-	2,500	17,063	-	17,063
Legacies	2,000	-	2,000	-	-	-
	204,512	**244,448**	**448,960**	**295,277**	**130,588**	**425,865**

3 Income from charitable activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
The National Lottery Community Fund - Reaching Communities	-	119,938	119,938	-	127,471	127,471
Tampon Tax Fund: Move On Project	-	-	-	-	8,342	8,342
Other services	64,007	1,319	65,326	52,454	1,336	53,790
	64,007	**121,257**	**185,264**	**52,454**	**137,149**	**189,603**

4 Income from other activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
Rental income	37,540	-	37,540	42,106	-	42,106
Access to work	-	-	-	2,395	-	2,395
	37,540	**-**	**37,540**	**44,501**	**-**	**44,501**

5 Expenditure on raising funds

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
Fundraising costs		27,557	-	27,557	53,562	-	53,562
Staff salary costs	9	62,181	-	62,181	48,611	-	48,611
		89,738	**-**	**89,738**	102,173	-	102,173

6 Expenditure on charitable activities

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
Staff salary costs	9	114,781	284,650	399,431	223,429	213,771	437,200
Staff training, supervision, wellbeing and other		10,610	3,206	13,816	8,900	5,413	14,313
Direct costs							
Interpreting		5,757	17,177	22,934	-	22,228	22,228
Training costs		8,807	908	9,715	2,243	2,387	4,630
Small Grants		-	959	959	(30)	909	879
Renovation costs		-	3,381	3,381	-	3,762	3,762
Community Activities		2,056	6,058	8,114	2,746	14,089	16,835
Client travel costs		-	2,305	2,305	-	5,043	5,043
Client equipment		-	2,905	2,905	111	3,136	3,247
Move On project costs		-	-	-	-	763	763
Research costs		-	-	-	2,000	-	2,000
Volunteer Expenses		349	-	349	273	1,530	1,803
Support costs	7	128,194	28,065	156,259	184,359	17,296	201,655
		270,554	**349,614**	**620,168**	**424,031**	**290,327**	**714,358**

7 Support costs

		Unrestricted Funds	Restricted Funds	Total 2024	Unrestricted Funds	Restricted Funds	Total 2023
		£	£	£	£	£	£
Temporary staff		730	-	730	-	-	-
Property costs		15,315	23,256	38,571	63,890	10,308	74,198
Mortgage interest		10,940	-	10,940	11,377	-	11,377
General running expenses		44,199	4,809	49,008	48,063	6,988	55,051
Bad debts		218	-	218	-	-	-
Depreciation		28,660	-	28,660	38,920	-	38,920
Amortisation		9,960	-	9,960	9,960	-	9,960
Legal and professional fees		14,972	-	14,972	8,939	-	8,939
Independent examination fee	**10**	3,200	-	3,200	3,210	-	3,210
		128,194	**28,065**	**156,259**	184,359	17,296	201,655

8 Expenditure on rental activities

	Note	Unrestricted Funds	Restricted Funds	Total 2024	Unrestricted Funds	Restricted Funds	Total 2023
		£	£	£	£	£	£
Staff salary costs	**9**	15,036	-	15,036	13,263	-	13,263
Temporary staff		730	-	730	-	-	-
Property costs		24,093	-	24,093	28,582	-	28,582
Other costs		82	-	82	370	-	370
		39,941	**-**	**39,941**	**42,215**	**-**	**42,215**

9 Staff salary costs

	2024	2023
	£	£
Salaries	432,921	453,318
Employer's National Insurance	35,656	37,820
Employer's NI allowance	(5,000)	(5,000)
Employer's pension contributions	13,071	12,936
	476,648	499,074

No employee received emoluments of more than £60,000. The average monthly number of employees during the year was 21 (2023: 23).

10 Fees payable to independent examiner's organisation

	2024	2023
	£	£
Independent examination fee	3,200	3,210
Other fees paid to the independent examiner's organisation:		
Other services	270	-

11 Tangible assets

	Freehold Building £	Fixtures, fittings and equipment £	Total £
Cost or Valuation			
As at 1 April 2023	665,753	67,467	733,220
Additions	-	6,662	6,662
As at 31 March 2024	665,753	74,129	739,882
Depreciation			
As at 1 April 2023	39,388	49,255	88,643
Charge this period	14,388	14,272	28,660
As at 31 March 2024	53,776	63,527	117,303
Net Book Value			
As at 31 March 2024	**611,977**	**10,602**	**622,579**
As at 31 March 2023	626,365	18,212	644,577

12 Intangible assets

	Website and CRM £	Total £
Cost		
As at 1 April 2023	39,840	39,840
Additions	10,080	10,080
As at 31 March 2024	49,920	49,920
Depreciation		
As at 1 April 2023	14,940	14,940
Charge this period	9,960	9,960
As at 31 March 2024	24,900	24,900
Net Book Value		
As at 31 March 2024	**25,020**	**25,020**
As at 31 March 2023	**24,900**	24,900

13 Debtors

	2024 £	2023 £
Trade debtors	12,493	11,260
Prepayments	15,649	8,023
	28,142	**19,283**

14 Creditors: amounts falling due within one year

	Note	2024 £	2023 £
Trade creditors		15,135	4,161
Taxation and social security		7,879	8,031
Accruals		4,500	5,741
Other creditors		1,771	-
Deferred income	**15**	18,669	2,500
Bank loan	**17**	15,319	14,809
		63,273	**35,242**

15 Deferred income

	2024	2023
	£	£
Deferred income brought forward	2,500	11,865
Income released	(2,500)	(11,865)
Income deferred	18,669	2,500
Deferred income carried forward	**18,669**	**2,500**

Deferred income relates to fundraising income (and deposits) taken in advance of the fundraising activities.

16 Creditors: amounts falling due after more than one year

	Note	2024	2023
		£	£
Bank loan	**17**	317,516	332,835
		317,516	**332,835**

17 Financial instruments

	2024	2023
	£	£
Loans due in one year or less	15,319	14,809
Loans due in more than one year but not more than two years	15,980	15,319
Loans due in more than two years but not more than five years	51,872	50,060
Loans due in more than five years	249,664	267,456
	332,835	**347,644**

Financial instruments measured at amortised cost comprise the bank loan provided by CAF Bank, which is secured against 7 Castle Street, and has a fixed interest rate for 5 years at 3.2% until October 2025.

18 Analysis of movements in restricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Big Lottery Reaching Communities	23,825	119,938	(120,520)	-	23,243
Core costs	-	125,000	(125,000)	-	-
Community Activities (including Sarah Nulty Power of Music Foundati	128	17,645	(17,584)	-	189
Casework (including Awards for All)	-	51,300	(43,404)	-	7,896
16-18 Client Activities	-	33,533	(28,050)	-	5,483
Small grants for clients (previously Equipment for clients)	-	3,289	(3,160)	-	129
Counselling	-	5,000	(5,000)	-	-
Client renovations	-	10,000	(6,536)	-	3,464
Snowdrop Building Renovations	5,022	-	(360)	(4,662)	-
	28,975	**365,705**	**(349,614)**	**(4,662)**	**40,404**

Description, nature and purposes of the fund

Big Lottery Reaching Communities

The grant at the start of the year was the final installment of the 4 year "Unlocking futures" project, which worked with confirmed survivors of trafficking to establish pathways to Independence, freedom and dignity. This grant finished during the year.

The first installment of the new 4 year grant for a trauma-informed approach to mental health support for survivors of trafficking, was received and began to be spent.

Core costs

Grants provided for specific charity running costs.

Community Activities (including Sarah Nulty Power of Music Foundation)

Grants given to support Community Activities.

Casework (including Awards for All)

Grants given to support Casework.

16-18 Client Activities

Grants given to support 16-18 client activities

Small grants for clients (previously Equipment for clients)

Grants to purchase equipment for clients.

Counselling

Grants to fund counselling.

Client renovations

Grants to fund client renovation work.

Snowdrop Building Renovations

Grants to fund renovations at our Castle Green Offices. The transfer relates to capitalised items.

Analysis of movements in restricted funds - previous year	*Brought forward £*	*Income £*	*Expenditure £*	*Transfer £*	*Carried forward £*
Big Lottery Reaching Communities	*29,831*	*127,471*	*(133,477)*	*-*	*23,825*
Move on Project	*201*	*8,342*	*(8,543)*	*-*	*-*
Core Costs - Henry Smith Charity	*-*	*30,000*	*(30,000)*	*-*	*-*
Covid 19 Emergency support grants	*-*	*6,320*	*(6,320)*	*-*	*-*
Community Activities	*16,511*	*30,968*	*(47,479)*	*-*	*-*
Casework	*-*	*61,000*	*(61,000)*	*-*	*-*
Equipment for clients	*-*	*3,136*	*(3,136)*	*-*	*-*
Building Renovations	*19,022*	*-*	*-*	*(14,000)*	*5,022*
Sarah Nulty Power of Music Foundation	*-*	*500*	*(372)*	*-*	*128*
	65,565	*267,737*	*(290,327)*	*(14,000)*	*28,975*

19 Analysis of movements in unrestricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Designated funds					
Property fund	278,721	-	(14,388)	14,809	279,142
Total designated funds	278,721	-	(14,388)	14,809	279,142
General funds	246,918	325,369	(385,845)	(10,147)	176,295
Total unrestricted funds	**525,639**	**325,369**	**(400,233)**	**4,662**	**455,437**

Property fund
The property and associated loans have been set aside in a designated fund to give a clearer picture of the unrestricted free reserves of the charity. The transfer during the year represents loan movements as explained in note 20.

Analysis of movements in unrestricted funds - previous year	*Brought forward £*	*Income £*	*Expenditure £*	*Transfer £*	*Carried forward £*
Property fund	*250,135*	*-*	*(21,538)*	*50,124*	*278,721*
Property renovations	*36,413*	*-*	*(17,564)*	*(18,849)*	*-*
Total designated funds	*286,548*	*-*	*(39,102)*	*31,275*	*278,721*
General funds	*312,944*	*480,566*	*(529,317)*	*(17,275)*	*246,918*
	599,492	*480,566*	*(568,419)*	*14,000*	*525,639*

20 Transfers

	Note	Transfers £	to/(from) the general fund £
Restricted funds:			
Property renovations - capitalised equipment		4,662	
Transfer per the SOFA	18		4,662
Designated funds:			
Property fund - net repayment of loan		(14,809)	
	19		(14,809)
			(10,147)
Transfer to/(from) the general fund consists of:			
Loan repayments financed by free reserves			(14,809)
Capitalised equipment - funded by restricted grants			4,662
			(10,147)

21 Analysis of net assets by fund

	General funds £	Designated funds £	Restricted funds £	Total 2024 £
Tangible assets	10,602	611,977	-	**622,579**
Intangible assets	25,020	-	-	**25,020**
Current assets	188,627	-	40,404	**229,031**
Current liabilities	(47,954)	(15,319)	-	**(63,273)**
Non-current liabilities	-	(317,516)	-	**(317,516)**
	176,295	**279,142**	**40,404**	**495,841**

Prior year comparison	*General funds £*	*Designated funds £*	*Restricted funds £*	*Total 2023 £*
Tangible assets	*18,212*	*626,365*	*-*	*644,577*
Intangible assets	*24,900*	*-*	*-*	*24,900*
Current assets	*224,239*	*-*	*28,975*	*253,214*
Current liabilities	*(20,433)*	*(14,809)*	*-*	*(35,242)*
Non-current liabilities	*-*	*(332,835)*	*-*	*(332,835)*
	246,918	*278,721*	*28,975*	*554,614*

22 Trustees and key management personnel remuneration, benefits and expenses

The charity trustees were not paid or received any other benefits from employment in the year (2023: £nil). No trustees were reimbursed expenses during the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel were £52,459 (2023: £49,787).

23 Related Party Transactions

Jon Kenworthy, trustee, is a partner at DLA Piper LLP. During the year donations in kind worth £2,500 in relation to pro bono legal support was provided. Jon was not involved with the work, and the pro bono terms were the same as for charities with no trustee connections.

There were no further related party transactions, other than those disclosed in note 22.

24 Reconciliation of net expenditure to net cash flow from operating activities

	2024 £	2023 £
Net income/(expenditure) for the year (as per the SOFA)	(58,773)	(110,443)
Adjustments for:		
(Increase)/decrease in debtors	(8,859)	8,934
Increase/(decrease) in creditors (excluding bank loan)	27,521	(12,412)
Investment income	(1,255)	(1,048)
Mortgage interest paid	10,940	11,377
Depreciation	28,660	38,920
Amortisation	9,960	9,960
Net cash provided by/(used in) operating activities	**8,194**	**(54,712)**

25 Net debt reconciliation

	At start of year £	Cash flows £	Other non-cash changes £	At year end £
Cash at bank and in hand	233,931	(33,042)	-	200,889
Bank loan falling due within 1 year	(14,809)	14,809	(15,319)	(15,319)
Secured bank loan falling due in 1-5 years	(65,379)	-	(2,473)	(67,852)
Secured bank loan falling due after 5 years	(267,456)	-	17,792	(249,664)
	(113,713)	**(18,233)**	**-**	**(131,946)**

Prior year comparative

	At start of year £	*Cash flows £*	*Other non-cash changes £*	*At year end £*
Cash at bank and in hand	*351,008*	*(117,077)*	*-*	*233,931*
Bank loan falling due within 1 year	*(14,371)*	*14,371*	*(14,809)*	*(14,809)*
Secured bank loan falling due in 1-5 years	*(62,916)*	*-*	*(2,463)*	*(65,379)*
Secured bank loan falling due after 5 years	*(284,728)*	*-*	*17,272*	*(267,456)*
	(11,007)	*(102,706)*	*-*	*(113,713)*



SnowdropProject



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The Snowdrop Project is a registered charity (no. 1158856)

THE SNOWDROP PROJECT

England & Wales - Charity number 1158856

Accounts

Registered Charity Number 1158856



The Snowdrop Project

Annual report and unaudited financial statements
For the year ended 31 March 2023

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The Snowdrop Project

Chair's report

"I was a victim of sexual exploitation. Through this crime everything was taken from me, my control, my dignity, my future, my voice. I found trusting anybody a challenge - but Snowdrop never gave up. No matter what I was facing, feeling or doing they always stuck by my side and helped empower me to make the best decisions for myself. I cannot begin to tell you the impact and difference long term support has, but I can guarantee you that if I hadn't had Snowdrop, I would not be here today."

– Sophie, Snowdrop Client

At the Snowdrop Project we believe in *a future free from trafficking.*

Eleven years ago, the charity was established to support people like Sophie. We wanted to make sure survivors had high level and unwavering support to recover from their past; working towards a future full of hope and a place of independence. Today the charity has established itself as a leading advocate and exemplary model of best practice in the sector for long-term support.

The charity continues to grow and have more impact than ever.

This year, despite a challenging political and economic landscape we have worked with more direct beneficiaries than ever before; **251 adults and 103 children** accessing our support in South Yorkshire.

None of this would be possible without an incredibly committed, hard-working and values-led team of staff and volunteers. Alongside our supporters and funders who enable our work to happen.

Our long-term holistic approach covers key support needs, including independent living, physical and mental wellbeing, community engagement, education and employment and hope for the future. We achieve this holistic support through our **casework programme**, which is based on social work principles, our **in-house counselling service**, and our **community engagement programme**.

The report that follows outlines our key successes and challenges from the year 22/23. Since then the charity continues to evolve and develop. In September 2023, founding CEO Lara Bundock, moved on from the charity and co-founder, Rachel Medina, was appointed as CEO. We are incredibly grateful for the commitment and dedication Lara put into building the foundations of the charity, establishing Snowdrop to be what it is today. We are excited and confident about Rachel leading the charity into its next chapter. This transition has given us an important opportunity to take stock, review opportunities and risks and develop the charity in line with its growth. In 2024, I will also be stepping down from my role as Chair. It has been a privilege to see the charity grow and thrive over the last seven years of my tenure, and I am delighted to hand over the chair to Samantha Dixon who I know will continue to drive good governance and support the charity to further develop. With all this in mind, we are excited and confident about what can be achieved as we look to the years to come.

Thank you everyone who has partnered with us on this mission, we look forward to finding new ways to partner in the future.

Kind regards,

Tim Elgar

Chair of Trustees

The Snowdrop Project

Trustees' report for the year ended 31 March 2023

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2023.

The financial statements comply with the Charities Act 2011, the governing document, and the 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) issued in October 2019.

Governance and management

The Snowdrop Project is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission charity on 13 October 2014, registration number 1158856. The organisation is governed by its constitution last amended in July 2022. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to employed members of staff.

Due to the nature of the services The Snowdrop Project provides, the Board of Trustees seek to appoint members who have a wide range of appropriate skills and knowledge of the sector that will allow them to govern and grow the Charity successfully. The Charity's governing document permits a maximum of 12 Trustees.

The Trustees conduct a skills review to identify potential gaps in the Board that can then be suitably recruited for. The appointed individuals must fit within the requirements in the constitution, support the values of the organisation and be able to make the necessary time commitments.

All trustees give their time voluntarily and receive no remuneration.

The Snowdrop Project relies heavily on volunteers giving their time to the organisation. Volunteers can claim back expenses in line with our Volunteering policy.

Salaries of current staff members are reviewed annually, guided by benchmarking similar roles within the sector and taking into account the financial position of the charity. When recruiting for new roles, a similar benchmarking exercise is undertaken and salaries agreed by the Board before recruitment commences.

The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.

The Snowdrop Project

Charitable objectives and activities

The objective of the charity is the relief of those in need by reason of them being, having been, or being at risk of becoming, victims of slavery or human trafficking, in particular by the provision of charitable assistance including support work, counselling, advocacy and associated support services.

Our Mission

The Snowdrop Project exists to empower survivors of human trafficking to live lives no longer defined by their past and reduce the risk to those vulnerable to the crime.

We are committed to creating, implementing and promoting models of best practice toward whole person centred, multi-agency service provision, nationally and internationally.

Activities

The organisation currently focuses its activities on:

- providing holistic, specialist support to those who have been victims of slavery or human trafficking individually designed for each person according to their need in order to empower them to live safe and independent lives
- the provision of education, advice and training to others involved in the identification and support of victims and survivors
- collaborating with others, through practice, research and policy to create, implement and promote best practice and improve outcomes for survivors regionally, nationally and internationally

All the activities aim to reduce the risk of harm to the individual, increase independence, decrease social isolation and improve the general wellbeing and outcomes for the individual.

The Snowdrop Project

Summary of main activities
Snowdrop aims to provide holistic, specialist support to those who have been victims of slavery or human trafficking, individually designed for each person according to their need in order to empower them to live safe and independent lives.

We do this through the provision of four services:

Casework
Counselling
Community Activities
House Renovations

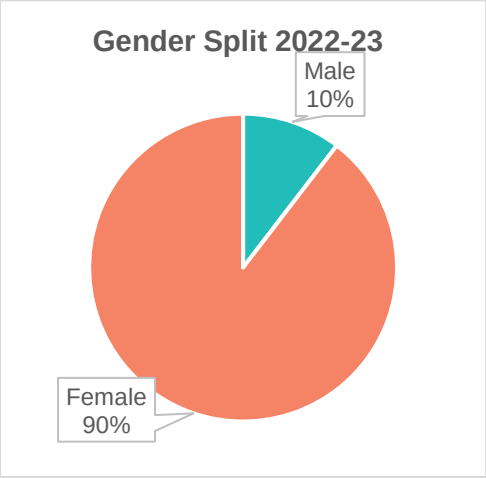
Numbers during the year
Trafficking and exploitation often involve the deprivation of liberty physically, mentally and emotionally. People can also experience severe physical, mental, or sexual abuse and neglect as well as being displaced from one's own home and community. As a result of multiple negative and detrimental treatment, repercussions are complex and enduring which provides many challenges to reintegration and stability. Our four services are designed to give survivors the best possible chance of recovering from trafficking and living a safe, sustainable and reintegrated life, reducing the possibility of re-trafficking. Below is the presentation of basic data followed by more detailed descriptions of the services.

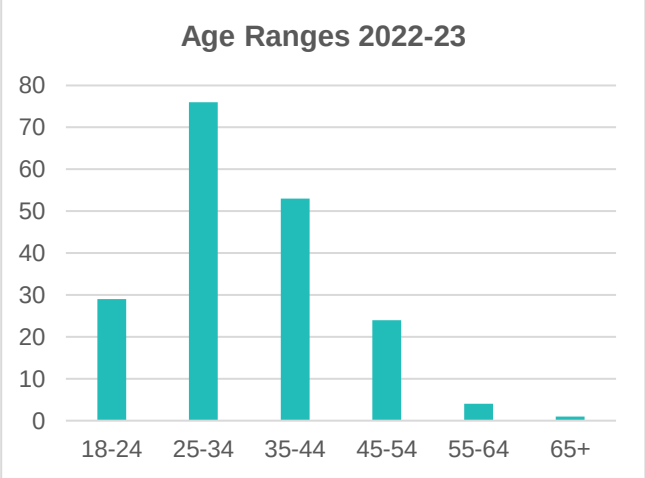
Casework (inc Reach-In)	Counselling	Community Activities	Renovations	Individuals
81	111	129	10	251

Some beneficiaries access more than one service, and the renovation programme is only available to those who are in casework or counselling support. Therefore, without double counting, the number of direct beneficiaries this year has been **251 adults and 103 children**.

Statistical and Demographic Information

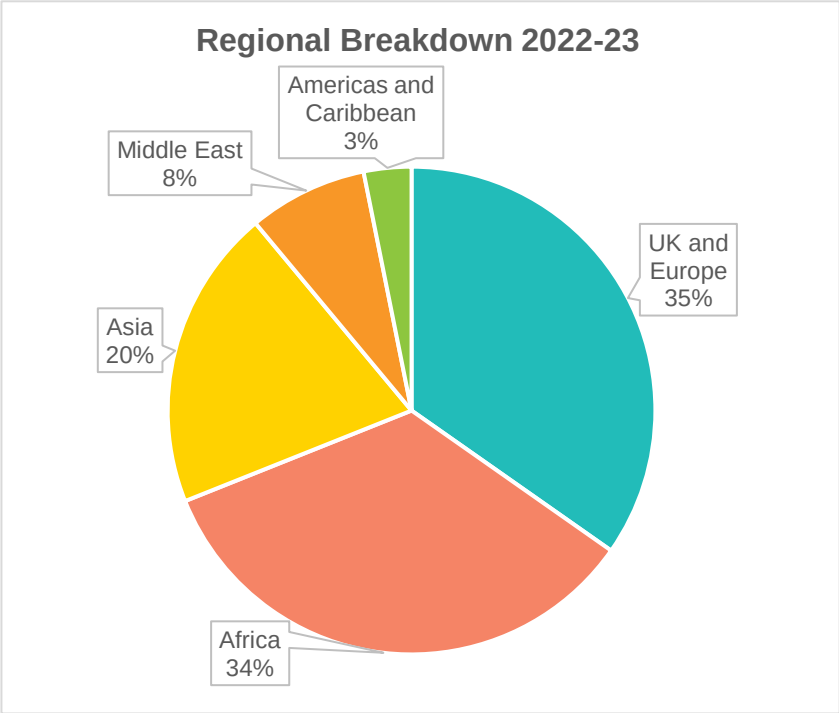
Gender and age demographics of beneficiaries. A typical service user would be a female between the ages of 25 and 34.





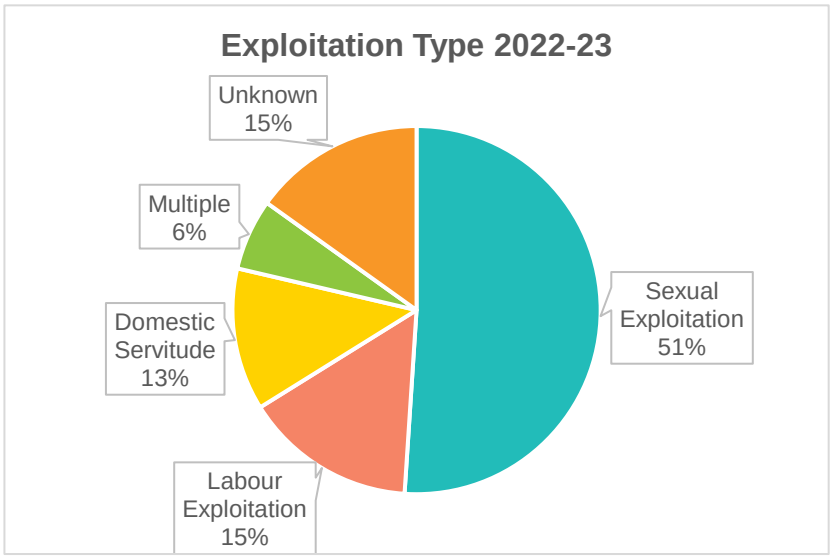
Nationality

Across the client group, 49 nationalities were represented. The top countries amongst our client group this year were: Albania (27%), Nigeria (8%) and Vietnam (7%). This is broken down by region below:



Exploitation Type

Our clients predominantly experienced sexual exploitation, as shown on the chart below, although it is notable that many clients experienced multiple types of exploitation. Often the type of abuse experienced was not disclosed to us at the time of referral. We provide long-term support to clients whether or not they disclose to us the type of exploitation they experienced.



The Snowdrop Project

Summary of Core Activities:

1. Casework

The Casework team provide advocacy services to survivors of modern slavery and exploitation both through the Reach-In element of the Modern Slavery and Victim Care contract, as well as to individuals referred outside of the Reach-In work.

Snowdrop's casework support programme aims to build on a survivor's inner strength and empower the clients to tackle their challenges, take control of their future and build a new life for themselves. To draw out the person's strengths and gain their trust, we create a safe space and support clients to form a basis of stability, returning their agency and decision-making powers. Our Casework Team ensure that clients know and understand all available choices and make their own decisions. Our caseworkers employ social work principles and provide support and advocacy across numerous issues. This includes police investigations, legal support, housing, education, employment, family life and wellbeing. Our casework support programme forms a central pillar for survivors as they build a new life.

Over the year, the casework team worked with **81 survivors of modern slavery** and exploitation to achieve the following outcomes:

2022-2023 Casework Outcomes	
93%	Casework Clients engaged with support at least monthly over a 6 month period
20%	Of casework clients also engaged with Counselling
51%	Of casework clients are in a permanent home
88%	Of those in a permanent home are able to manage their household finances independently
17%	Have gone into employment or work experience, college or education
25%	Are taking part in ESOL
6%	Of casework clients had a negative conclusive grounds decision at referral
60%	Of these, 60% had their negative decision overturned
20%	Were supported with a family reunion
33%	Received support to access or engage with their solicitor
58%	Received support around accessing DWP benefits
30%	Received support to access healthcare
21%	Received support to access mental health support
£69,200	Amount awarded in compensation

The average length of time an individual is supported by the casework team is 2 years. 63% of clients are asylum seekers at the point of referral and by the end of March 2023 77% had received

Discretionary Leave or Refugee status. Just over half (51%) of casework clients require an interpreter some or all of the time. 30% are single parents.

This year the Casework team has supported more clients than ever before. The main challenges in supporting survivors have been in relation to mental health and supporting people into housing and statutory services such as adult social care. These challenges have largely been in relation to the impact on wider services since the Covid-19 pandemic. As a result our clients have struggled to access agencies such as mental health or adult social care as the thresholds for accessing care have increased.

One of the ways the team met this challenge was through their use of the Innovation and Creativity budget to create opportunities for creative expression through activities such as pottery classes and "Café Snowdrop" a drop-in service for casework clients who could receive community and advocacy from the team at the same time.

As the year progressed, another main theme was poverty and debt as the cost of living crisis and increased inflation started to bite. Caseworkers supported clients to access debt relief orders, apply for grants for individuals and discretionary funds to help families cope.

Overall the complexities of life clients are facing have increased as well as demand on our casework services over the course of the year and caseworkers have worked incredibly hard with and for clients recovery and independence.

2. Counselling

Our Counselling activities focus around both 1:1 counselling as well as our counselling group (Hope Box) and alternative therapies (Shiatsu, Acupuncture and Trauma Yoga).

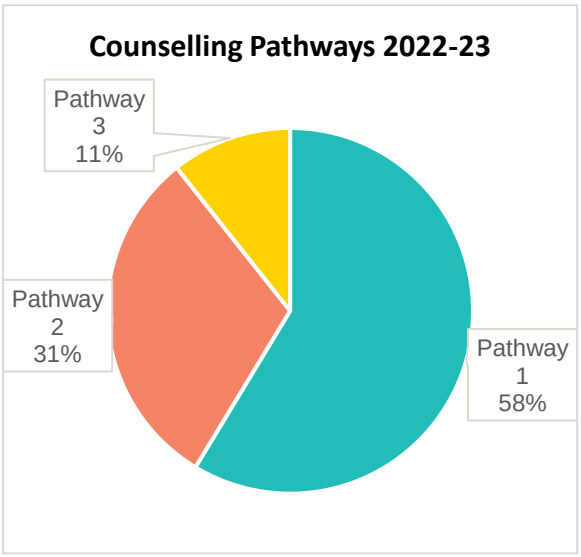
Clients can be referred directly into our alternative therapies and Hope Box group, but in order to access 1:1 therapy through the pathways (below) they must be referred and attend an assessment (1-4 sessions) to be recommended for one of the below pathways.

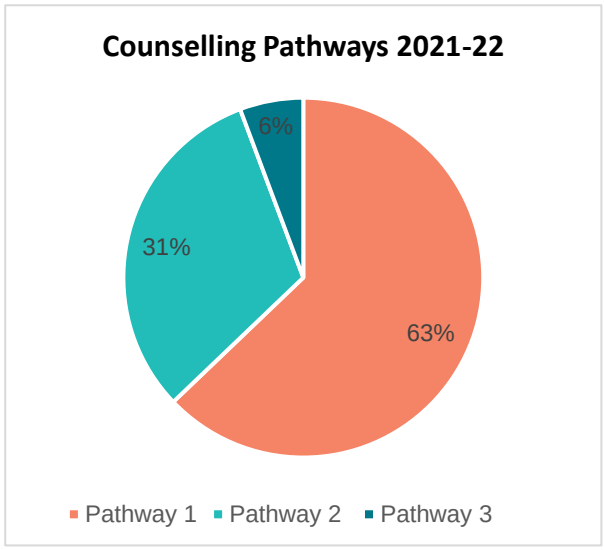
The below table outlines briefly the criteria and focus of the three pathways:

Pathway	**Pathway 1 (8-12 weeks)**	**Pathway 2 (16 – 20 weeks)**	**Pathway 3 (long term)**
Client stability (Maslow's hierarchy of motivation).	Unstable, uncertain status and circumstances.	Client is able to manage current instability.	Clients are settled in housing and legal status, can self-regulate and are ready to process their trauma.
Client needs (mainly expressed in physical symptoms).	Client needs affect regulation, coping tools, grounding, and stabilisation.	Client is aware of the window of tolerance and ready to learn self-regulation. The client develops a sense of agency.	Re-connecting. We expect clients to refer and re-refer themselves. There is no specific time frame set in this pathway.

Counselling/ therapy focus.	Present /here and now. Psycho-education window of tolerance, short term affect regulation, coping tools, grounding, body awareness. Functioning - sleep, eating, routine and supportive activities.	Present /here and now - aspects of the past triggered by current events. Client learning self-regulation, taking control in their life. Housing and refugee status is more stable.	Past trauma processing, integration, deeper insights into past, present, future.

Most of our clients are assessed to be suitable for Pathway 1 counselling services, as shown on the chart below. However, over time, clients can engage with and move through the pathways as they journey through their recovery. Over time we expect to see the percentage of clients in Pathways 2 and 3 increase, as you can see compared with the Pathways in 2021-22.





Measuring Success across the pathways

The primary measurement tool used in Counselling across the 3 Pathways is the PMBS (Posttraumatic Maladaptive Beliefs Scale).

The PMBS score is a 15-item scale that measures maladaptive beliefs about life circumstances that may occur following trauma exposure.

Responders are provided with a list of beliefs that people sometimes have in response to stressful life experiences and asked to indicate how true they believe each statement to be. Statements are judged on a scale of 1 (not true) to 7 (completely true)

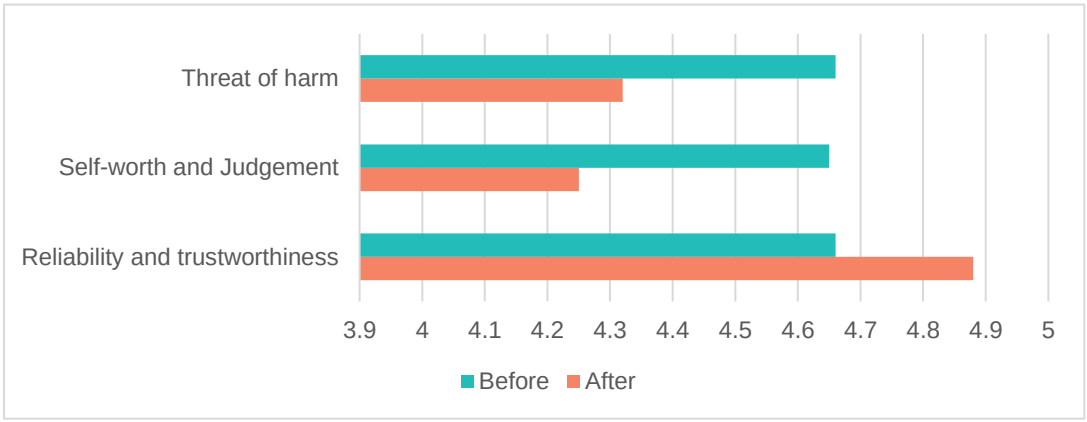
The Snowdrop Project

The scale is comprised of three subscales:

- Threat of harm,
- Self-worth and judgment,
- Reliability and trustworthiness of others (this section is measured in reverse code, 1 (completely true to 7 (not true).

Therefore, what we want to see is the scores reducing after counselling in the threat of harm and self worth and judgement subscales, and increasing after counselling in the reliability and trustworthiness of other categories. This is broadly what we are seeing as below.

Average across all 3 pathways before and after counselling.



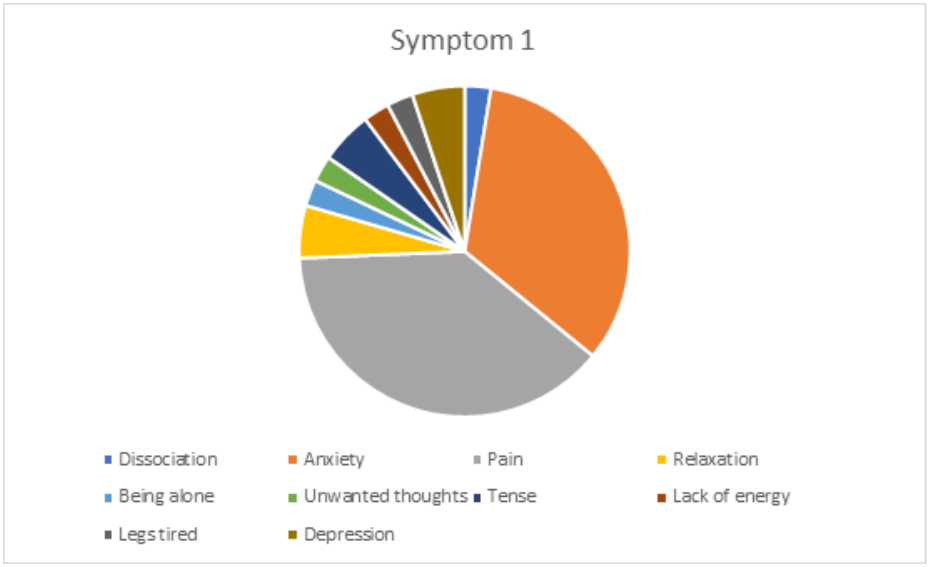
Measuring Success: Alternative Therapies

For our alternative therapies (Shiatsu, Acupuncture and Trauma Yoga), we employed the MYMOP (Measure Yourself Medical Outcomes Profile) measuring tool.

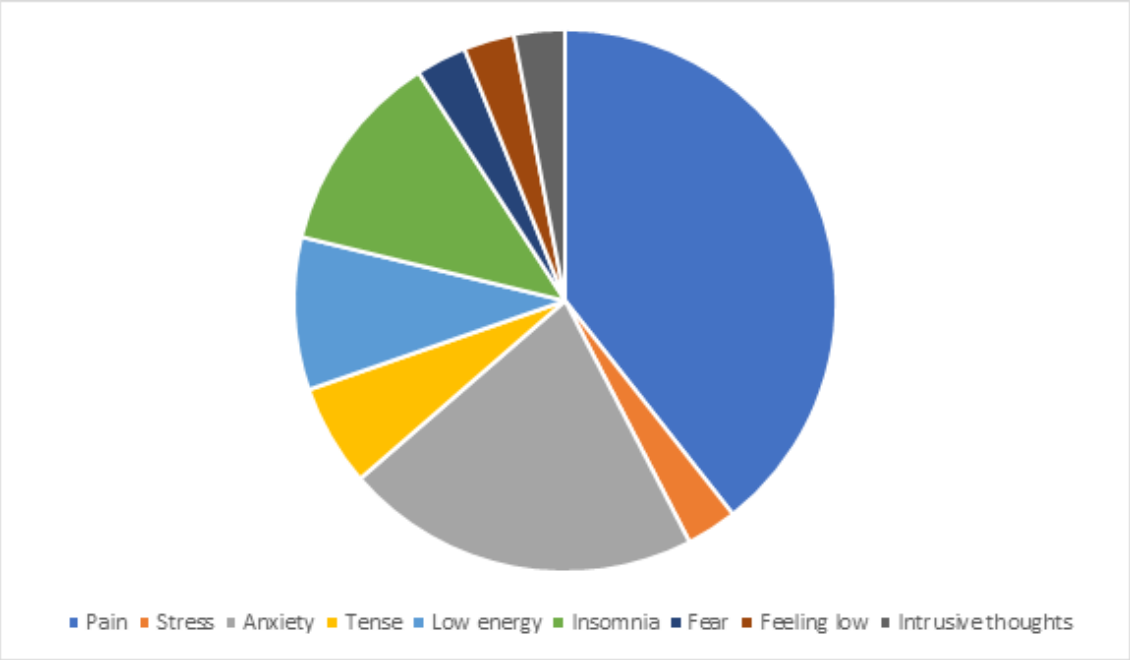
MYMOP asks clients to consider the two most important symptoms associated with a specific problem and an activity of daily living that is affected by these symptoms as well as assessing overall wellbeing. The symptoms, activity and wellbeing are are scored in quantitative numbers.

Symptoms are assessed on a scale of 0 - as good as it could be, to 6, as bad as it could be.

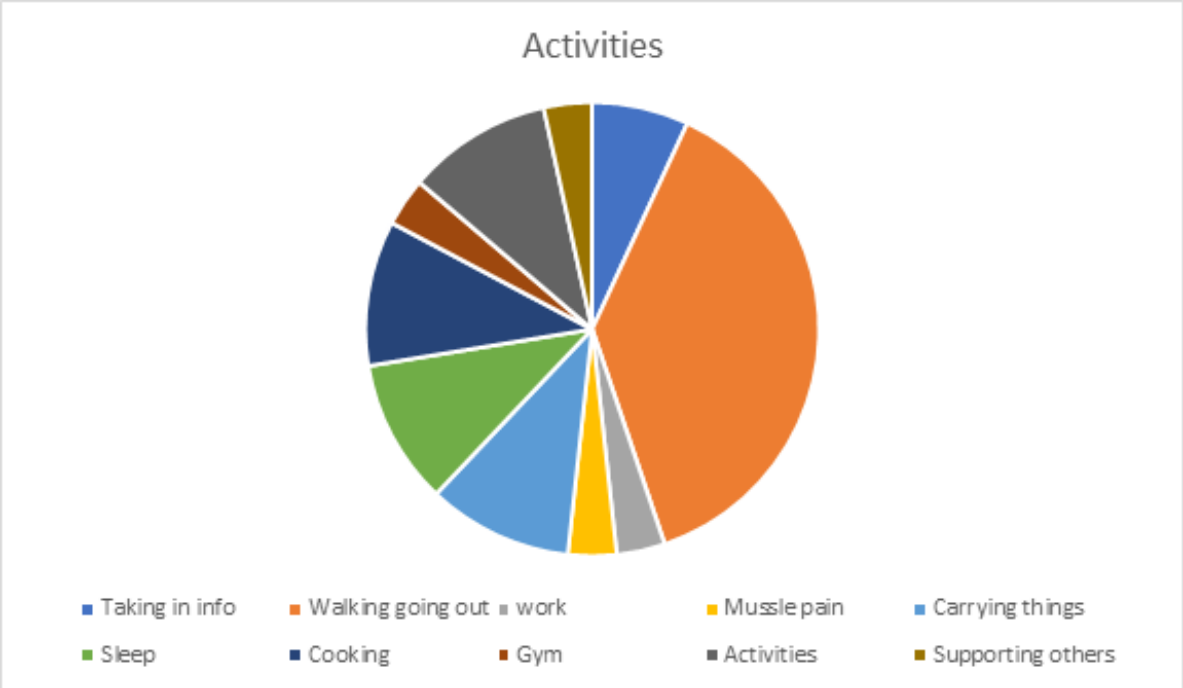
Symptoms were chosen and described by the clients themselves, as below.



Symptom 2:



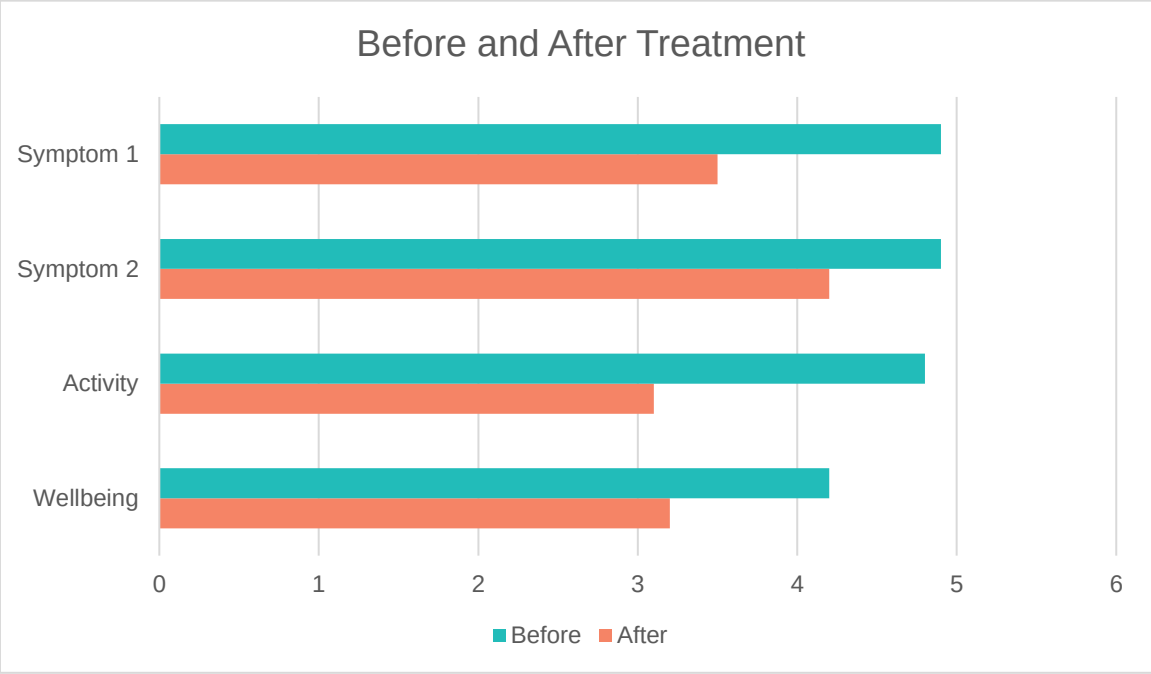
Activity of daily living affected by the symptoms:



The four main issues described by clients were pain, anxiety and insomnia and the main activities affected were walking or going out of the house.

The Snowdrop Project

The below chart described the average scores before and after treatment:



Symptom 1
The first symptom described by clients improved an average of **24%**
Symptom 2
The second symptom described by clients improved an average of **11%**
Activity
Client's ability to participate in the clients chosen activity also improved an average of **29%**
Wellbeing
Client's wellbeing improved an average of **17%**

Effectively measuring the positive impact counselling is having on clients is a testament to our success in this area.

Clients reported:

I now don't check the windows at night, I sometimes sleep. My back pain is not like before, this worked for me.

Yoga: Very awesome, fun group. Good if you need to learn how to relax or boost self esteem and confidence…Wonderful, healthy positive emotional and physical environment.

3. Community Activities

Across the year the Community team ran a record **80 activities for 129 survivors** to build community, reduce social isolation and improve their skills and confidence. Regular sessions throughout the year included Toddler Group and English classes. Additionally we were able to run a number of short and one off sessions. These included indoor football, in partnership with the Football Association (6 weekly sessions), Refugees Rock Climbing sessions (monthly) in partnership with the Climbing Hangar, woodblock printing and a Pop-Up clothes shop. We were able to provide a number of specific sessions to families including the Back to School party, Homework club, Pumpkin Party and the Photoshoot Day which has become a regular feature of our community offer.

Feedback from clients included:

Pop-Up Shop: ***"I never get new clothes, I don't have to buy new shoes for 2 years!"***

Football Attendee: ***"I was really stressed and heartbroken before I came, but I am now happy and high, I feel like I've been at a disco!"***

Pumpkin Party parent feedback: ***"So fun, lots of things to learn and make, I'm happy and enjoyed it!"***

Early in the year, the Community Development Manager identified that the organisation could benefit from staff time to develop the offer for children and young people. The Creativity and Innovation budget enabled the organisation to employ a dedicated Children and Young Person's worker, which was an incredible success and near the end of the year the trustees approved making the post permanent. This post has significantly improved the offer for children and families as well as further enabling clients to access vital services such as counselling. Prior to this post, we did not have enough volunteers to consistently offer childcare for counselling clients.

4. Renovations

In 2022/23 we renovated **10 properties,** benefitting **15 individuals**. Due to the unpredictable nature of planning for clients being offered permanent accommodation, recruiting volunteers and sourcing good-quality, second hand furniture became incredibly difficult this year with the cost of living crisis. We found that members of the public were less willing to gift items of furniture as they were instead opting to sell instead. This meant that unfortunately we were no longer able to consistently offer furniture as part of our renovation programme and we became more reliant on Local Authorities grant schemes and other local charities such as St. Vincent de Paul and Besom to support survivors with their furniture needs.

We also struggled to source volunteers to help with painting and decorating properties. To overcome this the renovation team worked with the fundraising team and decided to pre-plan the monthly renovation dates so we could better engage community and corporate volunteers in the programme. This was the beginning of the Renovation Club, joining with corporates interested in donating staff time to make lasting change for survivors of modern slavery. Planning in advance meant that the longest a survivor might need to wait for a renovation is 5 weeks, and meant we could reliably have enough volunteers to run the renovations efficiently. This has been a big success which we are hoping to build on in the next financial year.

The below photographs display some of the handiwork of volunteers and staff in redecorating client's home.

We are so grateful for the volunteers who gave their time and energy to make such a meaningful impact on the lives of our clients in creating a home.

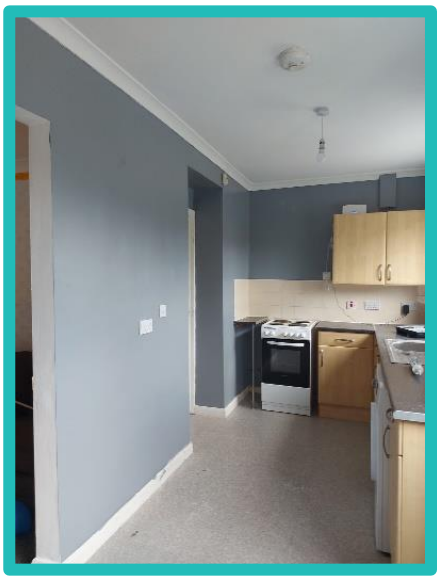
The Snowdrop Project

Example before a renovation:





Example after a renovation:





5. National Impact

Training, Policy and Research:
This year we employed a member of staff to take forward our Training, Policy and Research work. She took on the development of our training offer, as a way to grow and market the excellent training that we offer. In addition, this member of staff has taken over engaging with national forums (Anti-Trafficking Monitoring Group, Human Trafficking Foundation, Modern Slavery Engagement Forum) and leading on contribution to the national policy discussion.

IMSA Model Development- Phase 1

The vision of the Independent Modern Slavery Advocate (IMSA) follows in the footsteps of similar roles such as IDVA's (Independent Domestic Violence Advocates) and ISVA's (Independent Sexual Violence Advocates) to provide advocates that are trained and employed at a specified standard to provide consistent, independent guidance and support to survivors nationwide. Hope for Justice piloted the initial programme and approached Snowdrop following the creation of the Training Standards. The other key partner in this development is the British Red Cross. This is a 3-stage project that is currently in stage one. During stage one, survivor consultants have been recruited to work with the three lead organisations to ensure the voice of survivors is at the heart of IMSA development. Having started in 2022 and continuing in 2023, sector workshops are being held to consult on topics such as training programmes, host organisations, connection to the National Referral Mechanism (NRM), best practice etc. Feedback from these sector workshops will inform the creation of the stage 2 pilot where IMSA will be employed by select organisations to monitor and evaluate the impact on a small scale before recommending a UK wide roll out.

The Snowdrop Project

Volunteers and Placement Students:

Volunteers remain a key part of our service delivery, during the year we engaged 57 volunteers across our different programmes. We engage volunteers in a variety of ways throughout the service.

Volunteering Opportunity	2022-23	Detail
Volunteer Caseworker	10	Volunteer caseworkers help provide one-to-one community-based support and advocacy to survivors. They equip clients with the skills and knowledge they need to achieve their goals and reach a point of independence. **Volunteer caseworkers spend up to 6 hours a week providing support which can include:** • Advocating for a survivor at appointments • Supporting clients to navigate various systems, for example, DWP benefits, the immigration/asylum system, homelessness process, accessing primary/secondary NHS services. • Supporting survivors to develop life skills. • Empowering clients to access education and training. • Sign posting to activities and groups which could help improve social inclusion and community involvement.
Befriender	10	Befrienders have a more flexible role and work alongside caseworkers to complement the support available to survivors. **They work to provide holistic support by:** • Providing friendship and extra support to clients, investing in a relationship with them by meeting up for a coffee or attending community activities together. • Advocating for survivors at various appointments as necessary. • Sign posting to services, organisations and groups as required.
Childcare and Activity	8	Activity Volunteers encourage social inclusion and integration by facilitating community activities and empowering individuals to learn new skills, build confidence and make friends. Childcare volunteers help remove barriers for survivors accessing support and provide reassurance that their children are in safe hands as they attend their counselling sessions and community activities. Often survivors can be very isolated and don't have a support network in place, so childcare volunteers are really important to supporting clients to access the support they need.
Renovation	29	Renovation volunteers help turn neglected council housing into homes that our clients can be proud of. These renovations take place once per month, when our clients receive permanent housing.

The Snowdrop Project

All volunteer caseworkers, befrienders childcare and activity volunteers receive training and supervision from our expert members of staff. Volunteering increases our capacity to work with more survivors, invest in the volunteers through training and keeping our practice fresh and up to date, both through training and learning from our volunteers. We are incredibly grateful to all the volunteers who have given of their time and talents this year.

This year we struggled to engage as many volunteer caseworkers and befrienders as we have in the past. This reduction in available volunteers meant that we did not successfully recruit and train our normal cohort of volunteers in early spring 2023. The amount of staff time in refreshing and delivering the volunteer training means we require a minimum number of volunteers to go ahead. We have found that particularly due to the cost of living crisis, individuals are not as available and interested in volunteering, as it has become increasingly important for people to find paid work. We are committed to finding new ways to engage volunteer caseworkers and befrienders in the next financial year.

In addition to volunteers, we also work with local universities and colleges to host placement students throughout the year. This year we worked with 2 students on the Children and Families course at Sheffield Hallam within our Community team, we worked with 1 Master of Social Work student (2nd Placement) at Sheffield Hallam who was hosted within the casework team. Our Counselling team also hosts and supervises trainee counsellors. Across the year we hosted three counselling placement students.

Fundraising Activities:

Over the course of the year we engaged 51 people in fundraising, 40 volunteer marshals for the running events as well as the 11 individual supporters who participated in climbing Mt Kilimanjaro in September 2022.

The Snowdrop Gala was unfortunately cancelled due to a large snowstorm that made it unsafe to go ahead. The fundraising team worked incredibly hard to move the event to a virtual one and generous donors and corporate sponsors gifted money towards the event, which overall raised £14.8k of income.

Overall, we are anticipating an increasingly competitive fundraising environment as we enter the next financial year. We have recruited a Community Fundraising and Events manager to invest more in this aspect of our fundraising.

Corporate Support

A big thank you to Irwin Mitchell, DLA Piper, Westbourne School, Women's Institute (Ecclesall Road), Maebell & Bo, The Soroptimists, and Verus Recruitment.

The Snowdrop Project

Future Plans

Political Context: We are anticipating legislative change with the upcoming Nationality and Borders Bill, and have begun an exercise with staff to reexamine our messaging, and planning for how our services may be adapted depending upon the implementation of this plan and assessing how it will impact the survivors we support, as most are third country nationals.

Transitional Safeguarding: We are actively pursuing funding to support a worker who specialises in transitional safeguarding and lowering our referral age from 18 to 16. Across the country, there is a cliff edge in support for survivors once they turn 18, and as there are no Independent Child Trafficking Guardians in South Yorkshire, this is an area of work we feel there is a gap, and we feel well placed to support children who have experienced modern slavery as they transition from children to adult services.

Diversifying and growing income: We are hoping to diversify our income streams through increased corporate and event fundraising. With the recruitment of our Community and Events fundraising role, we are anticipating that events will begin to pick up again.

Strategy: Over the next year, the CEO will consult with trustees and staff to complete our next 3-5 year strategy.

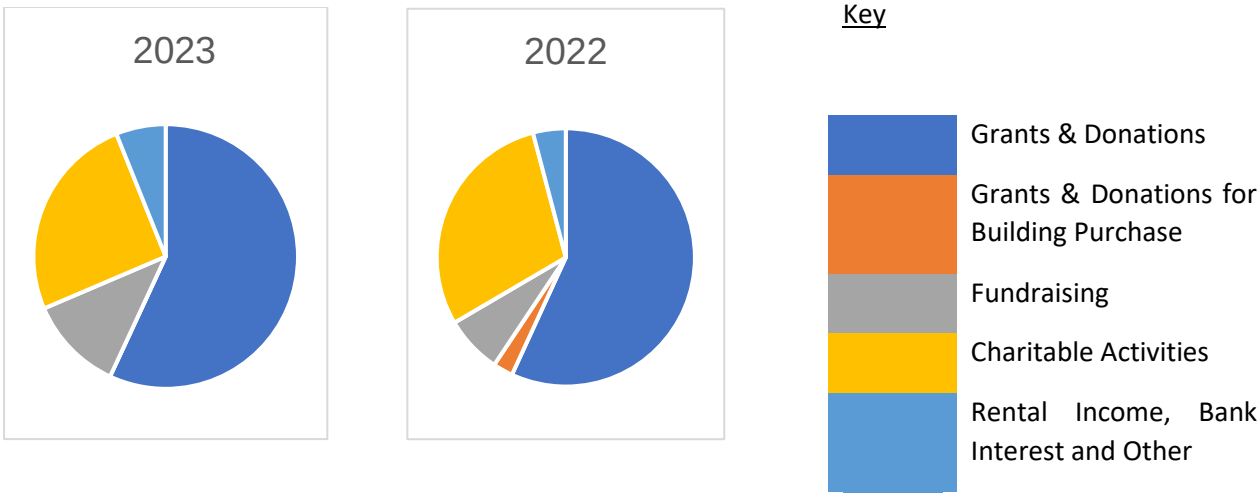
Financial Commentary

Principal Sources of Funds

The Snowdrop Project's activities in the financial year to the 31st March 2023 were funded predominantly through grants and donations income 56.9% (2022 56.8%). Additionally in 2022 there was a one off grant received towards the purchase and renovation of the new Castle Green premises 2.5%. The remaining funding of the Charity arose from charitable activities 25.3% (2022 29.3%), fundraising 11.7% (2022 7.2%), and bank interest/other income 6.1% (2022 4.2%).

	2023	2022
Grants & Donations	56.9%	56.8%
Grants & Donations for Building Purchase / Renovation	0%	2.5%
Total Grants & Donations	**56.9%**	**59.3%**
Fundraising	11.7%	7.2%
Charitable Activities	25.3%	29.3%
Rental Income, Bank Interest and Other	6.1%	4.2%
Total	**100.0%**	**100.0%**

The Snowdrop Project



Financial Review

During the financial year to the 31st March 2023 the Snowdrop Project raised income of £748,303 (2022 £747,343) from all activities and incurred total expenditure of £858,746 (2022 £792,638). This resulted in a net loss of £110,443 (2022 £45,295 loss) arising in part due to planned renovations expenditure on the Castle Green premises of £17,564 and also the impact of the cost of living crisis causing rising costs and a challenging fundraising environment. The building work completed in 2023 was funded from a £100,000 designated reserve set aside by the Trustees in 2021 for anticipated renovation work. Year-end total reserves were £554,614 (2022 £665,057) comprising general funds £246,918 (2022 £312,944), restricted funds £28,975 (2022 £65,565), and designated funds in respect of the property purchase and renovations £278,721 (2022 £286,548).

Restricted income as shown in the Statement of Activities was £267,737 (2022 £393,794). Grants, donations, and legacies raised to fund specific programme costs totalled £130,588 (2022 £196,201). Income from charitable activities was £137,149 (2022 £197,593) principally from the Big Lottery Fund to support casework and counselling.

Unrestricted income was £480,566 (2022 £353,549). Grants and donations income £295,277 (2022 £247,485) represented 61.4% (2022 70.0%) of unrestricted income. Fundraising activities income of £87,286 (2022 £54,044) increased mainly due to a major fundraising event involving eleven supporters climbing Kilimanjaro , accounting for 18.2% (2022 15.3%). Charitable activities income increased to £52,454 (2022 £21,196). The balance of unrestricted income £44,501 (2022 £30,449) arose mainly from rental income.

Expenditure increased to £858,746 (2022 £792,638), with the principal increases being in staff salary costs £499,074 (2022 £454,709) and fundraising costs £53,562 (2022 £30,590) with the later mainly increasing due to the Kilimanjaro Challenge.

Investment Policy

The level of the Charity's reserves is such that funds are invested for the short term rather than long term. The criteria for investment are that the financial institution should have ethical credentials, offer a competitive rate of return in the marketplace and be a low-risk investment.

Returns on investments are modest but rising due to higher interest rates, realising £1,048 in the year ending 31st March 2023 compared with £375 in the previous year.

The Snowdrop Project

Reserves Policy

The Trustees have determined to aim to maintain a level of free reserves (general funds excluding tangible fixed assets) equal to six months budgeted unrestricted expenditure plus mortgage payments. The policy aims to ensure there is a buffer to accommodate fluctuations in income, and if necessary, enable management to reduce expenditure whilst fundraising activities are undertaken to increase income.

Free reserves at the 31 March 2023 were £228,706 or 4.98 months reserve cover based on budgeted unrestricted expenditure plus mortgage payments for 23/24. The budget for 23/24 which is for a small surplus, aims to return the reserve cover to six months.

A designated fund of £278,721 was held at the 31 March 2023 in respect of the funds spent on purchasing and renovating the Castle Green premises (including loans payable).

The Snowdrop project also held restricted reserves at year end of £28,975. These are not considered as part of the reserves policy as they are held only if required to organise the relevant programme.

Reference and administrative information

Charity Number:	1158856
Principal Office:	Castle Green, 7 Castle Street, Sheffield, S3 8LT

Board of Trustees

Tim Elgar	Chair	appointed 16 February 2017	
Tina English	Vice-chair	appointed 13 October 2014	resigned 19 July 2022
Jon Kenworthy		appointed 28 July 2018	
Darren Wake		appointed 28 November 2019	
Jan Harwood		appointed 24 September 2020	
Tim Bottrill		appointed 1 May 2021	resigned 27 January 2023
Lisa Domoney		appointed 4 October 2022	
Samantha Dixon		appointed 22 November 2022	
Khurum Sethi		appointed 25 July 2023	

Secretary

Juliet Hayes (non-voting administrator)

Key management personnel

Rachel Medina Chief Executive Officer

Advisors

Bankers: Reliance Bank Limited, Faith house, 23-24 Lovat Lane, London, EC3R 8EB

Accountants Seven Hills Accountants Limited
57 Burton Street
Sheffield
S6 2HH

The Snowdrop Project

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be 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 business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.
Signed on behalf of the board of trustees by:

The board of trustees declare that they have approved report above on 17/01/2024

Tim Elgar

Type text here

Tim Elgar
Chair of Trustee

Independent examiner's report to the trustees of The Snowdrop Project

I report to the trustees on my examination of the accounts of The Snowdrop project (the Charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

   Your attention is drawn to the fact that the charity has prepared the accounts (financial statements) in accordance with the relevant version of the 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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

Signed: S Lightfoot

Sarah Lightfoot FCA DChA
Seven Hills Accountants Limited
57 Burton Street
Sheffield
S6 2HH

Date: 22 January 2024

The Snowdrop Project

Statement of financial activities (incorporating the income and expenditure account)
For the year to 31 March 2023

	Notes	**Unrestricted funds £**	**Restricted funds £**	**Total 2023 £**	Unrestricted funds £	Restricted funds £	Total 2022 £
Income from:							
Grants, donations and legacies	**2**	295,277	130,588	425,865	247,485	177,179	424,664
Grants and donations for Building Purchase and renovations	**3**	-	-	-	-	19,022	19,022
Total grants and donations		295,277	130,588	425,865	247,485	196,201	443,686
Charitable activities	**4**	52,454	137,149	189,603	21,196	197,593	218,789
Fundraising activities		87,286	-	87,286	54,044	-	54,044
Bank interest		1,048	-	1,048	375	-	375
Other activities	**5**	44,501	-	44,501	30,449	-	30,449
		480,566	**267,737**	**748,303**	353,549	393,794	747,343
Expenditure on:							
Raising funds	**6**	53,562	-	53,562	30,590	-	30,590
Charitable activities	**7**	472,642	290,327	762,969	304,983	422,096	727,079
Rental activities	**9**	42,215	-	42,215	34,969	-	34,969
		568,419	**290,327**	**858,746**	370,542	422,096	792,638
Net income/(expenditure)		**(87,853)**	**(22,590)**	**(110,443)**	(16,993)	(28,302)	(45,295)
Transfers between funds	**21**	14,000	(14,000)	-	9,728	(9,728)	-
Net movement in funds		**(73,853)**	**(36,590)**	**(110,443)**	(7,265)	(38,030)	(45,295)
Total funds brought forward		599,492	65,565	665,057	606,757	103,595	710,352
Total funds carried forward		**525,639**	**28,975**	**554,614**	599,492	65,565	665,057

The Snowdrop Project

Balance Sheet
As at 31 March 2023

	Notes		2023		2022
		£	£	£	£
Tangible assets	**12**	644,577		645,832	
Intangible assets	**13**	24,900		34,860	
			669,477		**680,692**
Current assets					
Debtors	**14**	19,283		28,217	
Cash at bank and in hand		233,931		351,008	
Total current assets		253,214		379,225	
Creditors: amounts falling due within one year	**15**	(35,242)		(47,216)	
Net current assets			**217,972**		**332,009**
Total assets less current liabilities			**887,449**		**1,012,701**
Creditors: amounts falling due after more than one year	**17**		(332,835)		(347,644)
Total net assets			**554,614**		**665,057**
Represented by:					
Funds of the Charity					
Restricted income funds	**19**		28,975		65,565
General funds		246,918		312,944	
Designated funds - property purchase and renovations		278,721		286,548	
Total unrestricted funds	**20**		525,639		599,492
Total funds	**22**		**554,614**		**665,057**

Approved by the board of trustees on 17/01/2024

Signed on behalf of the board by:

Tim Elgar

Tim Elgar
Chair of Trustees

The Snowdrop Project

Statement of Cash Flows
For the year ended 31 March 2023

	Notes		2023		2022
			£		£
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	**25**		(54,712)		46,910
Cash flows from investing activities					
Investment income		1,048		375	
Purchase of fixed assets		(37,665)		(27,451)	
Purchase of intangible assets		-		(14,880)	
Net cash (used in)/provided by investing activities			(36,617)		(41,956)
Cash flows from financing activities					
Repayment of borrowing		(25,748)		(25,749)	
Net cash provided by/(used in) financial activities			(25,748)		(25,749)
Change in cash and cash equivalents			(117,077)		(20,795)
Cash and cash equivalents at the beginning of the year			351,008		371,803
Cash and cash equivalents at the end of the year			233,931		351,008

The Snowdrop Project
Notes to the Accounts
For the year to 31 March 2023

1 Accounting Policies

(a) General

The Snowdrop Project is a charitable incorporation organisation. In the event that the charity is wound up, the liability in respect of the guarantee is £nil per member of the charity. The principle address is given in the charity information on page 19 of these financial statements.

The accounts (financial statements) have been prepared in accordance with the relevant version of the 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) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice. The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the relevant version of the 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) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Snowdrop Project meets the definition of a public benefit entity under FRS 102. The financial statements are prepared under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £.

(b) Income

Income is recognised when the organisation has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from services provided is included in the year in which the service took place.

Investment income is included when receivable.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

(c) Donated goods and services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item 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.

On receipt, donated 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.

(d) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(e) Tangible assets

Depreciation has been calculated to write down the cost or valuation, less estimated residual value, of all tangible fixed assets over their expected useful live, as follows:

Freehold buildings	50 years
Freehold building improvements	20 years
Fixtures, fittings & equipment	25% - 33% Straight Line

Individual items under £250 are written off in the year in which the expense is incurred.

1 Accounting Policies (continued)

(f) Intangible assets

Intangible fixed assets are amortised at rates calculated to write off the assets on a straight basis over their estimated useful economic lives:

Website costs	3 years straight line
CRM system	3 years straight line

(g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(h) Creditors

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

(i) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(j) Pension costs and other post-retirement benefits

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

(k) Funds

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Designated funds are funds set aside at the discretion of the trustees for specific projects.

Restricted funds are to be used for specific purposes as laid down by the funder.

(l) Taxation

As a charity, the organisation is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

(m) Operating leases

Rental payable and receivable under operation leases are charged to the SOFA on a straight line basis over the period of the lease.

(n) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that there are no material uncertainties about the charity's ability to continue as a going concern as they consider that the charity will continue to operate for 12 months from authorising these financial statements.

2 Income from grants, donations and legacies

	Unrestricted Funds	**Restricted Funds**	**Total 2023**	Unrestricted Funds	Restricted Funds	Total 2022
	£	**£**	**£**	£	£	£
AB Charitable Trust	22,000	-	22,000	20,000	-	20,000
Albert Hunt Trust	-	-	-	2,000	-	2,000
Anti Slavery International	1,257	-	1,257	-	-	-
Arnold Clarke Community Fund	-	-	-	1,000	-	1,000
B&Q Foundation	-	5,000	5,000	-	-	-
Brown Source Charitable Trust	15,000	-	15,000	15,000	-	15,000
CMS Foundation	500	5,000	5,500	400	-	400
Charles Haywood Foundation	-	25,000	25,000	-	25,000	25,000
Centre for Social Justice	-	-	-	10,000	-	10,000
Dixon Pitchfork Charitable Trust	750	-	750	750	-	750
Garfield Weston Foundation	40,000	-	40,000	40,000	-	40,000
Gay & Peter Hartley's Hillards Charitable Trust	-	1,000	1,000	1,000	-	1,000
Hyman Winstone Foundation	500	-	500	250	-	250
Human Trafficking Victim Fund	-	1,800	1,800	-	1,879	1,879
John Lewis Partnership Community Investment Fund	-	-	-	-	25,000	25,000
Lloyds Bank Foundation for England and Wales	27,250	-	27,250	25,000	-	25,000
Marsh Charitable Trust	500	-	500	-	-	-
Matrix Law	-	-	-	-	1,800	1,800
Morrisons Charitable Trust	-	15,968	15,968	-	-	-
Paul Grant Charitable Trust	5,000	-	5,000	-	-	-
Purple Teardrop Campaign	-	2,000	2,000	-	-	-
RG Foundation	-	-	-	-	-	-
RRAF Charitable Trust	-	2,000	2,000	-	-	-
Schroder Charity Trust	3,000	-	3,000	-	-	-
Sheffield City Council - ward pots	-	-	-	-	500	500
Sheffield City Council - Inequality fund	-	6,320	6,320	-	-	-
Sheffield Town Trust	-	3,000	3,000	-	3,000	3,000
South Yorkshire Police and Crime Commissioner	-	5,000	5,000	-	5,000	5,000
South Yorkshire Mayoral Combined Authority	-	-	-	-	10,000	10,000
Souter Charitable Trust	-	5,000	5,000	4,500	-	4,500
Swire Charitable Trust	25,000	-	25,000	25,000	-	25,000
The 29th May 1961 Charity	-	-	-	1,500	-	1,500
The Arnold Clark Community Fund	1,000	-	1,000	-	-	-
The Austin and Hope Pilkington Trust	-	-	-	-	1,000	1,000
The Brelms Trust	-	-	-	-	5,000	5,000
The Bromley Trust	25,000	-	25,000	15,000	-	15,000
The Charles and Elsie Sykes Trust	-	-	-	-	2,500	2,500
The Evan Cornish Foundation	-	8,000	8,000	-	-	-
The Henry Smith Charity	-	30,000	30,000	-	60,000	60,000
The Henry Smith Charity (Community Match Challenge)	-	-	-	-	25,000	25,000
The Holbeck Trust	2,500	-	2,500	-	1,000	1,000
The Light Fund	-	5,000	5,000	-	-	-
The Joseph Rank Trust	15,000	-	15,000	-	-	-
The National Lottery - Awards for All	-	10,000	10,000	-	10,000	10,000
The Orr Macintosh Foundation	5,000	-	5,000	-	-	-
The Pat Newman Memorial Trust	-	-	-	-	500	500
The Sarah Nulty Power of Music Foundation	-	500	500	-	-	-
Volvox Trust	1,000	-	1,000	500	-	500
Donations from other organisations	38,624	-	38,624	37,466	-	37,466
Donations from individuals (including gift aid)	66,396	-	66,396	48,119	-	48,119
	295,277	**130,588**	**425,865**	**247,485**	**177,179**	**424,664**

3 Income from grants and donations for the building purchase and renovations

	Unrestricted Funds	**Restricted Funds**	**Total 2023**	Unrestricted Funds	Restricted Funds	Total 2022
	£	**£**	**£**	£	£	£
B&Q Foundation	-	-	-	-	5,000	5,000
The James Neil Trust Fund	-	-	-	-	5,000	5,000
The Screwfix Foundation	-	-	-	-	9,022	9,022
	-	**-**	**-**	**-**	**19,022**	**19,022**

4 Income from charitable activities

	Unrestricted Funds	**Restricted Funds**	**Total 2023**	Unrestricted Funds	Restricted Funds	Total 2022
	£	**£**	**£**	£	£	£
Sheffield City Council - Community Covid Recovery Fund	-	-	-	-	40,351	40,351
The National Lottery Community Fund - Reaching Communities	-	127,471	127,471	-	123,758	123,758
Tampon Tax Fund: Move On Project	-	8,342	8,342	-	32,486	32,486
Other services	52,454	1,336	53,790	21,196	998	22,194
	52,454	**137,149**	**189,603**	**21,196**	**197,593**	**218,789**

5 Income from other sources

	Unrestricted Funds	**Restricted Funds**	**Total 2023**	Unrestricted Funds	Restricted Funds	Total 2022
	£	**£**	**£**	£	£	£
Rental income	42,106	-	42,106	24,302	-	24,302
Access to work	2,395	-	2,395	-	-	-
Kickstart scheme	-	-	-	6,147	-	6,147
	44,501	**-**	**44,501**	**30,449**	**-**	**30,449**

6 Expenditure on raising funds

	Unrestricted Funds	**Restricted Funds**	**Total 2023**	Unrestricted Funds	Restricted Funds	Total 2022
	£	**£**	**£**	£	£	£
Fundraising costs	53,562	-	53,562	30,590	-	30,590
	53,562	**-**	**53,562**	30,590	-	30,590

7 Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Staff salary costs	**10**	272,040	213,771	485,811	129,611	318,315	447,926
Staff training, supervision, wellbeing and other		8,900	5,413	14,313	9,176	11,351	20,527
Direct costs							
Interpreting		-	22,228	22,228	-	18,411	18,411
Training costs		2,243	2,387	4,630	3,741	3,075	6,816
Small Grants		(30)	909	879	-	1,474	1,474
Renovation costs		-	3,762	3,762	-	4,205	4,205
Community Activities		2,746	14,089	16,835	-	18,309	18,309
Client travel costs		-	5,043	5,043	-	2,667	2,667
Client equipment		111	3,136	3,247	171	3,017	3,188
Move On project costs		-	763	763	-	2,956	2,956
Research costs		2,000	-	2,000	-	-	-
Volunteer Expenses		273	1,530	1,803	95	3,104	3,199
Repayment of unspent grant		-	-	-	-	8,527	8,527
Support costs	**8**	184,359	17,296	201,655	162,189	26,685	188,874
		472,642	**290,327**	**762,969**	**304,983**	**422,096**	**727,079**

8 Support costs

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Property costs	63,890	10,308	74,198	76,915	6,030	82,945
Mortgage interest	11,377	-	11,377	-	11,829	11,829
General running expenses	48,063	6,988	55,051	43,857	8,826	52,683
Depreciation	38,920	-	38,920	28,778	-	28,778
Loss on disposal of fixed assets	-	-	-	289	-	289
Amortisation	9,960	-	9,960	4,980	-	4,980
Legal and professional fees	8,939	-	8,939	4,370	-	4,370
Independent examination fee **11**	3,210	-	3,210	3,000	-	3,000
	184,359	**17,296**	**201,655**	162,189	26,685	188,874

9 Expenditure on rental activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Staff salary costs	**10**	13,263	-	13,263	6,783	-	6,783
Property costs		28,582	-	28,582	27,886	-	27,886
Other costs		370	-	370	300	-	300
		42,215	**-**	**42,215**	**34,969**	**-**	**34,969**

10 Staff salary costs

	2023 £	2022 £
Salaries	453,318	412,289
Employer's National Insurance	37,820	34,398
Employer's NI allowance	(5,000)	(4,000)
Employer's pension contributions	12,936	12,022
	499,074	**454,709**

No employee received emoluments of more than £60,000. The average monthly number of employees during the year was 23 (2022: 19).

11 Fees payable to independent examiner's organisation

	2023
	£
Independent examination fee	3,210

There were no other fees payable to the independent examiner's organisation in the year.

12 Tangible assets

	Freehold Building	Fixtures, fittings and equipment	Total
	£	£	£
Cost or Valuation			
As at 1 April 2022	630,000	65,555	695,555
Additions	35,753	1,912	37,665
Disposals	-	-	-
As at 31 March 2023	665,753	67,467	733,220
Depreciation			
As at 1 April 2022	17,850	31,873	49,723
Charge this period	21,538	17,382	38,920
Disposals	-	-	-
As at 31 March 2023	39,388	49,255	88,643
Net Book Value			
As at 31 March 2023	**626,365**	**18,212**	**644,577**
As at 31 March 2022	612,150	33,682	645,832

13 Intangible assets

	Website and CRM	Total
	£	£
Cost		
As at 1 April 2022	39,840	39,840
As at 31 March 2023	39,840	39,840
Depreciation		
As at 1 April 2022	4,980	4,980
Charge this period	9,960	9,960
As at 31 March 2023	14,940	14,940
Net Book Value		
As at 31 March 2023	**24,900**	**24,900**
As at 31 March 2022	**34,860**	34,860

14 Debtors

	2023	2022
	£	£
Trade debtors	11,260	7,112
Prepayments	8,023	21,095
	19,283	**28,217**

15 Creditors: amounts falling due within one year

	Note	2023	2022
		£	£
Trade creditors		4,161	7,535
Taxation and social security		8,031	7,680
Accruals		5,741	5,765
Deferred income	**16**	2,500	11,865
Bank loan	**18**	14,809	14,371
		35,242	**47,216**

16 Deferred income

	2023	2022
	£	£
Deferred income brought forward	11,865	5,134
Income released	(11,865)	(5,134)
Income deferred	2,500	11,865
Deferred income carried forward	**2,500**	**11,865**

Deferred income relates to fundraising income deposits taken in advance of the fundraising activities.

17 Creditors: amounts falling due after more than one year

	Note	2023	2022
		£	£
Bank loan	**18**	332,835	347,644
		332,835	**347,644**

18 Financial instruments

	2023	2022
	£	£
Loans due in one year or less	14,809	14,371
Loans due in more than one year but not more than two years	15,319	14,809
Loans due in more than two years but not more than five years	50,060	48,107
Loans due in more than five years	267,456	284,728
	347,644	**362,015**

Financial instruments measured at amortised cost comprise the bank loan provided by CAF Bank, which is secured against 7 Castle Street, and has a fixed interest rate for 5 years at 3.2% until October 2025.

19 Analysis of movements in restricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Big Lottery Reaching Communities	29,831	127,471	(133,477)	-	23,825
Move on Project	201	8,342	(8,543)	-	-
Core Costs - Henry Smith Charity	-	30,000	(30,000)	-	-
Covid 19 Emergency support grants	-	6,320	(6,320)	-	-
Community Activities	16,511	30,968	(47,479)	-	-
Casework	-	61,000	(61,000)	-	-
Equipment for clients	-	3,136	(3,136)	-	-
Building Renovations	19,022	-	-	(14,000)	5,022
Sarah Nulty Power of Music Foundation	-	500	(372)	-	128
	65,565	**267,737**	**(290,327)**	**(14,000)**	**28,975**

Description, nature and purposes of the fund

Big Lottery Reaching Communities

This project closely aligns with the Big Lottery Reaching Community priorities by working with confirmed survivors of trafficking to establish pathways to Independence, freedom and dignity. Its purpose is to improve the structure and growth potential of the Counselling Team, the charity and the wider sector. Help secure sustainability and expand our services.

Move on Project

Working in partnership with the Medaille Trust this 18 month project funds a Quality and Development Supervisor post to work with the trust to establish best practice in supporting the victims of human trafficking.

Core Costs - Henry Smith Charity

Three year grant with the aim of Making Lives Better for victims of Human Trafficking. This grant has been provided for specific charity running costs.

Covid 19 Emergency support grants

Grants to fund emergency food parcels, utility bill top ups, basis broadband packages, community and wellbeing activities for clients.

Community Activities

Monies given to support Community Activities.

Casework

Monies given to support Casework.

Equipment for clients

Grants from the Salvation Army Survivors Support Fund and Human Trafficking Foundation to purchase equipment for clients. The transfer represents Snowdrop's contribution to items that were not fully funded.

Building Renovations

Grants to fund renovations at our Castle Green Offices. The £14,000 transfer relates to capitalised works.

Analysis of movements in restricted funds - previous year	*Brought forward £*	*Income £*	*Expenditure £*	*Transfer £*	*Carried forward £*
Big Lottery Reaching Communities	*32,857*	*123,758*	*(126,784)*	*-*	*29,831*
EU Pathways Project	*3,237*	*-*	*(8,527)*	*5,290*	*-*
Move on Project	*-*	*32,486*	*(32,285)*	*-*	*201*
Core Costs - Henry Smith Charity	*11,076*	*60,000*	*(71,076)*	*-*	*-*
Core Costs - Henry Smith Charity (community match challenge)	*25,000*	*25,000*	*(50,000)*	*-*	*-*
Covid 19 Response - Barrow Cadbury Trust Covid 19 Support Fund	*15,152*	*-*	*-*	*(15,152)*	*-*
Covid 19 Emergency support grants	*4,713*	*40,351*	*(45,064)*	*-*	*-*
Renovations	*3,614*	*-*	*(3,614)*	*-*	*-*
Community Activities	*835*	*55,000*	*(39,324)*	*-*	*16,511*
Casework	*7,050*	*33,500*	*(40,550)*	*-*	*-*
Volunteer Training	*-*	*1,800*	*(1,800)*	*-*	*-*
Equipment for clients	*61*	*2,877*	*(3,072)*	*134*	*-*
Building renovations	*-*	*19,022*	*-*	*-*	*19,022*
	103,595	*393,794*	*(422,096)*	*(9,728)*	*65,565*

20 Analysis of movements in unrestricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Designated funds					
Property fund	250,135	-	(21,538)	50,124	278,721
Property renovations	36,413	-	(17,564)	(18,849)	-
Total designated funds	286,548	-	(39,102)	31,275	278,721
General funds	312,944	480,566	(529,317)	(17,275)	246,918
Total unrestricted funds	**599,492**	**480,566**	**(568,419)**	**14,000**	**525,639**

Property fund
The property and associated loans have been set aside in a designated fund to give a clearer picture of the unrestricted free reserves of the charity. The transfer during the year represents loan movements as explained in note 21.

Property renovations
The trustees set aside £100,000 in 2021 towards property renovation work. Expensed repairs of £17,564 were undertaken during the year and £18,849 improvements capitalised (represented by a transfer).

Analysis of movements in unrestricted funds - previous year	*Brought forward £*	*Income £*	*Expenditure £*	*Transfer £*	*Carried forward £*
Property fund	*248,815*	*-*	*(12,600)*	*13,920*	*250,135*
Property renovations	*80,392*	*-*	*(39,679)*	*(4,300)*	*36,413*
Total designated funds	*329,207*	*-*	*(52,279)*	*9,620*	*286,548*
General funds	*277,550*	*353,549*	*(318,263)*	*108*	*312,944*
	606,757	*353,549*	*(370,542)*	*9,728*	*599,492*

21 Transfers

	Note	Transfers £	to/(from) the general fund £
Restricted funds:			
Building renovations - funding capitalised building improvements		14,000	
Transfer per the SOFA	19		14,000
Designated funds:			
Property fund - net repayment of loan		(14,371)	
Property fund - capitalised building improvements		(35,753)	
Property renovation funds - funding capitalised building improvements		18,849	
	20		(31,275)
			(17,275)
Transfer to/(from) the general fund consists of:			
Loan repayments financed by free reserves			(14,371)
Capitalised building improvements - funded by free reserves			(2,904)
			(17,275)

22 Analysis of net assets by fund

	General funds £	Designated funds £	Restricted funds £	Total 2023 £
Tangible assets	18,212	626,365	-	**644,577**
Intangible assets	24,900	-	-	**24,900**
Current assets	224,239	-	28,975	**253,214**
Current liabilities	(20,433)	(14,809)	-	**(35,242)**
Non-current liabilities	-	(332,835)	-	**(332,835)**
	246,918	**278,721**	**28,975**	**554,614**

Prior year comparison	*General funds £*	*Designated funds £*	*Restricted funds £*	*Total 2022 £*
Tangible assets	*33,682*	*612,150*	*-*	*645,832*
Intangible assets	*34,860*	*-*	*-*	*34,860*
Current assets	*277,247*	*36,413*	*65,565*	*379,225*
Current liabilities	*(32,845)*	*(14,371)*	*-*	*(47,216)*
Non-current liabilities	*-*	*(347,644)*	*-*	*(347,644)*
	312,944	*286,548*	*65,565*	*665,057*

23 Trustees and key management personnel remuneration, benefits and expenses

The charity trustees were not paid or received any other benefits from employment in the year (2022: £nil). No trustees were reimbursed expenses during the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel were £49,787 (2022: £48,009).

24 Related Party Transactions

There were no related party transactions, other than those disclosed in note 23.

25 Reconciliation of net expenditure to net cash flow from operating activities

	2023 £	2022 £
Net income/(expenditure) for the year (as per the SOFA)	(110,443)	(45,295)
Adjustments for:		
(Increase)/decrease in debtors	8,934	42,694
Increase/(decrease) in creditors (excluding bank loan)	(12,412)	4,010
Investment income	(1,048)	(375)
Mortgage interest paid	11,377	11,829
Depreciation	38,920	28,778
Loss on disposal of fixed assets	-	289
Amortisation	9,960	4,980
Net cash provided by/(used in) operating activities	**(54,712)**	**46,910**

26 Net debt reconciliation

	At start of year £	Cash flows £	Other non-cash changes £	At year end £
Cash at bank and in hand	351,008	(117,077)	-	233,931
Bank loan falling due within 1 year	(14,371)	14,371	(14,809)	(14,809)
Secured bank loan falling due in 1-5 years	(62,916)	-	(2,463)	(65,379)
Secured bank loan falling due after 5 years	(284,728)	-	17,272	(267,456)
	(11,007)	**(102,706)**	**-**	**(113,713)**

Prior year comparative

	At start of year £	*Cash flows £*	*Other non-cash changes £*	*At year end £*
Cash at bank and in hand	*371,803*	*(20,795)*	*-*	*351,008*
Bank loan falling due within 1 year	*(13,920)*	*13,920*	*(14,371)*	*(14,371)*
Secured bank loan falling due in 1-5 years	*(60,479)*	*-*	*(2,437)*	*(62,916)*
Secured bank loan falling due after 5 years	*(301,536)*	*-*	*16,808*	*(284,728)*
	(4,132)	*(6,875)*	*-*	*(11,007)*

THE SNOWDROP PROJECT

England & Wales - Charity number 1158856

Accounts

Registered Charity Number 1158856



The Snowdrop Project

Annual report and unaudited financial statements
For the year ended 31 March 2022

The Snowdrop Project

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Chair's report

"Long-term support is crucial for any survivor's recovery. Without it, you may as well not have been rescued at all." **– Sabah, Snowdrop Client.**

We believe in a future free from trafficking

In 2021 we marked 10 years since the Snowdrop Project was founded. Snowdrop was created as a heartfelt response to the needs of survivors of human trafficking on exiting safe houses. The aim was to try and give them every chance to live happy and fulfilled lives. It was started by a small group of volunteers in Sheffield, with the unswerving hope that they could make a difference by listening and responding to the needs of survivors and fighting on their behalf.

Trafficking is not a historic problem. It happens here and now in our towns and cities.

Today, we are proud to say the Snowdrop Project has established itself as a leading advocate and exemplary model of good practice in the sector for long-term support. In 2021 we were honored to win the Centre for Social Justice Award for our contribution towards tackling social injustice. We have also been able to represent our voice at policy making level and develop new influential collaborations to champion the right level of support and care required.

However, it is by no means a straight path. The end of the pandemic has hit all of us in different ways. At Snowdrop we have seen a deeper level of complexity where clients' needs have become more pronounced. Funding what we do continues to be a significant challenge with increasingly uncertain economic challenges ahead.

What I can't commend enough is the incredible commitment, resilience, professionalism and heart of a growing team – both paid and volunteers.

What role does The Snowdrop Project play?
At the Snowdrop Project we provide holistic, specialist support to those who have been victims of slavery or human trafficking, individually designed for each person according to their need in order to empower them to live safe and independent lives. Our delivery focusses on South Yorkshire whilst advocating on behalf of survivors at a national level.

Our provision is focused on four core services: Casework and advocacy, Counselling, Community Activities and House Renovations.

In 2021/22 we supported **125 adults and 83 children**. The following report details key numbers, service details and impact data from our work, capturing some of the narrative and stories of our clients. The report shows both the need and complexity of our work and the high levels of skill and professionalism demonstrated by the team.

Thank you for partnering with us on this mission. We pledge to continue to be brave and ambitious, working in collaboration and alongside fantastic partners to build a brighter future for survivors, advocating and championing with and on their behalf.

We hope you are as inspired as us by this mission and look forward to finding new ways to partner in the future.

Warm regards,
Tim Elgar
Chair

The Snowdrop Project

Trustees' report for the year ended 31 March 2022

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2022.

The financial statements comply with the Charities Act 2011, the governing document, and the 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) issued in October 2019.

Governance and management

The Snowdrop Project is a Charitable Incorporated Organisation (CIO). They registered with the Charity Commission charity on 13 October 2014, registration number 1158856. The organisation is governed by its constitution last amended in July 2022. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to employed members of staff.

Due to the nature of the services The Snowdrop Project provides, the Board of Trustees seek to appoint members who have a wide range of appropriate skills and knowledge of the sector that will allow them to govern and grow the Charity successfully. The Charity's governing document permits a maximum of 12 Trustees.

The Trustees conduct a skills review to identify potential gaps in the Board that can then be suitable recruited for. The appointed individuals must fit within the requirements in the constitution, support the values of the organisation and be able to make the necessary time commitments.

All trustees give their time voluntarily and receive no remuneration.

The Snowdrop Project relies heavily on volunteers giving their time to the organisation. Volunteers can claim back expenses in line with our Volunteering policy.

Any staff salaries are decided by looking at comparable positions in the sector, as well as in line with the organisation's vision and values. Salaries are then submitted to the board of Trustees for approval before an offer of employment is made.

The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.

The Snowdrop Project

Charitable objectives and activities

The objective of the charity is the relief of those in need by reason of them being, having been, or being at risk of becoming, victims of slavery or human trafficking, in particular by the provision of charitable assistance including support work, counselling, advocacy and associated support services.

Our Mission

The Snowdrop Project exists to empower survivors of human trafficking to live lives no longer defined by their past and reduce the risk to those vulnerable to the crime.

We are committed to creating, implementing and promoting models of best practice toward whole person centred, multi-agency service provision, nationally and internationally.

Activities

The organisation currently focuses its activities on:

- providing holistic, specialist support to those who have been victims of slavery or human trafficking individually designed for each person according to their need in order to empower them to live safe and independent lives
- the provision of education, advice and training to others involved in the identification and support of victims and survivors
- To collaborate with others, through practice, research and policy to create, implement and promote best practice and improve outcomes for survivors regionally, nationally and internationally

All the activities aim to reduce the risk of harm to the individual, increase independence, decrease social isolation and improve the general wellbeing and outcomes of the individual.

The Snowdrop Project

Lara's speech/letter from the 10 year anniversary

"You never know the ripples that one action can have to change your future, the futures of others and perhaps the world around you.

10 years ago a handful of people and myself gathered and decided to start a volunteer programme to support survivors of human trafficking beyond the safe house.

We had no idea of the ripple effect that was starting at that very moment; ripples that would turn into hundreds of changed lives, influencing national policy and shaping UK standards of care.

Snowdrop's story has been made up of hundreds and hundreds of those moments over the last 10 years and many of the people who made those decisions are sitting in this room right now...

The moment one of you showed a survivor for the first time that they were not alone...

....another moment one of you let a survivor know someone cared and you would fight for them....

... when one of you volunteered your time to paint someone's first ever home..

...when some of you showed up every single week to let a single parent know there was a loving and reliable community out there for them...

....when a family gave up a room in their house so someone would not be living in a tent and could move forward....

...when an 11 year old decided to become Snowdrop's first regular donor with her pocket money and gave us the encouragement needed to keep going and not shut down the charity....

...when two incredible women decided to give up a day of their week to counsel survivors for free and ensure that therapeutic support could be accessible...

...when a legal firm waived their fees when we couldn't afford to get charity status or buy a building or gave pro bono help to a survivor at the end of their rights....

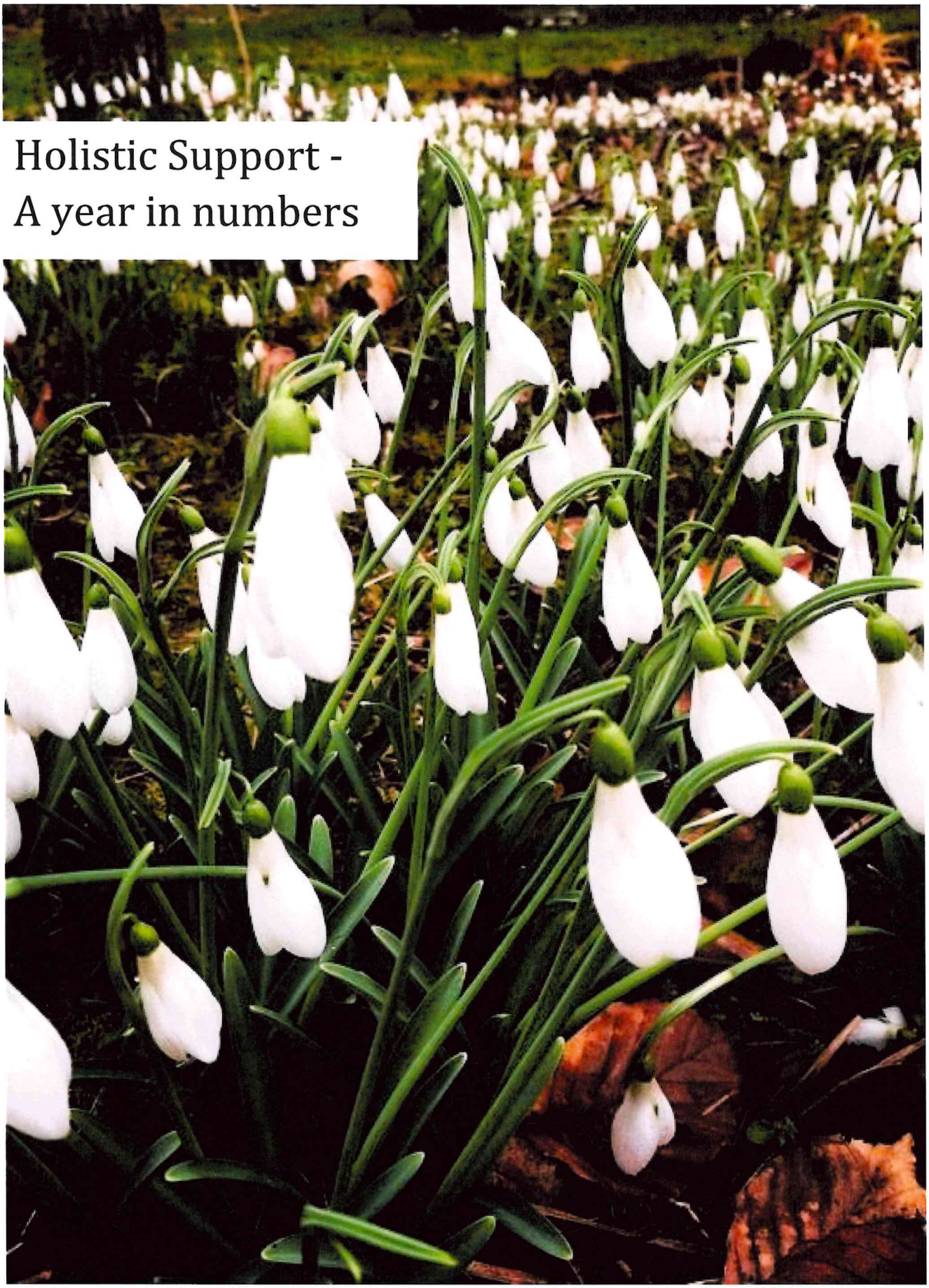
...when a recruitment firm chose us as their charity of the year, every year, and makes sure no survivor's child is ever without Christmas presents...

...when a group of Sheffield companies ensured every counselling room was fully furnished with the best quality items....

The moment one of you chose to fundraise. The moment one of you chose to apply for a job with us and gave it everything.

Life is made of moments.

In this moment of reading, I wonder whether you would consider choosing to give, to partner, to volunteer or to fundraise to enable more life changing moments for survivors of trafficking over the next 10 years. Thank you."



Holistic Support - A year in numbers

The Snowdrop Project

Snowdrop aims to provide holistic, specialist support to those who have been victims of slavery or human trafficking, individually designed for each person according to their need in order to empower them to live safe and independent lives.

We do this through the provision of four services:

Casework and Advocacy
Counselling
Community Activities
House Renovations

Numbers during the year

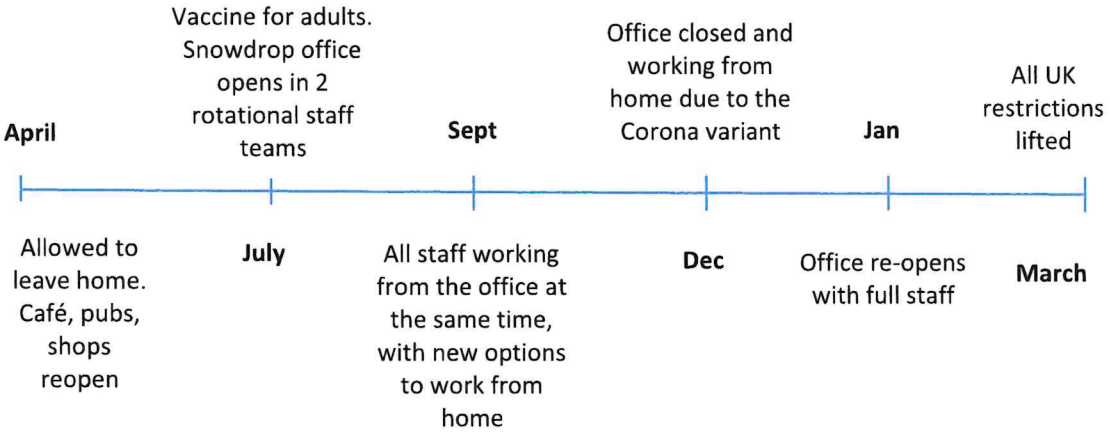
Trafficking and exploitation often involves the deprivation of liberty both physically, mentally and emotionally. People can also experience severe physical, mental, or sexual abuse and neglect as well as being displaced from your own home and community. As a result of multiple negative and detrimental treatments, repercussions are complex and enduring which provides many challenges to reintegration and stability. Our four services are designed to give survivors the best possible chance of recovering from trafficking and living a safe, sustainable and reintegrated life, reducing the possibility of re-trafficking. Below is the presentation of basic data followed by more detailed descriptions of the services and the various adaptations that had to be made for the pandemic and restrictions were relaxed and removed and we adjusted to a new normal.

Casework (inc Reach-In)	Counselling	Dependents	Renovations	Individual benefiting from renovation
72	73	83	12	18

Some beneficiaries access more than one service, and the renovation programme is only available to those who are in casework or counselling support. Therefore, without double counting, the number of direct beneficiaries this year has been **125 adults and 83 children**.

A main focus this year was to sustain support through the end of the pandemic and create stability for both our employees and clients as the UK emerged from the lockdowns and restrictions and Snowdrop moved in to its new home. One significant impact of the pandemic is that the complexity of clients needs have been far more pronounced as a result.

The context behind this year as a timeline:

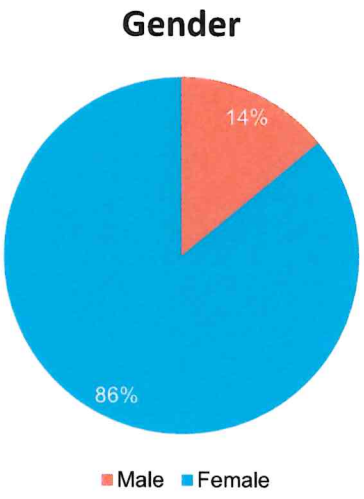


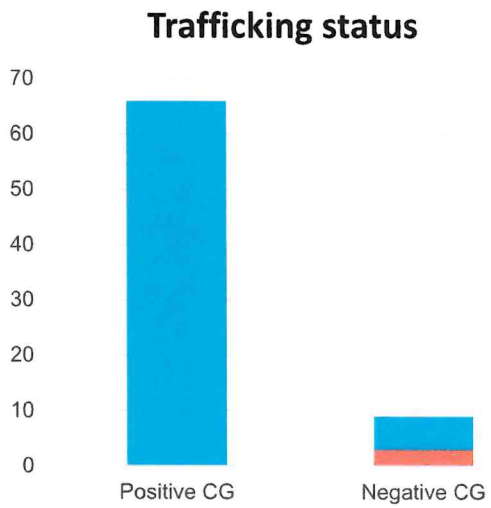
The Snowdrop Project

Statistics

Our CRM is still in development so detailed statistics are still difficult to generate for the organisation as a whole. Therefore, the demographic statistics are reported separately for casework and counselling for transparency purposes.

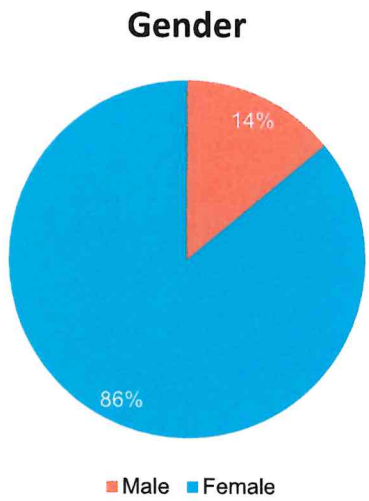
Casework

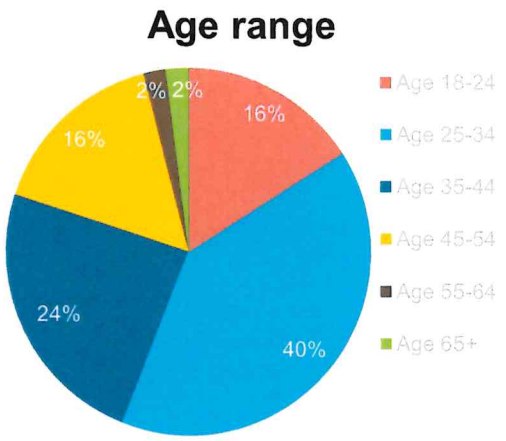




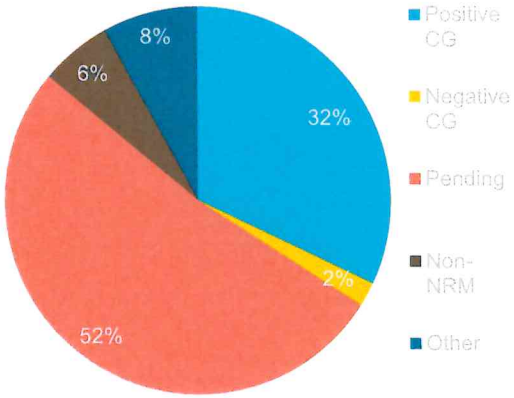
The above chart shows the percentage of referrals that had a positive or negative CG decision at the point of referral to the casework team. The teal colour on the negative CG column indicates the number overturned during this period.

Counselling

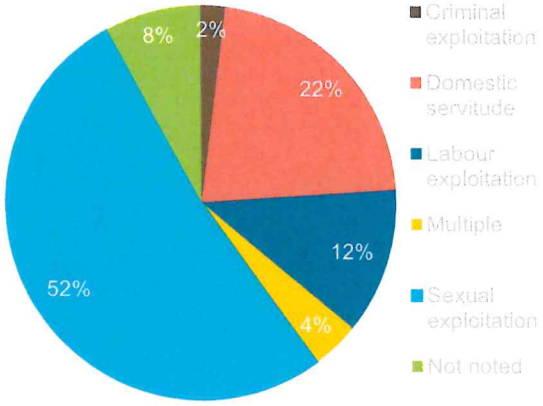




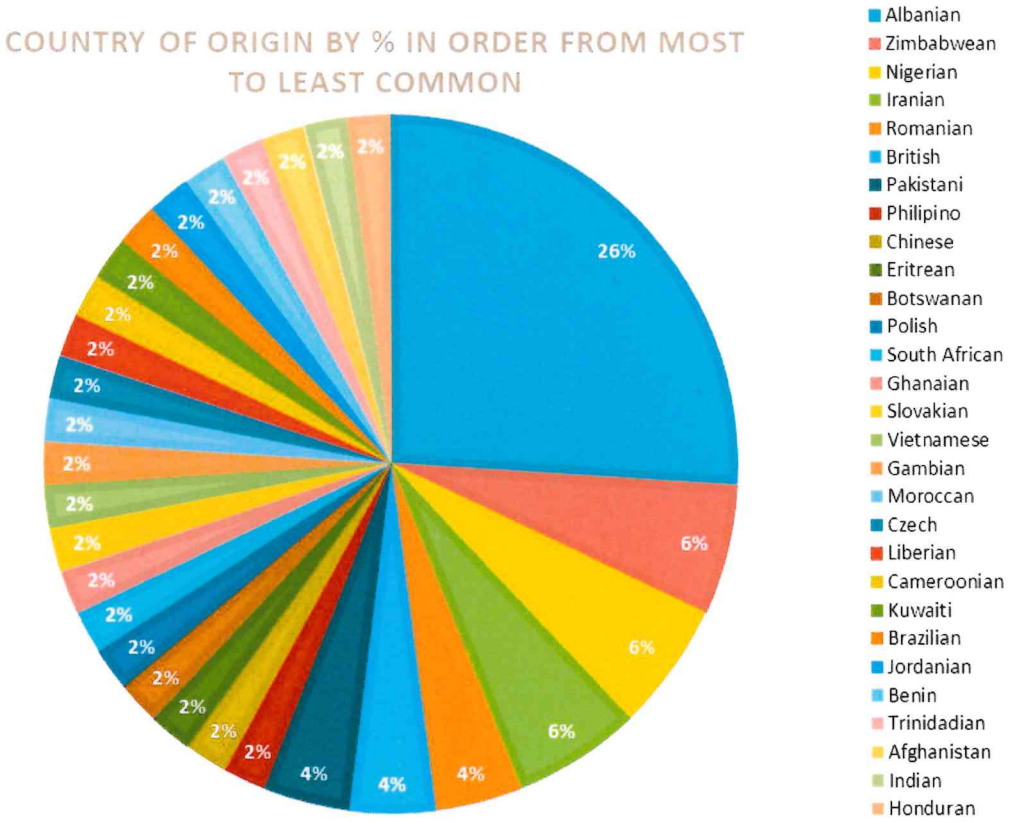
Trafficking status at referral



Type of exploitation



There is a significant difference in this data to casework, as the counselling team can take referrals for clients at any point in their recovery journey. Casework can only accept referrals either after the NRM or if a person opts not to enter.



The total number of nationalities represented across Snowdrop services this year is 40.

The Snowdrop Project

National development

Advisory Panel for the Independent Anti-Slavery Commissioner

Over the last year, our CEO had the honour of sitting on the Advisory Panel for the Independent Anti-Slavery Commissioner, Dame Sara Thornton. As Dame Sara describes in her report "The purpose of the Advisory Panel is to provide me with guidance, challenge and support...and is comprised of a diverse body of experts". Within her final report, the IASC highlighted the collaborative work between The Snowdrop Project, Hope for Justice and The British Red Cross to create an accredited framework for Independent Modern Slavery Advocates (IMSA). This work began in this year and has continued in to 22-23.

Independent Modern Slavery Advocate development

The vision of the Independent Modern Slavery Advocate (IMSA) follows in the footsteps of similar roles such as IDVA's (Independent Domestic Violence Advocates) and ISVA's (Independent Sexual Violence Advocates) to provide advocates that are trained and employed at a specified standard to provide consistent, independent guidance and support. Hope for Justice has piloted the initial programme and approached Snowdrop following the creation of the Training Standards. The other key partner in this development is the British Red Cross. This is a 3 stage project that is only in stage one. During stage one, survivor consultants have been recruited to work with the three lead organisations to ensure the voice of survivors is at the heart of IMSA development. Having started in 2022 and continuing in 2023, sector workshops are being held to consult on topics such as training programmes, host organisations, connection to the NRM, best practice etc. Feedback from these sector workshops will inform the creation of the stage 2 pilot where IMSA will be employed by select organisations to monitor and evaluate the impact on a small scale before recommending a UK wide roll out.

MOP (Moving On Project)

Medaille Trust approached Snowdrop to provide training, guidance and consultation as they created 7 small branches for long-term support in the UK. Medaille decided to adopt a slightly different model to Snowdrop in which all support workers were home-based with no allocated office space to meet clients. Snowdrop provided training, continued practice development and reflection in support of the branches. We were contracted to provide this for the first 18 months of development. It is exciting to see most of the branches still in operation, with some variation to include support prior to the NRM as well as post. As part of our involvement we had a number of reflections and learning, including: a central hub/office space is key to effective service delivery, staff wellbeing and efficient time with clients; in long-term partnerships, buy-in is key at all levels of the organisations involved; adequate time should be built in for recruitment, to create and develop referral pathways and for staff training; establishing a developed database is key; and being willing and able to adapt to unexpected changes (such as the pandemic).

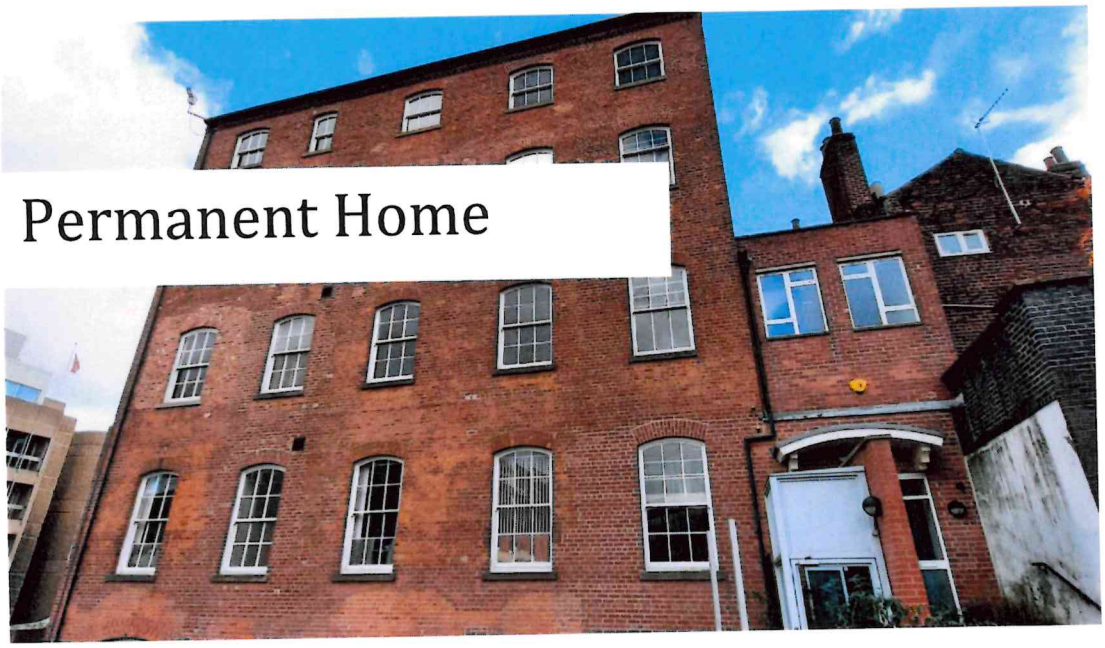
Centre for Social Justice (CSJ) Award winner

Snowdrop was selected as the winner of the Centre for Social Justice Award for it's contribution towards tackling social injustice. The prize consisted of a professional tailor made video about our work which can be viewed on YouTube: https://www.youtube.com/watch?v=aeFrdPe3sGQ. We would particularly like to thank all those involved in the filming process as each survivor was cared for and supported through the process of filming. One client, with a passion for videography, was even given the opportunity to shoot his own stand-in actor for the footage.

"Snowdrop showed me which way I can go. Snowdrop is not giving up and trying, trying, trying and keep trying" ***Quote from the CSJ film 2021***

Work with Local Housing – Trusted Assessor Status highlighted

In 2018, the Snowdrop casework team made an agreement with Sheffield City Council that authorised Snowdrop casework personnel to act as 'Trusted Assessors'. This means that casework staff members are able to assess the housing needs of their client, submit this to SCC and skip additional interviews that would often re-traumatise the client. This year this was highlighted by the Salvation Army throughout the Modern Slavery Victim Care Contract (MSVCC) as best practice when working with housing departments, written up in the Local Government Association magazine and promoted to all other contractors as a process to pursue.



Permanent Home

After 2 years of planning and fundraising, Snowdrop completed the purchase of a beautiful red brick, 5-story building called Castle Green at the end of 2020, which we refurbished and occupied in 2021. The building is larger than needed for the sole purpose of Snowdrop so the top two floors are rented to other complimentary charities. We have a vision that the building will be a safe, trauma informed space to cater for different vulnerable people groups of all ages and backgrounds whilst also ensuring another stable income stream for Snowdrop. Word of mouth has been the most effective advertising method and resulted in all the spaces being rented out swiftly. The building is currently benefiting:

- SAVTE – Teach English as a second language and provide volunteering opportunities for people integrating in to the UK
- ATLEU – Provide legal support to survivors of human trafficking
- GROW – Support 16 – 24 years old's who have struggled with the standard educational pathway and provide support in to employment pathways through mentoring and gardening
- IRISE – Conducts menstrual health research, advocacy and policy development whilst providing sanitary products to vulnerable people
- FUMBLE – Creates positive, informative, healthy sex education for and created by 12 – 25 year old's

The building has become a hub of activity with all charities being able to use small meeting rooms and community rooms to run events and hold one to one meetings.



Snowdrop's casework support programme aims to build on a survivor's inner strength and empower the clients to tackle their many challenges, take control of their future and build a new life for themselves. To draw out the person's strengths and gain their trust, we create a safe space and support clients to form a basis of stability, returning their agency and decision-making powers. Our Casework Team ensure that clients know and understand all available choices and make their own decisions. Our caseworkers employ social work principles and provide support across numerous issues. This includes police investigations, legal support, housing, education, employment, family life and wellbeing. Our casework support programme forms a central pillar for survivors as they build a new life. Our clients work with one of Snowdrop's Caseworkers on their overarching difficulties and the daily challenges they face. This year, the skills of the team were stretched even further as they helped clients navigate the regularly changing landscape as we emerged from the pandemic and provided information around covid and the vaccine programme.

When additional support was required, caseworkers made referrals to other professional services such as solicitors, drug or alcohol support, mental health agencies or child protection workers. However, it became clear over the year that many services clients were entitled to, often had less staff and more demand so sometimes accessing this was much tougher and meant caseworkers spent even more time trying to 'prove' a clients eligibility. Nevertheless, as one client explains below, the people we support are encouraged and motivated to try, try and try again.

CASE STUDY
One of our clients had been waiting for her asylum decision/appeal for 5 years. During the four years we supported her we contacted the MP, chased the home office, wrote detailed support letters, attended the immigration tribunal to give evidence, supported the client to attend expert appointments to be assessed for her mental health.

The length of the delay had impacted on the clients mental health, the client was struggling with low mood and suicidal ideation. We helped the client access mental health services, helped manage the risk of suicide and did several safeguarding referrals for this case when we felt the client was not able to keep herself safe. We also worked closely with the children social services MAST team to help the client with her parenting, which massively improved her ability to set boundaries for her child. We supported this client to access a care package under the Care Act 2014, we advocated for a care assessment, managed to secure funding. This client was then offered a carer who would attend her home weekly to clean and help her with the shopping. As the client had fibromyalgia and serious mobility problems, having this care package transformed her quality of life and improved her mental health.

This was the quote from this client on exit (exited June 2022)

What do you feel like you have achieved during your time at Snowdrop?

With my heart I am very thankful with my second family. From my terrible life I aim to my goal to be settled and feel 75% settled. I have learnt-don't give up. Try, try, try and try again.

Is there anything Snowdrop could have supported you better with?

I think I got everything. I am happy to say I have received all support with every side of life-personal, relationships and with my son. I received the best.

Regardless of the additional challenges, the outcomes for clients were significant:

- 98% engaged regularly and consistently with their caseworker
- By the end of the year 82% were in permanent accommodation with 52% having moved from temporary to permanent housing during this year with our support
- Out of those in permanent accommodation, 80% were able to manage their finances
- 46% were assisted with digital connectivity through grants providing laptops and phones enabling better learning opportunities and connections with family
- 44% went to college or another form of education
- 28% attended ESOL
- 25% gained employment (mainly in the care sector or as warehouse operatives)
- £45,000 of compensation money was awarded through CICA
- 75% were assisted to access health care support, with 28% accessing Snowdrop counselling service
- 5 clients were supported through criminal convictions
- 5 clients have been supported with family reunion. One partner has been reunited, and two clients reconnected to their children. The other 2 are still ongoing due to severe home office delays

- 55% were supported to access a solicitor. This was particularly challenging when working from home and observing social distancing but it's a key part to many survivors recovery and stability.
- Most non-EU clients are asylum seekers at the point of referral. At the end of the year, 94% of our non-EU clients had either refugee status, indefinite leave to remain or discretionary leave

When the public were allowed to meet together again, the casework team organised some additional activities to help clients reconnect, feel safe and be creative. From January to March, there were pottery classes, a day out to South Yorkshire Sculpture Park and a relationship course.

The latter was organised as a few clients were caught in abusive or exploitative relationships during the pandemic, and many have noted that they struggle to form healthy relationships and friendships due to past experiences. We partnered with FUMBLE (one of the tenants), who created a customised course specifically for our clients. The course was a real success with many clients opening up for the first time and engaging with potentially distressing or difficult topics.

> "One of my clients had struggled throughout the time I have worked with her to attend community groups and connect with new people, which left her socially isolated. During session two when we were discussing boundaries, the client said, "my boundaries are too rigid and I want to work on them". I felt this was a real breakthrough moment for her" - **Caseworker**



Our Counselling manager was hired part way through the pandemic. As counselling is most effective face-to-face, they designed a new programme of support but were not able to properly launch it. This year saw the theory turn to practice. The new programme is based on 3 pathways (below).

Pathway	Pathway 1 (8-12 weeks)	Pathway 2 (16 – 20 weeks)	Pathway 3 (long term)
Client stability (Maslow's hierarchy of motivation).	Unstable, uncertain status and circumstances.	Client is able to manage current instability.	Clients are settled in housing and legal status, can self-regulate and are ready to process their trauma.
Client needs (mainly expressed in physical symptoms).	Client needs affect regulation, coping tools, grounding, and stabilisation.	Client is aware of the window of tolerance and ready to learn self-regulation -. The client develops a sense of agency.	Re-connecting. We expect clients to refer and re-refer themselves. There is no specific time frame set in this pathway.
Counselling/ therapy focus.	Present /here and now. Psycho-education window of tolerance, short term affect regulation, coping tools, grounding, body awareness. Functioning - sleep, eating, routine and supportive activities.	Present /here and now - aspects of the past triggered by current events. Client learning self-regulation, taking control in their life. Housing and refugee status is more stable.	Past trauma processing, integration, deeper insights into past, present, future.

The Snowdrop Project

Pathway One

Pathway one introduced new alternative therapies such as art therapy, yoga therapy, acupuncture and shiatsu which have had significantly positive outcomes

Shiatsu & acupuncture feedback

- I now don't check the windows at night, I sometimes sleep. My back pain is not like before, this worked for me.
- A situation has arisen within the house, which have been immensely triggering, particularly exacerbating my PTSD. Overall the acupuncture has been invaluable to my recovery and I am immensely grateful, thank you. I understand now what recovery looks a lot like this. It's a gradual steady incline that is general improving. But there will always be peaks and throughs, at the moment I am having a bit of a dip and it will pass.
- After the massage I just feel so relaxed, its very good. My ankle finished pain after treatment, now I can walk further, I love walking. You press where pain is.
- At the beginning, I didn't know what shiatsu was, now I enjoy it, I am relaxed and can fall asleep.

Hoa* is a survivor of human trafficking and exploitation who we have been working with over the last year. Due to the experiences in her past, Hoa has suffered with chronic pain for 10 years and relies on a large amount of pain medication.

We referred Hoa to Annette, our acupuncture and shiatsu massage therapist. "The massage and acupuncture sessions I had were really helpful", says Hoa. "They reduced my back and knee pain. My shoulder pain went away completely! The sessions made me feel relaxed which reduced my headaches. All of this meant I was able to reduce my pain medication."

We are thrilled that Hoa is finally experiencing a level of relief from her pain and we are hopeful for the freedom this will bring her.

Yoga feedback

- For me I would say the group helps to relax tension in your body and helps to build confidence being around people. It's lots of fun here.
- It provides me a save space where I can totally relax my body. Usually, my body is so tense and sore because of my life. I am more aware of my body. Its provides me techniques I can use to bring myself back to calm when I am feeling anxiety and where I don't have so much pain. The group is fun and amusing I love the games, I missed that part of my life, my childhood. I feel safe and comfortable its improved my communication skills.

"A client and I [caseworker] went to view a property this morning; unfortunately, it was not suitable and they found the experience very distressing. However, as we were walking away, she stopped, closed her eyes, and said, 'I am going to do what Cat [yoga teacher] taught me'. I watched as my client took deep calming breathes and after two minutes she said that she was feeling better. The shaking subsided and her breathing calmed. My client later disclosed that she now does breathing techniques at home too. I think this will make a big difference to my clients quality of life as she feels in control." – **Feedback from a caseworker**

The Snowdrop Project

Pathway Two

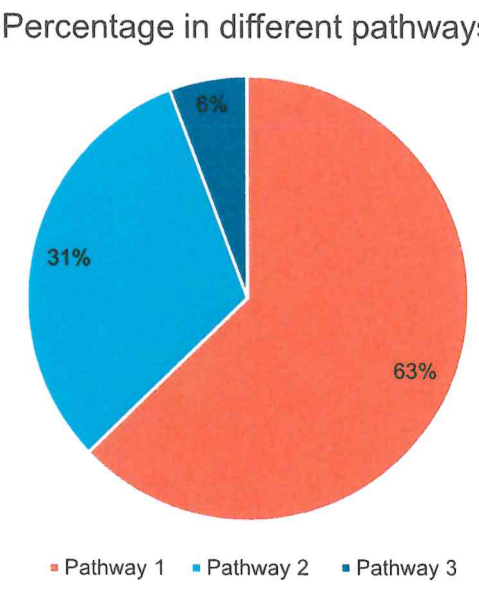
Pathway two provides talking therapy (with interpreters when needed) to actively learn about the window of tolerance, practice emotional regulation, talk about past memories triggered by the present, and guide in taking control of their life. Counsellors use assessments at the beginning and end of counselling to understand what a client would like and what the outcomes are. Desired outcomes for counselling vary significantly such as learning relaxation exercises, how to cope without drinking, how to be comfortable with men, get rid of nightmares and negative thoughts, understand why things are hard, finding me and who I am.

At the final assessment, all pathway 2 clients reported improvements in

- confidence
- feeling in control
- feeling positive
- coping with life
- quality of relationships
- less anxiety
- less depressive emotions

Pathway Three

As this pathway provides space to go into depth about past experience of trauma, there are not many clients on this pathway. During this year only 2 clients started on pathway 3. There are currently no outcomes to report as they have only recently started on pathway three.





Community, Renovations & Volunteer Activities

Like all other areas of service delivery, the beginning of the year varied significantly from the end. The first 6 months saw the continuation of zoom based events but also an increase in zoom fatigue. However, those who attended or took part in activities sent to their house, reported that it decreased feelings of loneliness and isolation

Virtual activities		
Virtual Baking	**Mum & Toddler YouTube**	**Attendance Virtual ESOL**
5	4 videos, 27 Views on average	10

Wellbeing packs, including colouring activities were sent to clients to enjoy at home. Although many clients appreciated these, one in particular was inspired to use drawing as a form of therapy:

Kia's* art work





Kia* realised that colouring and drawing was a really helpful strategy for her to get painful memories out. She shared her drawings with us and said she wants to show people how it feels to be a survivor of human trafficking. She said, "In my heart I felt my mum is probably very happy that I am out of all this. I cannot explain what I felt when drawing this. I thought my mum and Allah have always been with me. I want to get everything out of my head and drawing helps."

The Snowdrop Project

Once face-to-face activities returned, we saw a large jump in numbers attending ESOL and Mum and toddler group. The pandemic also prompted a need for IT lessons due to digital illiteracy needs and piloted these classes towards the end of the year (see case study).

Face to face activities					
ESOL	**IT**	**Toddler Group**	**Dance Class**	**Climbing**	**Photo event**
28	8	22 Adults, 26 children	4	4	28

One of our long-term clients Ayesha*, who has mobility problems and struggles with her mental health, has been attending the digital skills classes. Ayesha has often struggled to engage with community activities over the years; she faces many barriers including her level of pain and fear of meeting new people. Ayesha managed to make her own way to the Snowdrop building and arrive for her classes on time. This has not always been easy and quite rightly feels like a massive achievement.

Ayesha was really excited coming out of class and talking about her new skills to type and delete things. She said she feels confident attending the classes because they're held at Snowdrop, she feels safe and her teacher is very helpful.

Climbing and the photo event are new community activities for this year. The Climbing Hanger in Sheffield, kindly offered clients who attended one workshop at their venue would be given free membership to come when they wanted. This has started small but is growing in interest as word is spreading. Clients who attend report growth in self-confidence and feelings of joy. The clients who attend say they laugh more at climbing than they do in any other activity in their life.

The photo event was created when a client told her caseworker that her children's school photos were coming up but could not be afforded at £30 per child. She felt excluded from the experience and really wished she could have professional photos of her kids. Our community facilitator is a skilled photographer and responded to this news by creating a professional photography day for any client and/or their children to attend.

The day was held in the Snowdrop community room and captured beautiful family photos, children in uniform, clients who had dressed up specially and friendship photos. The day had a positive and upbeat atmosphere and was really appreciated by everyone. One client said that she *"finally felt like herself again"* and, on seeing her own photo, another commented *"What a beautiful woman"*. We are planning to make this an annual event.







The Snowdrop Project

Renovation programme

It was glorious to see the full return of the house renovation programme this year. During the pandemic months, no volunteers could help, and vouchers and guidance often had to be given instead of the full renovation. From July of this year, we had the freedom to enter other houses again and meant that we could more easily paint, decorate and move furniture in. However, although the programme returned, there is a noted decline in the recruitment, retention and availability of volunteers which puts the bulk of the practical work on staff rather than through the management of volunteers and takes them away from other aspects of their normal 'day job'. If this doesn't change over the next year, we may need to revisit how the renovation programme is operated.



The Snowdrop Project



The fundraising team at Snowdrop is small but mighty. With no full time members of staff, one head of fundraising, one communications and donor relations manager and a trusts and grants writer, they achieve an incredible feat every year raising almost £800,000. Looking at our projections, we predict that we are likely to plateau if we do not increase the size of the team, so in within the next year our intention is to strengthen and increase the capacity of the team.

This year the team also assisted in the creation of a new website, the full use of the CRM system eTapestry and ran various virtual and in-person events.

What events did we run?



Sheffield 10k and half marathon



Three Peaks



Snowdrop Gala

Training with Snowdrops runners was a fantastic experience! Very friendly and encouraging group!

Don't say I can't! Say I can! Get off the couch and make a difference to your own life and to others at the same time! With each step you gain confidence to run further!

Couch to 5k

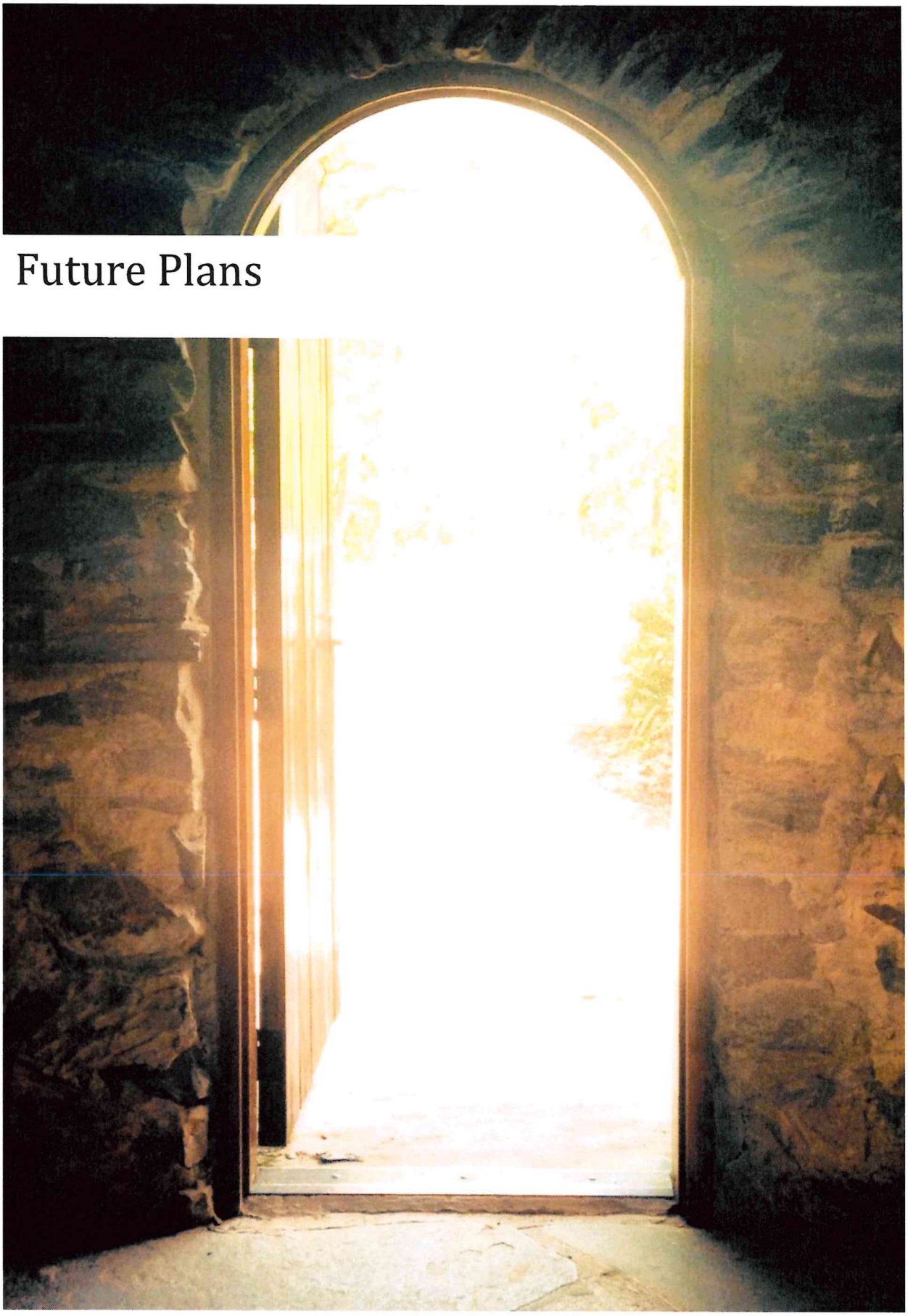
The Snowdrop Project

Over the course of the year we engaged 51 people in fundraising, 40 volunteer marshals for the running events and 303 attendees at the Gala.

The Snowdrop Gala was due to happen in April of 2020 but unfortunately had to be delayed until March 2022. The evening was a great success and celebrated 10 years of Snowdrop, presented awards for outstanding volunteers, heard first-hand accounts from previous clients and finished off with a fantastic auction and disco. We aimed to raise £12,000 and ended up raising £39,025. Thanks to Henry Boot for sponsoring the event and ensuring that everything raised on the night went towards supporting survivors. Each award was sponsored by a different company, so we also thank and acknowledge Verus Recruitment, Meter Provider, DLA Piper and arm.

Companies

A big thank you to Irwin Mitchell, Westbourne School, Women's Institute (Ecclesall Road), Green Core, Maebell & Bo, The Soroptimists, Verus Recruitment and Raheal Mirza for their support over the year.



Future Plans

The Snowdrop Project

Stability

Continuing to find our way out the pandemic, we will still need to focus on stabilising the charity and the process in the new building. We have enlisted the support of an ISO consultant to help us create new policies, procedures and guidelines for staff, tenants and volunteers ensuring a smooth running of communications, systems and the building. For the first year in the building, we have employed a building management company to set up systems in line with building regulations, but we hope to take over the management ourselves after the first year to reduce outgoings.

Support for dependents

Our childcare support has historically been run by volunteers that works to enable clients to attend appointments and activities without needing to worry about their children. However, as stated in the report, volunteer recruitment and retention declined during the pandemic and hasn't returned since. This means our community facilitator has had to pick up the cover and has reduced their capacity to run activities. In the next year we intend to employ a children and young persons worker to focus on providing support for dependents while releasing the community facilitator to expand opportunities for clients.

CRM

The development of the CRM is still underway. Unfortunately, it has taken longer than expected to complete. This is key to the organisation developing and potentially expanding so it's important we get this right.

Male services

In January, we employed a male development worker to open up pathways to increase referrals for male survivors and understand if there are any barriers we need to try to address to make Snowdrop more open.

Fundraising

The fundraising team have continued to work hard to bring in the much needed funds. This year we aim to increase this capacity and diversify our income streams which will start with more investment in this area. One aim is to develop and strengthen corporate partnerships.

Training, policy and research

Providing and charging for our training, is a fantastic opportunity to both increase our income stream and further our charitable aims and objectives. Training and policy demands are increasing but currently have no-one to oversee and coordinate this. In the next year we will hire a person to strengthen these elements of the charity and respond quickly to incoming requests and demands.

Intersectionality with learning disability

After supporting a number of clients with cognitive impairments and learning disabilities, and speaking to others in the field with similar experiences, we have realised there are a lot of knowledge gaps. We will be working with the Human Trafficking Foundation to coordinate a working group of professionals to create resources and a tool box to guide those in the sector.

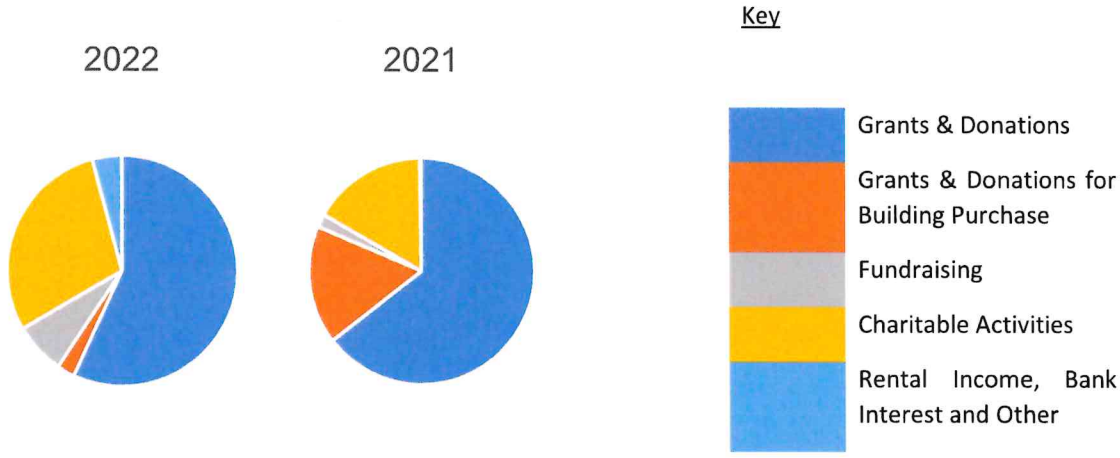
The Snowdrop Project

Financial Commentary

Principal Sources of Funds

The Snowdrop Project's activities in the financial year to the 31st March 2022 were funded predominantly through grants and donations income 56.8% (2021 64.5%). 2021 figures included one off income received towards the purchase and renovation of the new Castle Green premises 16.9% (2022 2.5%). The remaining funding of the Charity arose from charitable activities 29.3% (2021 16.5%), fundraising 7.2% (2021 1.9%), and bank interest/other income 4.2% (2021 0.2%).

	2021/22	2020/21
Grants & Donations	56.8%	64.5%
Grants & Donations for Building Purchase / Renovation	2.5%	16.9%
Total Grants & Donations	**59.3%**	**81.4%**
Fundraising	7.2%	1.9%
Charitable Activities	29.3%	16.5%
Rental Income, Bank Interest and Other	4.2%	0.2%
Total	**100.0%**	**100.0%**



Financial Review

During the financial year to the 31st March 2022 the Snowdrop Project raised income of £747,343 (2021 £897,087) from all activities and incurred total expenditure of £792,638 (2021 £533,514). This resulted in a net loss of £45,295 (2021 £363,573 surplus) mainly due to planned renovations expenditure on the Castle Green premises of £39,679. This work was funded from a £100,000 designated reserve set aside by the Trustees in 2021 for anticipated renovation work, with the balance planned to be used early in the following year. Year-end total reserves were £665,057 (2021 £710,352) comprising general funds £312,944 (2021 £277,550), restricted funds £65,565 (2021 £103,595), and designated funds in respect of the property purchase and renovations £286,548 (2021 £329,207).

Restricted Income as shown in the Statement of Activities was £393,794 (2021 £640,999). Grants, donations, and legacies raised to fund specific programme costs totaled £177,179 (2021 £358,587) and a further £19,022 (£151,647) was received to help fund building renovations. Income from

charitable activities was £197,593 (2021 £130,765) principally from the Big Lottery Fund to support casework and counselling and from Sheffield City Council for covid support.

Unrestricted Income was £353,549 (2021 £256,088). Grants and donations income £247,485 (2021 £220,020) represented 70.0% (2021 85.9%) of unrestricted income. Fundraising activities income of £54,044 (2021 £17,033) improved after being negatively impacted by the Covid-19 pandemic in the previous year, accounting for 15.3%% (2021 6.6%). Charitable activities income increased to £21,196 (2021 £7,145). The balance of unrestricted income £30,449 (2021 £1,300) arose mainly from rental income.

The Financial Impact of Covid-19

The Snowdrop Project continued to adjust during the financial year to changing covid restrictions and its impact on operations and services for clients. The Trustees met in January 21 to set the budget for 21/22 and beyond, forecasting a small net income each year, however as the country emerged from the pandemic, we believed that the opportunities and availability of funding would be more challenging. We sought to address this by looking at opportunities to diversify our income including renting out space, securing new contract income, training, and expanding our community activities. Fundraising activities were boosted in the financial year with a successful 10th Anniversary celebration dinner in March 2022 and new fundraising initiatives such as the Kilimanjaro Challenge planned for September 2022. We were also successful in applying for emergency covid grant funding to support our operations and avoiding the need to furlough staff. Funding also enabled us to continue to support clients with food deliveries, help with utility bills and basic data packages.

The Trustees met regularly during the year to review the financial forecast with the aim of maintaining a breakeven position on operational activities and avoiding the need to draw on reserves. The Charity did however undertake planned renovation work, which was funded from a designated reserve and as a result a modest net loss resulted in 21/22.

Investment Policy

The level of the Charity's reserves is such that funds are invested for the short term rather than long term. The criteria for investment are that the financial institution should have ethical credentials, offer a competitive rate of return in the marketplace and be a low-risk investment.

Returns on investments are modest, arising from historically low interest rates, realising £375 in the year ending 31st March 2022 compared with £590 in the previous year.

Reserves Policy

- The Trustees have determined to aim to maintain a level of free reserves (general funds excluding tangible fixed assets) equal to six months budgeted unrestricted expenditure plus mortgage payments. The policy aims to ensure there is a buffer to accommodate fluctuations in income, and if necessary, enable management to reduce expenditure whilst fundraising activities are undertaken to increase income.
- Free reserves at the 31 March 2022 were £279,262 or 6.3 months reserve cover based on the forecast unrestricted expenditure and mortgage payments for 21/22. This represents reserve cover marginally in excess of the six months policy. Based on budget for 22/23 the reserve cover is budgeted to remain at 6.3 months at 31 March 2023 before reducing to 6.0 months at 31st March 2024.
- A designated fund of £286,548 was held at the 31 March 2022 in respect of the funds spent or committed for the purchase and renovation of the Castle Green premises.
- The Snowdrop project also held restricted reserves at year end of £65,565. These are not considered as part of the reserves policy as they are held only if required to organise the relevant programme.

The Snowdrop Project

Reference and administrative information

Charity Number:	1158856
Principal Office:	Castle Green, 7 Castle Street, Sheffield, S3 8LT

Board of Trustees

Tim Elgar	Chair	appointed 16 February 2017	
Tina English	Vice-chair	appointed 13 October 2014	resigned 19 July 2022
Jon Kenworthy		appointed 28 July 2018	
Nadia Porter		appointed 19 September 2019	resigned 30 November 2021
Darren Wake		appointed 28 November 2019	
Jan Harwood		appointed 24 September 2020	
Tim Bottrill		appointed 1 May 2021	
Lisa Domoney		appointed 4 October 2022	
Samantha Dixon		appointed 22 November 2022	

Secretary

Emily Brown (non-voting administrator)

Key management personnel

Lara Bundock Chief executive officer

Advisors

Bankers:	Reliance Bank Limited, Faith house, 23-24 Lovat Lane, London, EC3R 8EB
Independent examiner:	Sarah Lightfoot, FCA DChA Employee of: VAS Community Accountancy, The Circle, 33 Rockingham Lane, Sheffield, S1 4FW

The board of trustees declare that they have approved report above on 22 November 2022

Signed on behalf of the board of trustees by:



Tim Elgar
Chair of Trustee

Independent examiner's report to the trustees of The Snowdrop Project

I report to the trustees on my examination of the accounts of The Snowdrop project (the Charity) for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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

Signed: S Lightfoot

Sarah Lightfoot, FCA DChA
Employee of:
VAS Community Accountancy
The Circle
33, Rockingham Lane
Sheffield
S1 4FW

Date: 8 December 2022

The Snowdrop Project

Statement of financial activities
(incorporating the income and expenditure account)
For the year to 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Unrestricted funds £	Restricted funds £	Total 2021 £
Income from:							
Grants, donations and legacies	2	247,485	177,179	424,664	220,020	358,587	578,607
Grants and donations for Building Purchase and renovations	3	-	19,022	19,022	-	151,647	151,647
Total grants and donations		247,485	196,201	443,686	220,020	510,234	730,254
Charitable activities	4	21,196	197,593	218,789	17,145	130,765	147,910
Fundraising activities		54,044	-	54,044	17,033	-	17,033
Bank interest		375	-	375	590	-	590
Other activities	5	30,449	-	30,449	1,300	-	1,300
		353,549	**393,794**	**747,343**	256,088	640,999	897,087
Expenditure on:							
Raising funds	6	30,590	-	30,590	1,628	15,251	16,879
Charitable activities	7	304,983	422,096	727,079	81,407	435,228	516,635
Other activities	9	34,969	-	34,969	-	-	-
		370,542	**422,096**	**792,638**	83,035	450,479	533,514
Net income/(expenditure)		**(16,993)**	**(28,302)**	**(45,295)**	173,053	190,520	363,573
Transfers between funds	21	9,728	(9,728)	-	271,248	(271,248)	-
Net movement in funds		**(7,265)**	**(38,030)**	**(45,295)**	444,301	(80,728)	363,573
Total funds brought forward		606,757	103,595	710,352	162,456	184,323	346,779
Total funds carried forward		**599,492**	**65,565**	**665,057**	606,757	103,595	710,352

The Snowdrop Project

Balance Sheet
As at 31 March 2022

	Notes	£	2022 £	£	2021 £
Tangible assets	12	645,832		647,448	
Intangible assets	13	34,860		24,960	
			680,692		**672,408**
Current assets					
Debtors	14	28,217		70,911	
Cash at bank and in hand		351,008		371,803	
Total current assets		379,225		442,714	
Creditors: amounts falling due within one year	15	(47,216)		(42,755)	
Net current assets			**332,009**		**399,959**
Total assets less current liabilities			**1,012,701**		**1,072,367**
Creditors: amounts falling due after more than one year	17		(347,644)		(362,015)
Total net assets			**665,057**		**710,352**
Represented by:					
Funds of the Charity					
Restricted income funds	19		65,565		103,595
General funds		312,944		277,550	
Designated funds - property purchase and renovations	20	286,548		329,207	
Total unrestricted funds			599,492		606,757
Total funds	22		**665,057**		**710,352**

Approved by the board of trustees on 22 November 2022

Signed on behalf of the board by:

Tim Elgar
Chair of Trustees

Statement of Cash Flows
For the year ended 31 March 2022

	Notes		2022		2021
			£		£
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	**25**		46,910		295,801
Cash flows from investing activities					
Investment income		375		590	
Purchase of fixed assets		(27,451)		(649,654)	
Purchase of intangible assets		(14,880)		(24,960)	
Net cash (used in)/provided by investing activities			(41,956)		(674,024)
Cash flows from financing activities					
Cash inflows from new borrowing		-		380,000	
Repayment of borrowing		(25,749)		(8,583)	
Net cash provided by/(used in) financial activities			(25,749)		371,417
Change in cash and cash equivalents			(20,795)		(6,806)
Cash and cash equivalents at the beginning of the year			371,803		378,609
Cash and cash equivalents at the end of the year			351,008		371,803

The Snowdrop Project
Notes to the Accounts
For the year to 31 March 2022

1 Accounting Policies

(a) General

The Snowdrop Project is a charitable incorporation organisation. In the event that the charity is wound up, the liability in respect of the guarantee is £nil per member of the charity. The address of the registered office is given in the charity information on page 27 of these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and with the Charities Act 2011.

The Snowdrop Project meets the definition of a public benefit entity under FRS 102. The financial statements are prepared under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £.

(b) Income

Income is recognised when the organisation has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from services provided is included in the year in which the service took place.

Investment income is included when receivable.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

(c) Donated goods and services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item 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.

On receipt, donated 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.

(d) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(e) Tangible assets

Depreciation has been calculated to write down the cost or valuation, less estimated residual value, of all tangible fixed assets over their expected useful live, as follows:

Leasehold improvements	Over the term of the lease
Fixtures, fittings & equipment	25% Straight Line

Individual items under £250 are written off in the year in which the expense is incurred.

1 Accounting Policies (continued)

(f) Intangible assets

Intangible fixed assets are amortised at rates calculated to write off the assets on a straight basis over their estimated useful economic lives:

Website costs	3 years straight line

(g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(h) Creditors

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

(i) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(j) Pension costs and other post-retirement benefits

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

(k) Funds

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Designated funds are funds set aside at the discretion of the trustees for specific projects.

Restricted funds are to be used for specific purposes as laid down by the funder.

(l) Taxation

As a charity, the organisation is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

(m) Operating leases

Rental payable and receivable under operation leases are charged to the SOFA on a straight line basis over the period of the lease.

(n) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that the charity will continue to operate for 12 months from authorising these financial statements.

2 Income from grants, donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
AB Charitable Trust	20,000	-	20,000	-	-	-
Albert Hunt Trust	2,000	-	2,000	1,000	-	1,000
Allchurches Trust	-	-	-	-	14,750	14,750
Arnold Clarke Community Fund	1,000	-	1,000	-	-	-
Barratt and David Wilson Community Fund	-	-	-	-	1,000	1,000
Barrow Cadbury Trust Covid 19 Support Fund	-	-	-	-	31,000	31,000
Brown Source Charitable Trust	15,000	-	15,000	20,000	-	20,000
CMS Foundation	400	-	400	-	-	-
Charities Aid Foundation	-	-	-	-	8,000	8,000
Charles Haywood Foundation	-	25,000	25,000	-	-	-
Centre for Social Justice	10,000	-	10,000	-	-	-
Dixon Pitchfork Charitable Trust	750	-	750	500	-	500
Evan Cornish	-	-	-	-	5,000	5,000
Garfield Weston Foundation	40,000	-	40,000	-	-	-
Gay & Peter Hartley's Hillards Charitable Trust	1,000	-	1,000	-	-	-
Hyman Winstone Foundation	250	-	250	-	-	-
Human Trafficking Victim Fund	-	1,879	1,879	-	1,537	1,537
John Lewis Partnership Community Investment Fund	-	25,000	25,000	-	-	-
Lloyds Bank Foundation for England and Wales	25,000	-	25,000	-	33,000	33,000
Matrix Law	-	1,800	1,800	-	1,800	1,800
People's Postcode Lottery	-	-	-	-	20,000	20,000
RG Foundation	-	-	-	-	20,000	20,000
RRAF Charitable Trust	-	-	-	1,500	-	1,500
Schroder Charity Trust	-	-	-	3,000	-	3,000
Sheffield Church Burgesses Trust	-	-	-	-	2,000	2,000
Sheffield City Council - ward pots	-	500	500	-	-	-
Sheffield Town Trust	-	3,000	3,000	-	-	-
South Yorkshire Police and Crime Commissioner	-	5,000	5,000	-	5,000	5,000
South Yorkshire's Community Foundation	-	-	-	-	5,000	5,000
South Yorkshire Mayoral Combined Authority	-	10,000	10,000	-	-	-
Souter Charitable Trust	4,500	-	4,500	-	3,000	3,000
Swire Charitable Trust	25,000	-	25,000	25,000	-	25,000
The 29th May 1961 Charity	1,500	-	1,500	1,500	-	1,500
The Austin and Hope Pilkington Trust	-	1,000	1,000	-	-	-
The Brelms Trust	-	5,000	5,000	-	5,000	5,000
The Bromley Trust	15,000	-	15,000	15,000	-	15,000
The Charles and Elsie Sykes Trust	-	2,500	2,500	-	5,000	5,000
The Cutlers Company Charitable Trust	-	-	-	500	-	500
The Henry Smith Charity	-	60,000	60,000	-	60,000	60,000
The Henry Smith Charity (Community Match Challenge)	-	25,000	25,000	-	75,000	75,000
The Holbeck Trust	-	1,000	1,000	-	-	-
The National Lottery - Awards for All	-	10,000	10,000	-	10,000	10,000
The Pat Newman Memorial Trust	-	500	500	-	-	-
Tribe Freedom Foundation	-	-	-	-	40,000	40,000
Wesleyan Foundation (SYCF)	-	-	-	-	10,000	10,000
West Riding Masonic Lodge	-	-	-	1,000	-	1,000
WO Street Trust	-	-	-	-	2,500	2,500
Volvox Trust	500	-	500	1,200	-	1,200
Donations from other organisations	37,466	-	37,466	47,559	-	47,559
Donations from individuals (including gift aid)	48,119	-	48,119	45,946	-	45,946
Legacies	-	-	-	56,315	-	56,315
	247,485	**177,179**	**424,664**	**220,020**	**358,587**	**578,607**

3 Income from grants and donations for the building purchase and renovations

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
B&Q Foundation	-	5,000	5,000	-	-	-
The James Neil Trust Fund	-	5,000	5,000	-	-	-
The Screwfix Foundation	-	9,022	9,022	-	-	-
The Clothworkers' Foundation	-	-	-	-	100,000	100,000
The Joseph Rank Trust	-	-	-	-	50,000	50,000
Donations from individuals for building	-	-	-	-	1,647	1,647
	-	**19,022**	**19,022**	**-**	**151,647**	**151,647**

4 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Sheffield City Council - Community Covid Recovery Fund	-	40,351	40,351	-	-	-
The National Lottery Community Fund - Reaching Communities	-	123,758	123,758	-	120,153	120,153
Tampon Tax Fund: Move On Project	-	32,486	32,486	-	10,612	10,612
Other services	21,196	998	22,194	17,145	-	17,145
	21,196	**197,593**	**218,789**	**17,145**	**130,765**	**147,910**

5 Income from other sources

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Rental income	24,302	-	24,302	1,300	-	1,300
Kickstart scheme	6,147	-	6,147	-	-	-
	30,449	**-**	**30,449**	**1,300**	**-**	**1,300**

6 Expenditure on raising funds

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Fundraising costs	30,590	-	30,590	1,628	15,251	16,879
	30,590	**-**	**30,590**	1,628	15,251	16,879

7 Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Staff salary costs	10	129,611	318,315	447,926	-	331,604	331,604
Staff training, supervision,wellbeing and other		9,176	11,351	20,527	5,008	12,329	17,337
Direct costs							
Interpreting		-	18,411	18,411	8,923	638	9,561
Training costs		3,741	3,075	6,816	1,851	-	1,851
Small Grants		-	1,474	1,474	2,457	1,626	4,083
Renovation costs		-	4,205	4,205	-	2,455	2,455
Community Activities		-	18,309	18,309	-	16,592	16,592
Client travel costs		-	2,667	2,667	165	195	360
Client equipment		171	3,017	3,188	277	60	337
Move On project costs		-	2,956	2,956	284	-	284
Volunteer expenses		95	3,104	3,199	288	1,087	1,375
Repayment of unspent grant		-	8,527	8,527	-	-	-
Support costs	8	162,189	26,685	188,874	62,154	68,642	130,796
		304,983	**422,096**	**727,079**	**81,407**	**435,228**	**516,635**

8 Support costs

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Property costs		76,915	6,030	82,945	39,278	37,185	76,463
Mortgage interest		-	11,829	11,829	-	4,518	4,518
General running expenses		43,857	8,826	52,683	3,467	25,204	28,671
Depreciation		28,778	-	28,778	14,242	-	14,242
Loss on disposal of fixed assets		289	-	289	-	-	-
Amortisation		4,980	-	4,980	667	-	667
Legal and professional fees		4,370	-	4,370	1,500	1,735	3,235
Independent examiner's fee	11	3,000	-	3,000	3,000	-	3,000
		162,189	**26,685**	**188,874**	62,154	68,642	130,796

9 Expenditure on other activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Rental costs							
Staff salary costs	10	6,783	-	6,783	-	-	-
Property costs		27,886	-	27,886	-	-	-
Other costs		300	-	300	-	-	-
		34,969	**-**	**34,969**	**-**	**-**	**-**

10 Staff salary costs

	2022 £	2021 £
Salaries	412,289	303,157
Employer's National Insurance	34,398	24,023
Employer's NI allowance	(4,000)	(4,000)
Employer's pension contributions	12,022	8,424
	454,709	**331,604**

No employee received emoluments of more than £60,000. The average monthly number of employees during the year was 19 (2021: 13).

11 Fees payable to Independent examiner's organisation

	2022	2021
	£	£
Independent examiner's fee	3,000	3,000
Other fees paid to the independent examiner's organisation:		
Payroll and HR services	1,838	1,735
Software subscription	252	252
	2,090	1,987

12 Tangible assets

	Freehold Building	Fixtures, fittings and equipment	Total
	£	£	£
Cost or Valuation			
As at 1 April 2021	630,000	43,199	673,199
Additions	-	27,451	27,451
Disposals	-	(5,095)	(5,095)
As at 31 March 2022	630,000	65,555	695,555
Depreciation			
As at 1 April 2021	5,250	20,501	25,751
Charge this period	12,600	16,178	28,778
Disposals	-	(4,806)	(4,806)
As at 31 March 2022	17,850	31,873	49,723
Net Book Value			
As at 31 March 2022	**612,150**	**33,682**	**645,832**
As at 31 March 2021	**624,750**	**22,698**	647,448

13 Intangible assets

	Website	Total
	£	£
Cost		
As at 1 April 2021	30,960	30,960
Additions	14,880	14,880
Disposals	(6,000)	(6,000)
As at 31 March 2022	39,840	39,840
Depreciation		
As at 1 April 2021	6,000	6,000
Charge this period	4,980	4,980
Disposals	(6,000)	(6,000)
As at 31 March 2022	4,980	4,980
Net Book Value		
As at 31 March 2022	**34,860**	**34,860**
As at 31 March 2021	**24,960**	24,960

14 Debtors

	2022	2021
	£	£
Trade debtors	7,112	64,917
Prepayments	21,095	5,984
	28,217	**70,911**

15 Creditors: amounts falling due within one year

	Note	2022	2021
		£	£
Trade creditors		7,535	7,673
Taxation and social security		7,680	8,233
Accruals		5,765	7,795
Deferred income	**16**	11,865	5,134
Bank loan	**18**	14,371	13,920
		47,216	**42,755**

16 Deferred income

	2022	2021
	£	£
Deferred income brought forward	5,134	44,000
Income released	(5,134)	(44,000)
Income deferred	11,865	5,134
Deferred income carried forward	**11,865**	**5,134**

17 Creditors: amounts falling due after more than one year

	Note	2022	2021
		£	£
Bank loan	**18**	347,644	362,015
		347,644	**362,015**

18 Financial instruments

	2022	2021
	£	£
Loans due in one year or less	14,371	13,920
Loans due in more than one year but not more than two years	14,809	14,371
Loans due in more than two years but not more than five years	48,107	46,108
Loans due in more than five years	284,728	301,536
	362,015	**375,935**

Financial instruments measured at amortised cost comprise the bank loan provided by CAF Bank, which is secured against 7 Castle Street, and has a fixed interest rate for 5 years at 3.2% until October 2025.

19 Analysis of movements in restricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Big Lottery Reaching Communities	32,857	123,758	(126,784)	-	29,831
EU Pathways Project	3,237	-	(8,527)	5,290	-
Move on Project	-	32,486	(32,285)	-	201
Core Costs - Henry Smith Charity	11,076	60,000	(71,076)	-	-
Core Costs - Henry Smith Charity (community match challenge)	25,000	25,000	(50,000)	-	-
Covid 19 Response - Barrow Cadbury Trust Covid 19 Support Fund	15,152	-	-	(15,152)	-
Covid 19 Emergency support grants	4,713	40,351	(45,064)	-	-
Renovations	3,614	-	(3,614)	-	-
Community Activities	835	55,000	(39,324)	-	16,511
Casework	7,050	33,500	(40,550)	-	-
Volunteer Training	-	1,800	(1,800)	-	-
Equipment for clients	61	2,877	(3,072)	134	-
Building renovations	-	19,022	-	-	19,022
	103,595	**393,794**	**(422,096)**	**(9,728)**	**65,565**

Description, nature and purposes of the fund

Big Lottery Reaching Communities

This project closely aligns with the Big Lottery Reaching Community priorities by working with confirmed survivors of trafficking to establish pathways to Independence,freedom and dignity. Its purpose is to improve the structure and growth potential of the Counselling Team, the charity and the wider sector. Help secure sustainability and expand our services.

EU Pathways Project

The Pathways is a partnership bringing together front-line organisations working with Victims of Trafficking. The project finished in the year, with a repayment of £8,527 to the project lead. £5,290 was transferred from unrestricted to cover this repayment.

Move on Project

Working in partnership with the Medaille Trust this 18 month project funds a Quality and Development Supervisor post to work with the trust to establish best practice in supporting the victims of human trafficking.

Core Costs - Henry Smith Charity

Three year grant with the aim of Making Lives Better for victims of Human Trafficking. This grant has been provided for specific charity running costs.

Core Costs - Henry Smith Charity (community match challenge)

One year grant to provide emergency support during the Covid 19 emergency. The grant has been provided to support salaries, rent and utilities and general overheads.

Covid 19 Response - Barrow Cadbury Trust Covid 19 Support Fund

A capital grant to fund the development of a CRM system and staff laptops for homeworking. The equipment and development of the CRM system was capitalised in 2021. A transfer was made in the year representing capitalised items without further restriction on their use.

Covid 19 Emergency support grants

Grants to fund emergency food parcels, utility bill top ups, basis broadband packages, community and wellbeing activities for clients.

Renovations

Monies given to support Renovation projects.

Community Activities

Monies given to support Community Activities.

Casework

Monies given to support Casework.

Volunteer Training

Grants to fund emergency food parcels, utility bill top ups, basis broadband packages, community and wellbeing activities for clients.

Equipment for clients

Grants from the Salvation Army Survivors Support Fund and Human Trafficking Foundation to purchase equipment for clients. The transfer represents Snowdrop's contribution to items that were not fully funded.

Building renovations

Grants to fund renovations at our Castle Green Offices.

Notes to the accounts (continued)
For the year to 31 March 2022

19 Analysis of movements in restricted funds - continued

Analysis of movements in restricted funds - previous year

	Brought forward £	*Income £*	*Expenditure £*	*Transfer £*	*Carried forward £*
Big Lottery Reaching Communities	*19,869*	*120,153*	*(107,165)*	*-*	*32,857*
EU Pathways Project	*21,146*	*-*	*(17,909)*	*-*	*3,237*
Move on Project	*-*	*10,612*	*(10,612)*	*-*	*-*
Core costs - The Henry Smith Charity	*10,429*	*60,000*	*(59,353)*	*-*	*11,076*
Core costs - The Henry Smith Charity (Community Match Challenge)	*-*	*75,000*	*(50,000)*	*-*	*25,000*
Core costs - Lloyds Bank Foundation for England and Wales	*-*	*33,000*	*(33,000)*	*-*	*-*
Core costs - Tribe Foundation	*-*	*40,000*	*(40,000)*	*-*	*-*
Sharing Hope Photography	*295*	*-*	*-*	*(295)*	*-*
Covid 19 Response - Allchurches Trust	*-*	*14,750*	*-*	*(14,750)*	*-*
Covid 19 Response - Barrow Cadbury Trust Covid 19 Support Fund	*-*	*31,000*	*-*	*(15,848)*	*15,152*
Covid 19 Emergency support grants	*-*	*23,000*	*(18,287)*	*-*	*4,713*
Co-operative Society	*3,568*	*-*	*(3,568)*	*-*	*-*
Renovations	*10,719*	*1,000*	*(8,105)*	*-*	*3,614*
Community Activities	*-*	*5,000*	*(4,165)*	*-*	*835*
Volunteer training	*-*	*1,800*	*(1,800)*	*-*	*-*
Casework	*-*	*72,500*	*(65,450)*	*-*	*7,050*
Equipment for clients	*-*	*1,537*	*(1,476)*	*-*	*61*
	66,026	*489,352*	*(420,890)*	*(30,893)*	*103,595*
Building purchase	*118,297*	*151,647*	*(29,589)*	*(240,355)*	*-*
	184,323	*640,999*	*(450,479)*	*(271,248)*	*103,595*

20 Analysis of movements in designated funds

	Brought forward £	**Income £**	**Expenditure £**	**Transfer £**	**Carried forward £**
Property fund	248,815	-	(12,600)	13,920	250,135
Property renovations	80,392	-	(39,679)	(4,300)	36,413
	329,207	**-**	**(52,279)**	**9,620**	**286,548**

Property fund
The property and associated loans have been set aside in a designated fund to give a clearer picture of the unrestricted free reserves of the charity. The transfer during the year represents loan movements as explained in note 21.

Property renovations
The trustees set aside £100,000 in 2021 towards property renovation work. Expensed repairs of £39,679 were undertaken during the year and £4,300 improvements capitalised (represented by a transfer to general funds).

Analysis of movements in designated funds - previous year

	Brought forward £	*Income £*	*Expenditure £*	*Transfer £*	*Carried forward £*
Property fund	*-*	*-*	*(5,250)*	*254,065*	*248,815*
Property renovations	*-*	*-*	*(19,608)*	*100,000*	*80,392*
	-	*-*	*(24,858)*	*354,065*	*329,207*

Notes to the accounts (continued)
For the year to 31 March 2022

21 Transfers

	Note	Transfers £	to/(from) the general fund £
Restricted funds:			
Capital equipment and intangible assets purchased		15,052	
Project - final fund balances		(5,290)	
Transfer per the SOFA	19		9,762
Designated funds:			
Net repayment of loan		(13,920)	
Capital equipment purchased		4,300	
	20		(9,620)
			142
Transfer to/(from) the general fund consists of:			
Loan repayments financed by free reserves			(13,920)
Other transfers			14,062
			142

22 Analysis of net assets by fund

	General funds £	Designated funds £	Restricted funds £	Total 2022 £
Tangible assets	33,682	612,150	-	**645,832**
Intangible assets	34,860	-	-	**34,860**
Current assets	277,247	36,413	65,565	**379,225**
Current liabilities	(32,845)	(14,371)	-	**(47,216)**
Non-current liabilities	-	(347,644)	-	**(347,644)**
	312,944	**286,548**	**65,565**	**665,057**

Prior year comparison	*General funds £*	*Designated funds £*	*Restricted funds £*	*Total 2021 £*
Tangible assets	*22,698*	*624,750*	*-*	*647,448*
Intangible assets	*24,960*	*-*	*-*	*24,960*
Current assets	*258,727*	*80,392*	*103,595*	*442,714*
Current liabilities	*(28,835)*	*(13,920)*	*-*	*(42,755)*
Non-current liabilities	*-*	*(362,015)*	*-*	*(362,015)*
	277,550	*329,207*	*103,595*	*710,352*

23 Trustees and key management personnel remuneration, benefits and expenses

The charity trustees were not paid or received any other benefits from employment in the year (2021: £nil). No trustees were reimbursed expenses during the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel were £48,009 (2021: £43,105).

24 Related Party Transactions

During 20/21 DLA Piper LLP provided pro-bono legal services regarding the purchase of the property, valued at £20,000 within the accounts. Jon Kenworthy, Trustee, is a partner at DLA Piper LLP. He did not participate in the services provided during that year. There were no such services provided during 21/22.

There were no other related party transactions, other than those disclosed in note 23.

Notes to the accounts (continued)
For the year to 31 March 2022

25 Reconciliation of net expenditure to net cash flow from operating activities

	2022	2021
	£	£
Net income/(expenditure) for the year (as per the SOFA)	(45,295)	363,573
Adjustments for:		
(Increase)/decrease in debtors	42,694	(53,658)
Increase/(decrease) in creditors (excluding bank loan)	4,010	(32,951)
Investment income	(375)	(590)
Mortgage interest paid	11,829	4,518
Depreciation	28,778	14,242
Loss on disposal of fixed assets	289	-
Amortisation	4,980	667
Net cash provided by/(used in) operating activities	**46,910**	**295,801**

26 Net debt reconciliation

	At start of year	Cash flows	Other non-cash changes	At year end
	£	£	£	£
Cash at bank and in hand	371,803	(20,795)	-	351,008
Bank loan falling due within 1 year	(13,920)	13,920	(14,371)	(14,371)
Secured bank loan falling due in 1-5 years	(60,479)	-	(2,437)	(62,916)
Secured bank loan falling due after 5 years	(301,536)	-	16,808	(284,728)
	(4,132)	**(6,875)**	**-**	**(11,007)**

Prior year comparitive

	At start of year	*Cash flows*	*Other non-cash changes*	*At year end*
	£	*£*	*£*	*£*
Cash at bank and in hand	*378,609*	*(6,806)*	*-*	*371,803*
Bank loan falling due within 1 year	*-*	*(13,920)*	*-*	*(13,920)*
Secured bank loan falling due in 1-5 years	*-*	*(60,479)*	*-*	*(60,479)*
Secured bank loan falling due after 5 years	*-*	*(301,536)*	*-*	*(301,536)*
	378,609	*(382,741)*	*-*	*(4,132)*

THE SNOWDROP PROJECT

England & Wales - Charity number 1158856

Accounts

Registered Charity Number 1158856

Snowdrop PROJECT

The Snowdrop Project

Annual report and unaudited financial statements
For the year ended 31 March 2021

The Snowdrop Project

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Chair's report

The COVID-19 Pandemic has been a significantly disrupting and challenging time for us all; as individuals and for wider society. We acknowledge the pain, loss and uncertainty felt by many. As a charity we have been equally affected. Our service delivery and regular activity has been disrupted and forced us to respond with agility and innovation. The needs of survivors of human trafficking have not subsided during this period. In reality the pandemic has unearthed new challenges in areas such as increased mental health concern, isolation, digital and food poverty. We are also yet to realise the full extent and other negative impacts of the pandemic. The trafficking sector remains fragile and volatile with new challenges around referral mechanisms and statutory support.
Our work is required more than ever.

We remain true to our mission to 'empower survivors of human trafficking to live lives no longer defined by their past, reducing the risk to those vulnerable to the crime'. I am immensely proud of the determination, creativity and hard work of our dedicated team and volunteers. As you will see throughout this report, despite being in the face of adversity we have grown and progressed the charity to meet the changing needs and cemented ourselves as a thought leader and best practice example in our sector.

What role does The Snowdrop Project play?
At the Snowdrop Project we provide holistic, specialist support to those who have been victims of slavery or human trafficking, individually designed for each person according to their need in order to empower them to live safe and independent lives. Our delivery focusses on South Yorkshire whilst advocating on behalf of survivors at a national level.

Our provision is focused on four core services; Casework and advocacy, Counselling, Community Activities and House Renovations.

In 2020/21 we supported **118 adults** and **72 children**. The following report details key numbers, service details and impact data from our work, capturing some of the narrative and stories of our clients. The report shows both the need and complexity of our work and the high levels of skill and professionalism demonstrated by the team.

A significant development for the charity in this period is the successful purchase of our **new home** in November, 2020. The realisation of a longer term goal to provide stability, homely and accessible premises that provides a base to build a long-term future. This is also part of our longer-term strategic sustainability plan for the charity. Our building is based in Sheffield city centre with excellent transport links. For a small charity this has been a significant undertaking that would not have been possible without incredible support. Tremendous credit goes to the team and heartfelt thanks to all those who have supported us financially during this period, despite the income generation challenges faced by many other organisations, we have been able to ensure we have remained financially healthy, mitigating the risks as they have presented. Below you will see details of donors and support given during this period.

Thank you for partnering with us on this mission. We pledge to continue to be brave and ambitious, working in collaboration and alongside fantastic partners to build a brighter future for survivors, advocating and championing on their behalf.

We hope you are as inspired as us by this mission and look forward to finding new ways to partner in the future.

Warm regards,
Tim Elgar



The Snowdrop Project

Trustees' report for the year ended 31 March 2021

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2021.

The financial statements comply with the Charities Act 2011, the governing document, and the 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) issued in October 2019.

Governance and management

The Snowdrop Project is a Charitable Incorporated Organisation (CIO). They registered with the Charity Commission charity on 13 October 2014, registration number 1158856. The organisation is governed by its constitution last amended on 11 March 2019. The board of trustees changed the membership of the board to allow members of other or no faith to be on the board in order to more closely reflect the nature of the staff, operations and clients. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to employed members of staff.

Due to the nature of the services The Snowdrop Project provides, the Board of Trustees seek to appoint members who have a wide range of appropriate skills and knowledge of the sector that will allow them to govern and grow the Charity successfully. The Charity's governing document permits a maximum of 12 Trustees.

The Trustees conduct a skills review to identify potential gaps in the Board that can then be suitable recruited for. The appointed individuals must fit within the requirements in the constitution, support the values of the organisation and be able to make the necessary time commitments.

All trustees give their time voluntarily and receive no remuneration.

The Snowdrop Project relies heavily on volunteers giving their time to the organisation. Volunteers can claim back expenses in line with our Volunteering policy.

Any staff salaries are decided by looking at comparable positions in the sector, as well as in line with the organisation's vision and values. Salaries are then submitted to the board of Trustees for approval before an offer of employment is made.

The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.

The Snowdrop Project

Charitable objectives and activities

The objective of the charity is the relief of those in need by reason of them being, having been, or being at risk of becoming, victims of slavery or human trafficking, in particular by the provision of charitable assistance including support work, counselling, advocacy and associated support services.

Our Mission

The Snowdrop Project exists to empower survivors of human trafficking to live lives no longer defined by their past and reduce the risk to those vulnerable to the crime.

We are committed to creating, implementing and promoting models of best practice toward whole person centred, multi-agency service provision, nationally and internationally.

Activities

The organisation currently focuses its activities on:

- providing holistic, specialist support to those who have been victims of slavery or human trafficking individually designed for each person according to their need in order to empower them to live safe and independent lives
- the provision of education, advice and training to others involved in the identification and support of victims and survivors
- To collaborate with others, through practice, research and policy to create, implement and promote best practice and improve outcomes for survivors regionally, nationally and internationally

All the activities aim to reduce the risk of harm to the individual, increase independence, decrease social isolation and improve the general wellbeing and outcomes of the individual.

The Snowdrop Project

Blog written by a Snowdrop client 2014 - 2020

It's been a long and difficult journey to where I am today.

My journey to where I am today started in 2014 and goes as follows... my asylum claim was rejected, my appeal was rejected and I was put into detention awaiting deportation. ***While I was in detention, I kept in contact with Snowdrop and they supported me in every way they could*** *by getting to my solicitor. I was in detention for three weeks. When I was released I put in a new asylum appeal.*

One month later, I was taken into detention again and I was there for 11 days before I was released.

After I was out of there I struggled with food because my allowance was not in place yet. Snowdrop provided me with money every week to do food shopping until I started receiving support. I was struggling with my mental health and ***Snowdrop offered me counselling sessions****. There were lots of activities to do, such as dancing group, sewing, craft and transport was always covered by them. Although I didn't attend all the activities, it was great to know that there was something to do if I ever wanted to do anything.* ***I made new friends there at Snowdrop****. I am alone in this country and that alone drives me insane but having Snowdrop made me feel like I wasn't alone anymore. I will say I am very lucky to have been supported by them.*

After 4 years of trying to claim asylum, I finally got my leave to remain. I was very happy.



I decided to take a health science access course in college to get the required certificate to go to University. While I was going to college I had problems with my benefits for a few months and I almost dropped out of the course because I couldn't buy a bus pass or even food to eat. However, ***Snowdrop started giving money every week for food*** *and the college gave me money for a bus pass.* ***They assigned me a caseworker and she was very helpful****. She supported me emotionally, mentally and physically and also education-wise. She helped me more than I can even explain.*

Now, I have started my nursing course and I hope to become a mental health nurse at the end of it to support people in need. I chose to study mental health nursing because of the experience that I have had throughout my asylum journey. I suffer from depression and anxiety disorder and I want to further my knowledge on this to help myself and to help those in a similar situation. Though I am still struggling with my mental health, I am so much better now. All the stress of uncertainty is gone.

I don't think I would have been where I am today without the Snowdrop Project. I won't have survived this whole journey without them. They are the ones I can call my real family here. Snowdrop was still very small when they took me in and now they have become a big organisation. They have done so much work and have saved so many lives including mine of course.

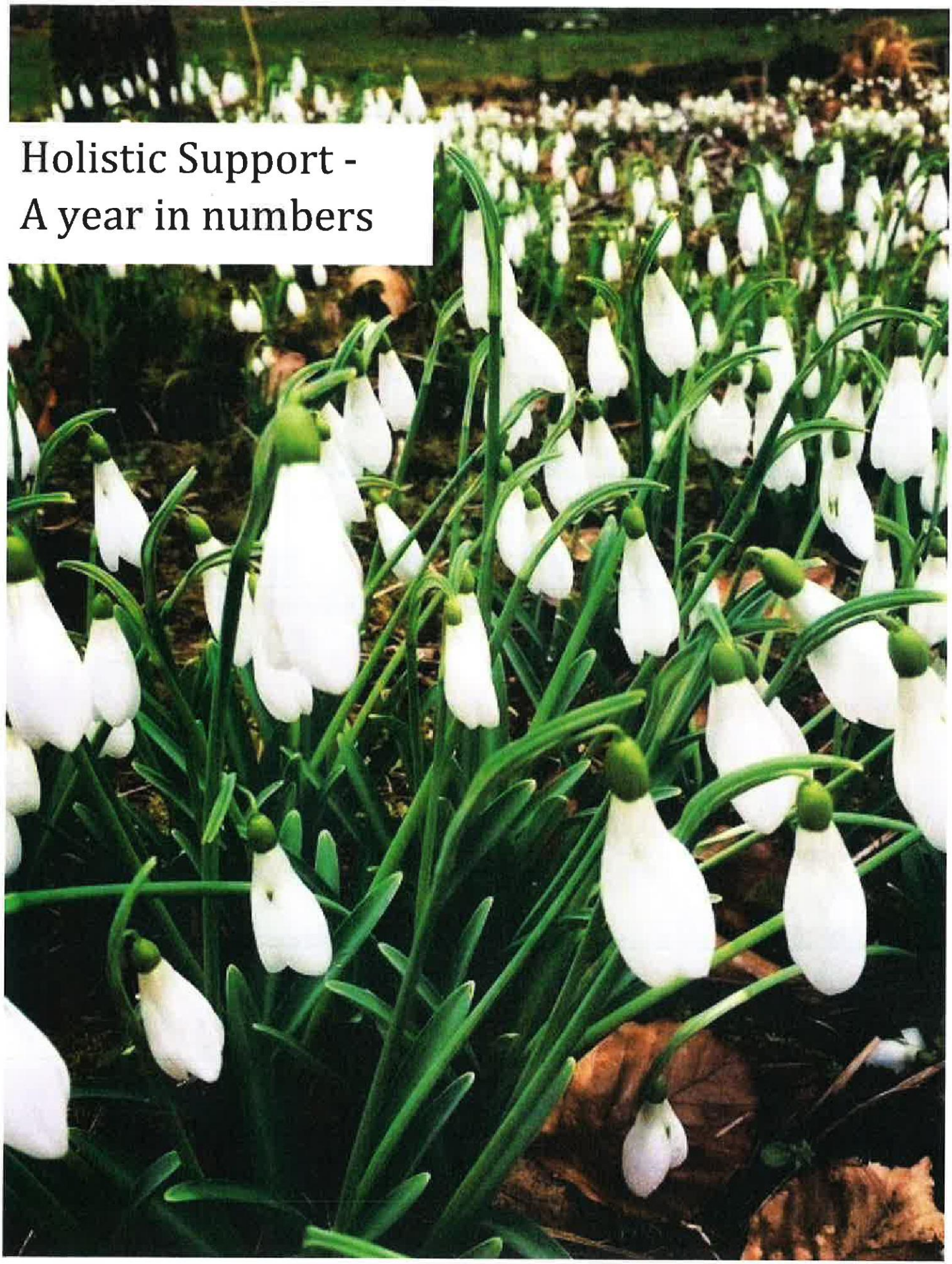
Snowdrop is a mother to the motherless.

I will forever remain grateful.

May God continue to bless you all and bless the hearts of others to keeping supporting you as you give us a promising future.

The Snowdrop Project

Holistic Support - A year in numbers



The Snowdrop Project

Snowdrop aims to provide holistic, specialist support to those who have been victims of slavery or human trafficking, individually designed for each person according to their need in order to empower them to live safe and independent lives.

We do this through the provision of four services:

Casework and Advocacy
Counselling
Community Activities
House Renovations

Numbers during the year
Trafficking and exploitation often involves the deprivation of liberty both physically, mentally and emotionally. People can also experience severe physical, mental or sexual abuse and neglect as well as being displaced from your own home and community. As a result of multiple negative and detrimental treatments, repercussions are complex and enduring which provides many challenges to reintegration and stability. Our four services are designed to give survivors the best possible chance of recovering from trafficking and living a safe, sustainable and reintegrated life, reducing the possibility of re-trafficking. Below is the presentation of basic data followed by more detailed descriptions of the services and the various adaptations that had to be made for the pandemic.

Casework	Counselling	Dependents	Community beneficiaries	Renovations	Renovation beneficiaries
68	65	59	25 adults + 48 children	11	21

Counselling break down	
Waiting for assessment	3
In assessment	2
Assessed and waiting for therapy	27
In therapy	12
Discharged	41

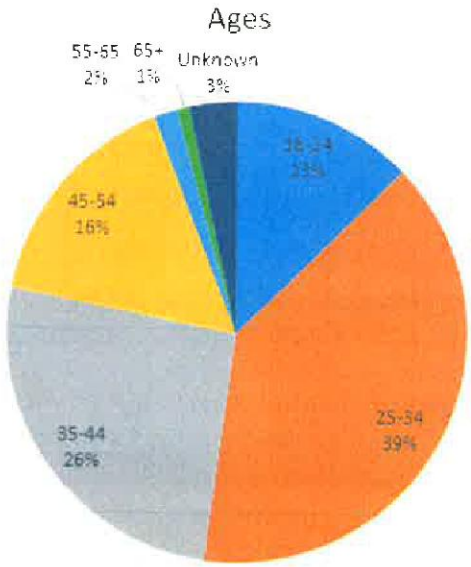
Community activities	
Sewing	5
ESOL	22
Baking	5
Mum and Toddlers	25 videos created; 60 views on average

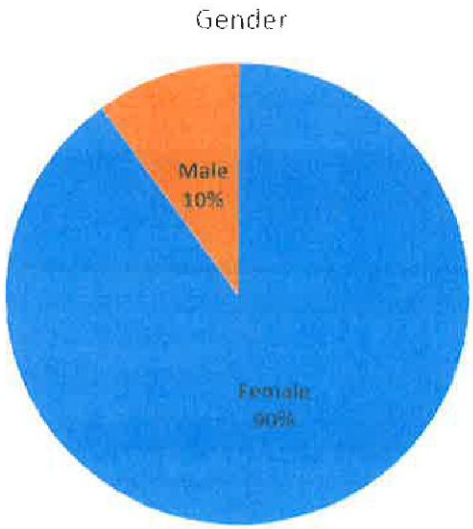
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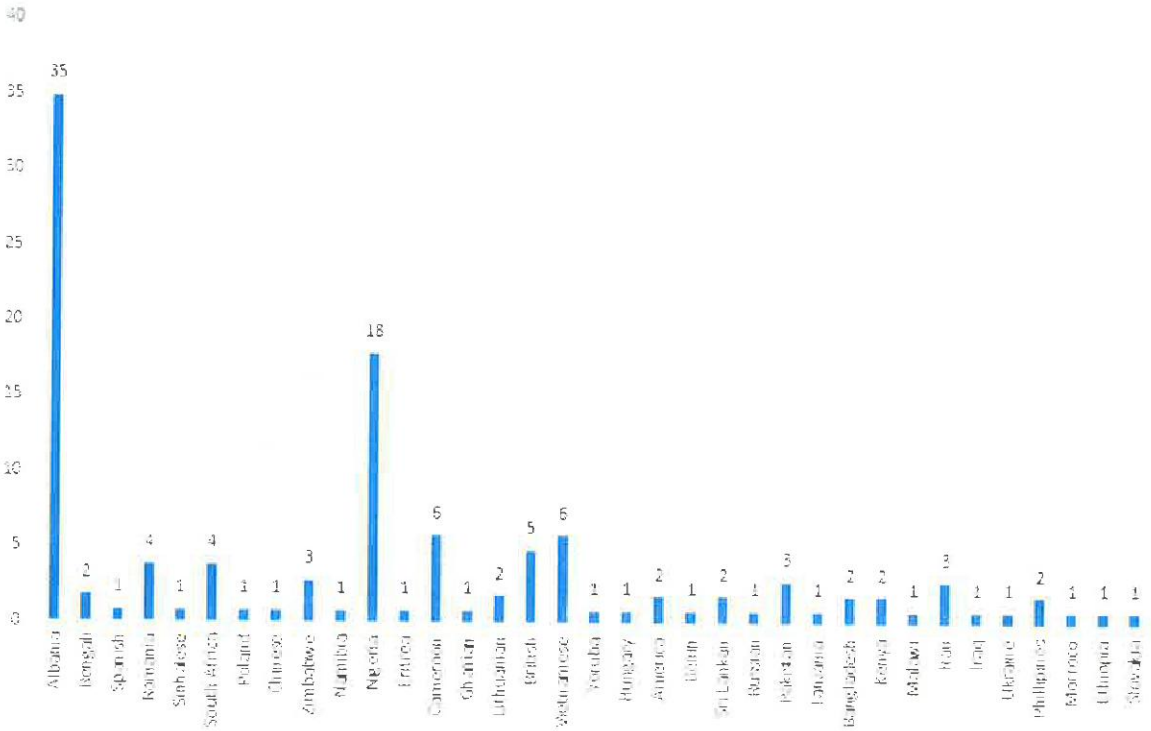
Some beneficiaries access more than one service, and the renovation programme is only available to those who are in casework or counselling support. Therefore, without double counting, the number of direct beneficiaries this year has been **118 adults and 72 children**. This number is slightly lower than the previous years as community activities were harder to run online than face to face and presented more barriers to attendance.

Casework beneficiaries have **increased by 33%,** in keeping with increasing NRM referrals and our growing team. **Counselling** beneficiaries have **increased by 60%.** This year, the investment in the counselling team twinned with the mental health impact of the pandemic are explanatory for this significant increase.

The charts below show the countries of origin, age brackets and gender.






40
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1

The Snowdrop Project

The two top countries of origin (**Albania and Nigeria**) remain the same as previous years. This is almost consistent with adult referrals to the National Referral Mechanism other than numbers from the UK. It's likely that Snowdrop do not currently receive consistent UK referrals to the NRM as a recent report (Human Trafficking Foundation, 2021) shows that the NRM may not be the most appropriate place for supporting British survivors and needs to be explored. As most of our referrals are post-NRM, this debate is likely to affect our referrals. It could also provide an area for development in the future.

Similar to the NRM, our male referrals are gradually rising each year. We predict a growing need for male support provision so will focus some of our time on adapting each service for the needs of male and male identifying survivors.

National development

In previous years, the charity has been heavily involved in national policy work and development. However, during the pandemic the focus concentrated more on the internal stability of the organisation rather than affecting large scale change. Furthermore, the national focus was drawn to Covid-19 and therefore there were less opportunities relating to modern slavery. However, there were still some developments.

UK Training Standards for the Identification, Care and Support of Victims and Survivors of Human Trafficking and Modern Slavery

This work has been in process for the last 18 months, co-authored by Snowdrop and St Mary's with contributions from ATMG, ATLEU, Bakhita House, CPS, Helen Bamber Foundation, Hope for Justice, GLAA, HTF, MET Police and NHS England. The standards were published and launched by Skills for Care and Development on the 22nd September 2020. These standards will be used as a guide for the sector to make training delivery consistent, relevant and to a high standard. St Mary's University (now Bakhita Centre) and the UK Modern Slavery Training Consortium will be adopting these and developing a strategy for their use.

Move-On Project

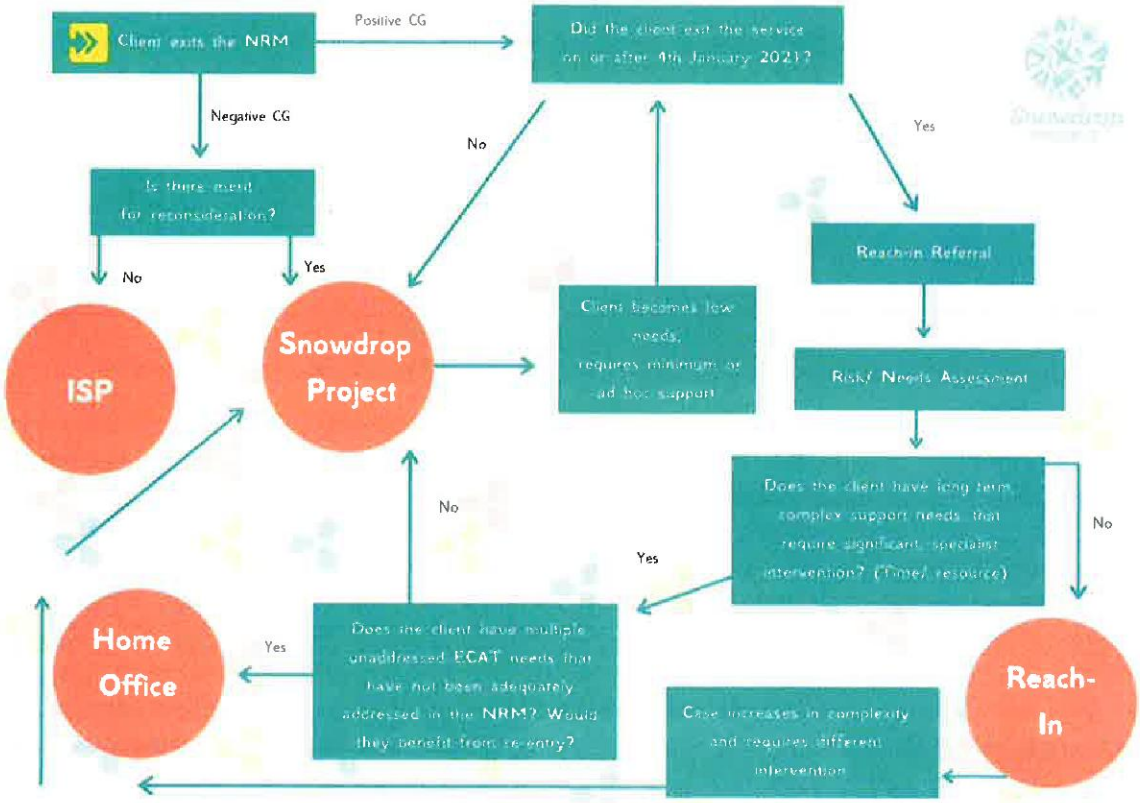
In December 2020, Snowdrop were included in a large bid by Medaille Trust to adopt the Snowdrop model to provide long-term community support to survivors after leaving the safe house. Medaille provide safe houses under the NRM around the UK and decided to set up seven 'Move-On' branches. As part of the funding we employed a 'Quality and Development Supervisor' to assist with the development. There have been challenges to this along the way. Recruitment for the seven branches took longer than imagined and the drop in exits from the NRM have meant that the Move-On branches had to diversify their referral criteria. The charity also did not have the funds to adopt the model's provision of counselling to every member of staff or an office space in each location so the exact model wasn't adopted. Reflections and learnings will be taken away to consider what future partnerships and model sharing look like. However, the training and group supervisions have assisted each branch in knowledge development and reflective practice.

National contract ' -Reach-In'

In January 2021, the NRM contract for providing support was revised and renewed to The Salvation Army. The new NRM contract provision included a new service called 'Reach-In'. Reach-In is the first attempt of the Home Office to provide support for survivors after the NRM. It is not as comprehensive

The Snowdrop Project

as the Snowdrop model and describes itself as *"a post-NRM service that offers transitional support to confirmed victims, once they have exited the main Modern Slavery Victim Care support service. Victims who exit on or after January 4th 2021 with a positive CG decision will be eligible...following exit from the main service, the assistance that can be provided through reach-in will include the provision of information and signposting"* (Modern Slavery Statutory Guidance 2.5) The service has also been extended to include some intense support where needed.



part of the statutory solution to trafficking, contributing the knowledge we have already built and learning from others who have provided larger provision around the UK.

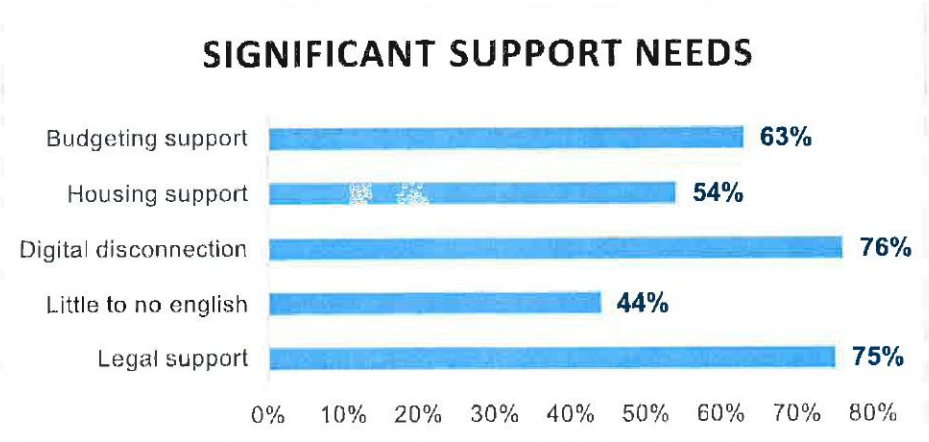
The development of 'Reach-In 'has been slower than expected around the UK as the Home Office has been making less Conclusive Grounds decisions and therefore less people have been exiting the NRM. This challenge remains in review but will need to change at some point as the numbers entering the NRM continue to go up and begin to cause a bottleneck.

> Now that I see there are still amazing people who care about others, I can trust people again. I can make my life worthy. It's because of your support. I don't know how to say thanks to you. Hope someday I could help others like you. God bless you – **Snowdrop client 2021**

The Snowdrop Project



Within holistic care, casework and advocacy aims to provide pathways to practical stability and independence through safeguarding, emotional support, expert guidance around rights, assistance navigating UK systems and making plans around future goals. This can range from simply listening to someone talk about missing their family overseas to providing an expert court report on how the experience of trafficking affected the person and their ability to safely return home. This year, Covid-19 presented a new challenge in the form of digital connection which has been included in the major support needs analysed below. During the pandemic, the ability to connect online was a gateway to community, education, health care and housing. Therefore, this was added to the needs analysis below. Without it, 76% of our clients were isolated and at risk of mental health decline, unattended physical needs and a lack of educational opportunities. Therefore, our support service adapted and, with the aid of Covid funding, we were able to provide a 'digital library' where all 76% of our clients received tablet and Mi-Fi devices (data provision devices).



"I am going to Sheffield College and your project provided Laptop for me, I wasn't able to join online class but with your support now I am studding even in Lockdown, I am thankful for your support"
– Client who accessed the digital library

The other needs presented on the chart are not exhaustive, there are many other needs that present at referral but these are the most consistently prevalent with significant consequences if they are not attended. If such needs are left unattended, survivors of trafficking are much more vulnerable to being targeted for re-trafficking or exploitation.

Our average support period was 16 months, in keeping with all other years of operation. This may increase in the next year as less clients were exited due to compounded needs resulting from the pandemic. The two dominant elements that extend support beyond the average is asylum decisions and complex mental health.

For example, one of our clients waited for three years for her asylum claim to be decided. Despite this client being positively identified as a victim of trafficking (a positive Conclusive Grounds decision) , the Home Office refused to make a decision on the their entitlement to Discretionary Leave (temporary recovery leave) until their asylum case was concluded. The delay caused the client's mental health to deteriorate; the client struggled with low mood, anxiety and suicidal thoughts. We made several crisis referrals to Single Point of Access (SPA). We contacted the client's local MP and solicitor, providing documentary evidence showing the impact of the delay not just on our client but also their child and ability to parent. It still took a long time, however our efforts finally triggered a decision, which was appealed. Our caseworker gave evidence at the tribunal and the appeal was allowed.

"You make everything better. Snowdrop has changed everything for me. How can I say thank you enough. If you were to say out of 10, I would give 20 or 30"

Outcomes:

- 18% received refugee status - much lower than usual in this reporting period due to the pandemic (see notes). This has changed in the following reporting year with 78% successfully obtaining leave
- 21% moved in to temporary accommodation and 11% in to permanent accommodation (house moves were greatly reduced during the pandemic)
- 44% supported with food parcels
- 16% went into employment
- 76% were assisted with digital connection
- 63% enrolled in college or ESOL
- 44% given active assistance with legal support (see case study)
- 41% were supported to access health care services
- 35% were connected to statutory mental health services
- 17% were referred and co-worked with statutory safeguarding (adults and children's services)
- 10% supported in family reunion
- £41,000 compensation money won for clients

The Snowdrop Project

Working through the pandemic

There was a significant impact on our clients' mental health and wellbeing as a result of Covid and the lack of face to face contact with people. Our clients reported an increase in negative mental health symptoms including low mood, health anxiety, frustration and for some of our most vulnerable clients, they experienced increased suicidal thoughts.

The source of the problem was not always Covid, but also from delays in accessing services including processing housing applications, benefits, and immigration claims. Clients felt very frustrated and reported feeling like their lives were on hold. Our clients are often reliant on legal aid solicitors for representation who were unfortunately furloughed during the pandemic which made claims around immigration, compensation and public law very challenging (see case study below).

It was also more difficult to access health services with GPs reducing their services and stopping face to face appointments, getting through over the phone required callers to be patient with over one hours wait, often our clients were not able to do this. Some GPs would allow us to call for the patient but most required patients to call directly. This meant many of our clients went a considerable amount of time without accessing their GP.

Secondary mental health services were stretched and it took several months for the crisis team to conduct full assessments of a client's mental health. Caseworkers worked hard to keep clients safe and help clients manage their distress; this was challenging work and almost impossible to measure, though invaluable.

During this period, some clients were asked to shield and others contracted Covid/needed to isolate. They were not able to leave their home so Snowdrop supported clients by delivering groceries, cleaning products, medication and topping up their utilities. Our caseworkers "befrienders" were delivering weekly shopping to these clients. We supported around 30 clients with regular food shopping and delivered **80 food parcels** in total.

Case Study 1 – Going above and beyond

Many legal aid solicitors furloughed staff which made it difficult to access legal aid solicitors for our clients. We were supporting a male survivor who was previously granted leave to remain and this was due to expire. We approached several solicitors, all declined as they said they did not have capacity to take the case on. We finally managed to persuade one company to take the case on, however, as most of their staff were furloughed, they did not have capacity to apply for exceptional legal aid funding. Our client could not afford to pay for the Home Office fee, the NHS fee and the Solicitors fee, which combined would have been over a thousand pound. In order to safeguard the clients immigration status and prevent destitution, the Snowdrop Project paid £120 in legal fees through our small grants program so that the Solicitor could apply to the Home Office for a fee exemption. The Home office allowed the fee exemption application so we were able to safeguarded this clients immigration rights and thus his entitlements to his council home and benefits.

In the case study on the next page, John's example highlights the significant difference a face to face service brings to our client group and why a safe and welcoming building is so important to recovery. This is why we made the investment we did during the pandemic (see building development).

The Snowdrop Project

Case Study 2 – The serious consequences of the pandemic

We worked with our client John (anonymized) for over 4 years. During our support we helped him secure his legal status in the UK, helped him access employment, housing and supported his police investigations. John struggled with mental health problems, low mood, paranoia and depression. John was also isolated. He managed his problems by attending the Snowdrop office weekly to meet his caseworker and, almost daily, to work on his craft projects. John really enjoyed this and took great pleasure in creating and showing staff members what he had achieved. John struggled during the lockdown and kept stating that he missed coming to the office. He ended up at A&E several times because he felt he was not able to keep himself safe at home. He got referred to secondary mental health services. However, they were not offering him any support because of their own backlog, he was on their waiting list. At the end of 2020 John stopped responding to our calls. We reported this to the police and were told that their records show John was booked on a flight back to his country of origin. We have tried but been unable to contact him. John had no real connections in his country of origin and always feared returning and so the fact he returned is unusual and concerning. John was just not able to cope with Snowdrop offices being closed, the reduced face to face contact, lockdown and the hours of isolation in his flat aggravated his mental health problems. We still have no idea what happened to him and whether he was re-exploited, we can only hope that he is safe and well.

The Snowdrop Project

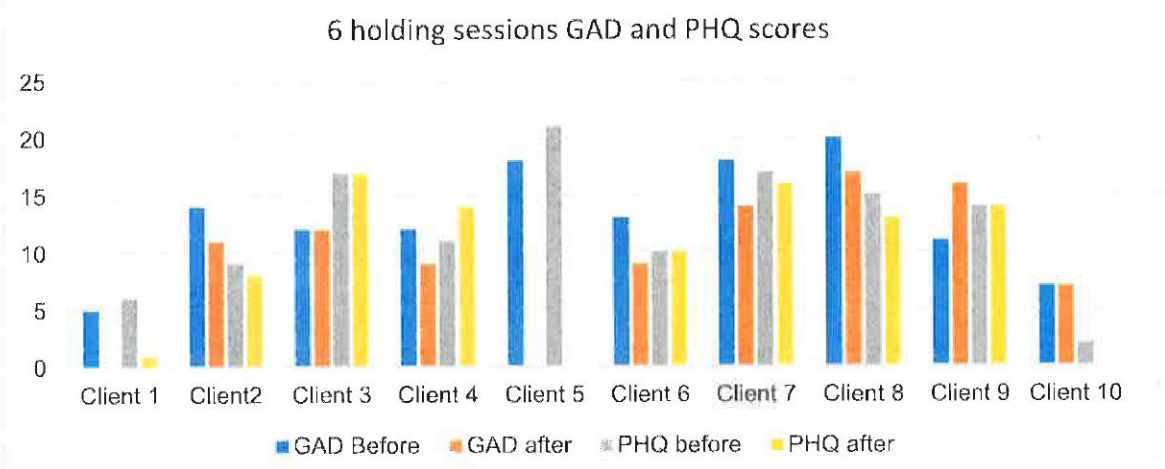


At the end of last year, a decision was made to grow the therapy service in Snowdrop and hire a counselling manager. This person was hired in July 2020 to provide designated time, passion and focus to develop a variety of therapeutic activities and increase capacity to attend to survivors at different points of their trauma healing journey. The manager was also tasked with strengthening our policies, procedures and reporting for this department allowing us to offer a consistent service and more successfully monitor the impact of interventions.

As the manager was hired mid-way through the pandemic, the development of the service was slower than anticipated but it gave time to focus on the policies, procedures and processes, ready to implement once face to face counselling resumed.

Holding sessions

While the country remained in lockdown, clients were offered six 'holding sessions '(of which 43% accepted). This was either a phone call or zoom appointments to help with the isolation and mental health issues being compounded by the pandemic. For those who were able to take part in assessments (GAD7 and PHQ9) did show some improvement from the holding sessions (GAD measure anxiety; PHQ measures depression. Lower scores for both is improvement)



The major development has been the creation of four different 'pathways 'to respond more appropriately to where the person referred is in their journey. By March 2021 this was not yet in operation but the theory and process had been laid down in order to start, once face to face counselling restarted.

The Snowdrop Project

Pathway (length)	One (8-12 weeks)	Two (16 – 20 weeks)	Three (long term)
Client stability (Maslow's hierarchy of motivation)	Unstable, uncertain status and circumstances	Client is able to manage current instability	Clients are settled in housing and legal status; can self regulate and ready to process their trauma.
Client needs (mainly expressed in physical symptoms)	Client needs affect regulation, coping tools, grounding and stabilization.	Client is aware of the window of tolerance and ready to learn self-regulation, taking control in life - sense of agency.	Re-connecting. We expect clients to refer and re refer themselves. There is no specific time frame set in this pathway.
Counselling/ therapy focus	• Present /here and now • Psychoeducation • Window of tolerance, short term affect regulation, coping tools, grounding, body awareness • Functioning - sleep, eating, routine and supportive activities	• Present /here and now aspects of the past triggered by current events • Client learning • Self-regulation, taking control in their life. • Housing and refugee status is more stable.	• Past trauma processing, integration, deeper insights into past, present, future.
Additional supporting activities	Yoga, singing, art classes	Group sessions /drop in focused on wellbeing, reinforcing pathway 1 work	Able to become mentor/befrienders for other clients
Pathway Four (up to 6 weeks)			
Pathway 4 is triggered when a client's solicitor requests a court report. The client pauses other work with their counsellor to focus on the report, being aware that this can be triggering. Once the report is completed the client returns to the original pathway and continues where they left off.			

I am appreciative for all your support and care about me, you have helped me to get through my fears and my loneliness and helped me discover new ways to stay strong and have hope for the future – **Snowdrop client 2021**

The Snowdrop Project



Community, Renovations & Volunteer Activities

Our community, renovation and volunteer programs were the most significantly impacted by the pandemic. As can be seen from the numbers there was a **66% decrease** in community activity beneficiaries and a **73% decrease** in volunteering.

Impact on beneficiary numbers:

- Lack of electronic devices and Wi-Fi to engage in activities
- Fear/lack of knowledge of IT
- Unable to record 'numbers' for Mum & toddlers, only 'views'
- Some community activities became activities to do at home
- More immediate focus on surviving

Our approach:

- 'Digital Library' to provide devices and Mi-Fi's to those who could not connect
- Adapting community activities e.g. new classes purely online that we did not have the facilities to run face-to-face (i.e. Baking)
- Sending activities to do at home e.g. art supplies, well being activities, ESOL home learning, sewing patterns, activities with kids
- Providing an individual to go for a walk with someone or have a virtual coffee to help reduce loneliness
- Started a bi-monthly newsletter to clients listing out virtual activities both in Snowdrop but also around the UK with other organisations

One of our clients made a patchwork coaster as part of the session that Hannah ran and this week a needle case. The embroidery on the front personalised it so beautifully and made my heart sing when I saw it all finished – **virtual sewing volunteer, 2020**

The Snowdrop Project

Snowdrop giving good opportunity for their clients many different things to do at home. One of that is virtual baking really I'm enjoying because now 3 times we baked different kind of things that all I never made before . My little son also enjoying helping me and having those. He said me " mummy I like it ". Last we baked Flapjack, blueberry muffins and chocolate brownies. All these are delicious. I would like to thanking to Snowdrop, who are organising and who are teaching us . Thank you very much for all of them and appreciate it very much. – **Snowdrop baking beneficiary 2020**

Volunteer recruitment was much harder. Understandably the general public were more concerned about taking part in volunteering that would bring them in to contact with others. We wrote strong risk assessments for Covid but many, chose not to volunteer. For those who were able to volunteer, there was a new 'threat 'to our recruitment as we had to compete with organisations that do not usually push so hard for volunteers e.g. NHS and Local Authorities. Detailed below are the volunteers we train and work with each year. This year there were no renovation volunteers due to the restrictions and risks of entering another person's home during the pandemic.

Volunteer caseworkers – provide casework support to low needs clients with the oversight of a senior caseworker. Volunteer caseworkers increase our capacity to provide casework support to those referred.

Volunteer befrienders – reduce the sense of isolation for our clients by meeting with them to take them shopping, attend appointments or meet for a cup of tea

Activity volunteers – run activity sessions and provide childcare support so that our clients can attend appointments where is would be inappropriate or difficult to have their children present

Volunteer Caseworkers	Volunteer Befrienders	Activity Volunteers	Social support volunteers	Renovation Volunteers
11	12	5	9	0

Renovation volunteers – (see the next section for details) clean, paint, decorate and furnish permanent properties that clients have recently received from the council, turning a shell of a house into a home.

The reduction in volunteers this year meant that the work load of caseworkers and the Community Facilitator was stretched to its limits doing their normal jobs plus stepping in where we would normally use volunteers. The team were given their usual monthly counselling sessions, regular supervision, encouraged to take walks and regular breaks during the day and arranged social zooms to help decrease the sense of isolation for staff members. We are so grateful to the volunteers who were able to continue to support us during this year. Their donated time was even more valuable than ever.

I've been volunteering for the Snowdrop Project since November 2019 and I can say that without a doubt that it is simply a wonderful place. Everyone is so friendly and you really feel like you're making a difference. Helping with the sewing class is amazing, and I learn a lot from the talented women that attend. I also provided childcare for the women that used the activity sessions and the kids definitely keeps you on your toes! It's a lot of fun keeping up with the kids and using your creativity to keep them engaged. All the activities that I have joined in with have been about empowering the clients, having fun and connecting with people. The project not only gives vulnerable people support and direction, it also gives them a community. – **Activity Volunteer**

The Snowdrop Project

Festive actlvltles

Each year Snowdrop celebrates Eid al Fitar and Christmas with presents and activities. It is a highlight of the year for many of our clients and the team were committed to ensuring this still happened in a safe fashion. This year, flowers and chocolates were sent to clients for Eid and three volunteer 'Santa's 'went around the streets to visit the outside of the clients houses. All of these activities were done at a safe distance and following Covid procedures for gift giving and visits. For Christmas, 81 children and all our adult beneficiaries received presents thanks to Verus Recruitment, the Soroptimists and donations from members of the public







The Snowdrop Project

Renovations

As the statistics from the casework program show, there were far less moves to permanent accommodation in this year due to the reduced housing staff, national policies preventing moving and increased housing for those who were homeless. This meant that advocacy for permanent housing moves took longer than usual (see case study). The renovation program this year looked more like the gifting of vouchers and assistance obtaining and moving furniture. Due to the restrictions and risks taking members of the public in to private homes, the 'renovating 'of properties either waited until the restrictions lifted or clients were given materials and guidance to do this themselves.

Case Study 3 – Housing

One of our clients who is a single mother, was allocated a flat on the third floor of an apartment block; she has two young children with additional needs. Although it was not suitable, she accepted as it was only to be temporary until she was allocated permanent accommodation. She struggled to get her groceries and to take her children out. This was supposed to be a matter of few weeks but it lasted several months. This impacted the families ability to get out of their home for walks or even do basic shopping. There was also a real risk to the clients children, who are autistic and needed an open safe space. We supported this client with shopping, especially when the client ended up getting Covid. We involved the children's nursery and children's services to advocate for with us. Eventually, she was allocated a permanent property and we assisted her and her children to move and settle in to their permanent home.

The Snowdrop Project



The realisation of a two year dream. Having operated from three different locations in four years due to ongoing city redevelopment, we realised we were recreating some of the trauma and instability clients experienced in their trafficking. During exploitation many clients are often moved around, never knowing where they might be next and we wanted to change that. We set a goal to purchase a building that would not only be large enough to house ourselves but also house other charities, allowing us to create a charity hub and place of safety as well as a sustainable income for Snowdrop. We finally signed the papers on the 2nd November 2020 and got the keys to our new home – Castle Green.

The building is ideal for the charity. Five floors of spacious, light-filled offices, accessibility and connectivity built in, rooms for one-to-one meetings and community space, a reception area and staff room. Once we completed the purchase we set about making sure all the health and safety was up to scratch, re-painting and carpeting so that the building felt fresh and welcoming. The hard work paid off. Just after the end of this financial year we quickly took on five tenants, making the building a homely space to be accessed by survivors of trafficking, refugees and asylum seekers, young people who have dropped out of education and women facing barriers along with providing a space for a virtual charity for positive sex education.

"They help the vulnerable, the ones that don't have a sense of belonging and make them feel at home."

We could not have achieved this so quickly without the support of DLA Piper (for probono legal support), Colloco (for assistance and guidance in purchasing), Clothworkers, Garfield Weston, Joseph Rank Trust, Allchurches, The Tribe, John Lewis, Charities Aid Foundation, countless individuals who fundraised and donated to the vision and the wonderful staff, volunteers and clients for bearing with us through these transitions.

At the end of this financial year, we had been more successful in fundraising than we had anticipated during the pandemic and therefore the trustees made the decision to designate some of our reserves (£100k) towards much needed work on the building (health and safety, significant damp treatment in the basement, creation of new counselling rooms, aesthetics to make it more trauma informed and friendly).

The Snowdrop Project



When the pandemic and 'lockdown 'started at the beginning of this financial year, an emergency meeting was held to re-plan and prioritise both our spending and our fundraising. Suddenly we found we had to cancel a gala and half marathon that was planned for April, a couch to 5k in the summer and a 10k in September as everything would involve group interaction. We were also concerned that income from donations and trusts and grants might drop too. Amazingly, the support from both trusts and grants and donors was beyond anything we could have imagined. Our community of supporters and grant funders rallied around us and supported us to create food programmes, the digital library and to continue with the purchase and works on the building we had hoped for.

The fundraising team became extremely creative and designed online fundraisers including virtual pub quizzes, virtual balloon races and virtual running races. Although these garnered support, the pandemic did begin to take it's toll with zoom fatigue. Although the pandemic has provided us with a new space for fundraising online, it is clear that face to face events and group training and races provide stronger revenue streams. All the intended face to face fundraising has now been moved in to the next year and we hope will see the share of our income from this stream resume to it's status before the pandemic (7.6%) or increase above this.

Activities in numbers:
Number of virtual pub quizzes:

Twelve weeks of virtual pub quizzes with between 10 – 20 teams taking part each week. (Average of 13 teams per weeks with 6-10 in each team).

Balloon race details (brief):

Balloons were raced (virtually to protect the environment!) through Ecoracing.co in the 'schools out' race on 3rd July 2020. We sold over 700 virtual balloons.

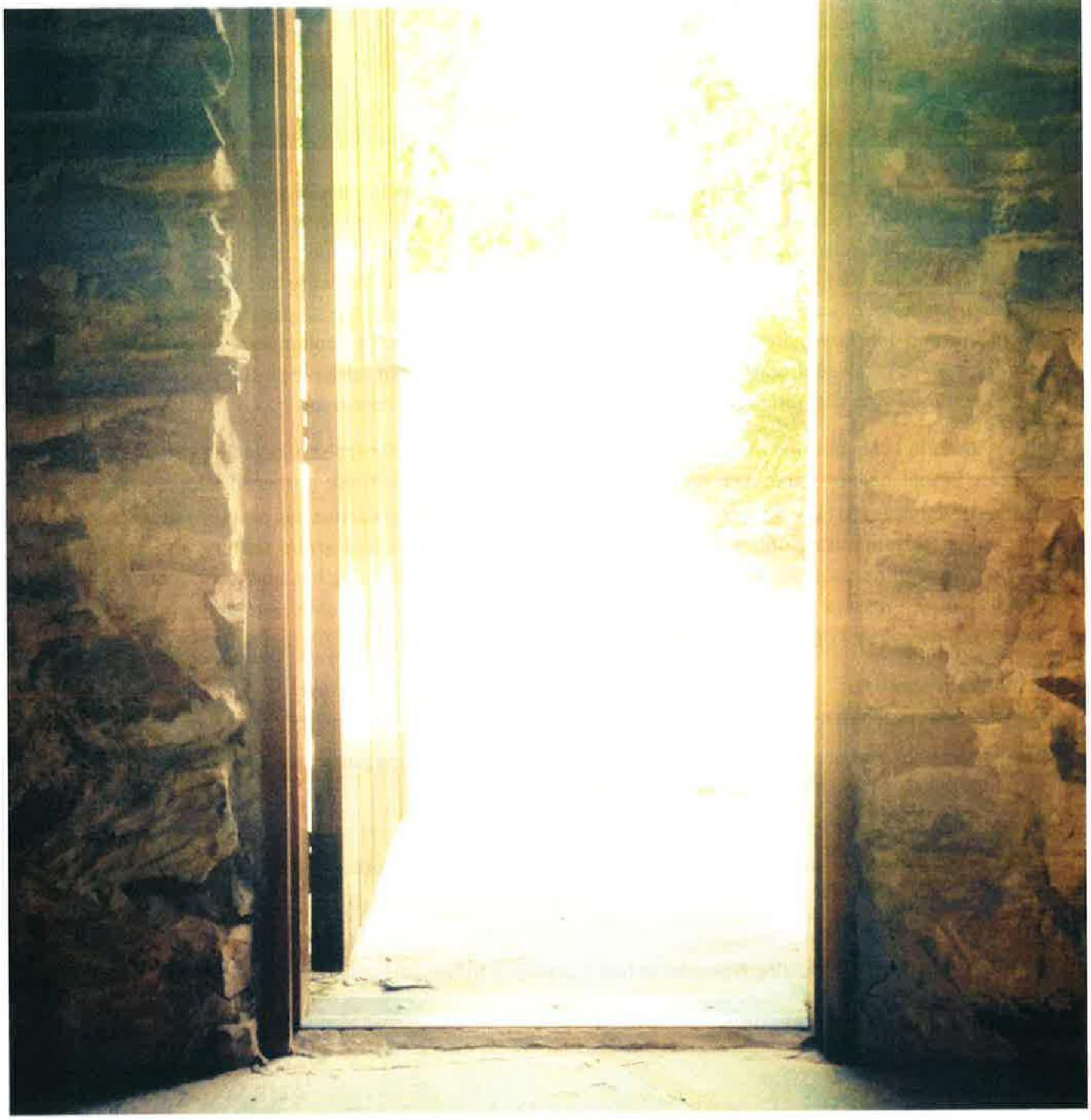
Virtual races:

35 races were arranged ranging from 5ks to half marathons to 'virtual baton' passing.

The Snowdrop Project



Future Plans



The Snowdrop Project

Building hub

Having completed the building purchase, the organisation will continue to create, implement and review health and safety measures in light of any changes to Covid over the coming year. We will seek to fill the building with tenants by the end of the next financial year and employ a receptionist which will be part funded by the service charge to the tenants. We have a vision that the building will not only become a support for the clients who attend but also for the charity tenants to help and encourage each other.

A new normal post-pandemic and stability

As the vaccine roll out has been successful, the team returned to face to face appointments, group activities and renovations by September 2021. We have carefully considered measures such as face masks, hand sanitiser, social distancing and regular lateral flow tests.

The main focus of the next financial year is bringing stability to the organisation. It has been a challenging year being separated from people and each person will need to readjust to being around people, new buildings and readjusting to policies and procedures.

CRM

The pandemic has highlighted the need for an electronic database to record client data and communicate virtually with other members of the team. Going through the pandemic still on a paper-based system when everyone is working remotely hampers effective communication, data collection and accountability and presents a higher risk of GDPR failings. The creation of the CRM has started and should finish in the next financial year.

National Contract

Over the next financial year we predict that the referrals to 'Reach-In 'will steadily increase as people exit the NRM. Through this process we will have a chance to test how thresholds are assessed for different referrals and potentially employ more people to the 'Reach-In 'team as demand grows.

Male services

As the percentage of male referrals in to the NRM increases (over 60%), Snowdrop has started to see an increase in the number of men referred into our services. Within the next year we will employ a project coordinator to developing each service offering for male and male identifying clients. They will seek to establish ideas of best practice from other organisations working in similar fields and create new ideas, suggest edits to paperwork and monitoring and develop service adaptations. If these are successful in bringing improved outcomes for male and male identifying survivors, they will remain a key part of the delivery.

Creativity and Innovation

As the organisation has grown, the CEO has become further from the operational impact and yet the system is still set for them to be the main driver of creativity and development. Team members have voiced that they have ideas but don't always feel they have the ability or resources to act. Therefore, each team has been given a 'creativity and innovation 'budget for the next year to use as a team. This budget is to enable front line staff to be able to respond to operational challenges and gaps. When the money is used they must keep a record and evaluate the programme(s) after to feedback at the end of the year. If a new project is successful it will be considered in the operational roll out the year after.

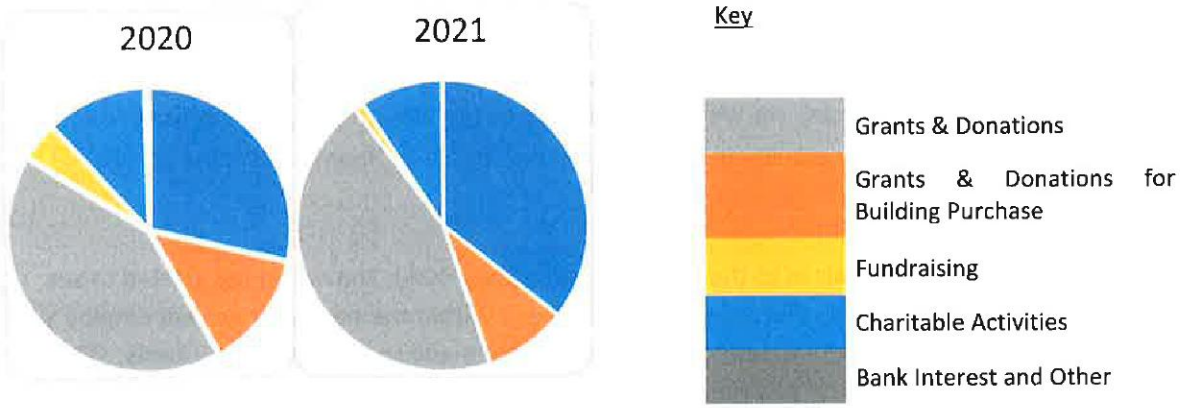
The Snowdrop Project

Financial Commentary

Principal Sources of Funds

The Snowdrop Project's activities in the financial year to the 31 March 2021 were funded predominantly (81.4%) through grants and donations income (2020 71.8%). This included income received towards the purchase of the new Castle Green premises which completed in November 2020. The remaining funding of the Charity arose from charitable activities 16.5% (2020 19.8%), fundraising 1.9% (2020 7.6%), and bank interest/other income 0.2% (2020 0.8%).

	2021	2020
Grants & Donations	64.5%	49.1%
Grants & Donations for Building Purchase	16.9%	22.7%
Total Grants & Donations	**81.4%**	**71.8%**
Fundraising	1.9%	7.6%
Charitable Activities	16.5%	19.8%
Bank Interest and Other	0.2%	0.8%
Total	**100.0%**	**100.0%**



Financial Review

During the financial year to the 31 March 2021 the Snowdrop Project raised income of £897,087 (2020 £533,525) from all activities and incurred total expenditure of £533,514 (2020 £416,165). This resulted in a combined net income of £363,573 (2020 £117,360) comprising unrestricted net income before transfers of £173,053 (2020 £35,027) and restricted net income before transfers of £190,520 (2020 £82,333). Year end total reserves were £710,352 (2020 £346,779) comprising general funds £277,550 (2020 £162,456), restricted funds £103,595 (2020 £184,323), and designated funds in respect of the property purchase and renovations £329,207 (2020 £0)

Restricted Income as shown in the Statement of Activities was £640,999 (2020 £307,639). Grants, donations, and legacies raised to fund specific programme costs totaled £358,587 (2020 £92,189) and income from charitable activities was £130,765 (2020 £94,333) principally from The National Lottery Fund to support casework and counselling. Grant and donation income of £151,647 (2020 £121,117)

was received to help fund the building purchase with the balance of funding coming from a bank mortgage.

Unrestricted Income, as shown in the Statement of Activities, was £256,088 (2020 £225,886) for the financial year ending 31 March 2021. Grants and donations income of £220,020 (2020 £169,583) represented 85.9% (2020 75.0%) of unrestricted income. Fundraising activities income of £17,033 (2020 £40,449) was adversely impacted by the Covid-19 pandemic and fell year on year accounting for 6.6% (2020 17.9%) of unrestricted income. Charitable activities income increased year on year to £17,145 (2020 £11,613) through increased external training. The balance of unrestricted income arose from other/rental income £1,300 (2020 £3,573) and bank interest £590 (2020 £668).

The Financial Impact of Covid-19

The Board of Trustees held an emergency meeting in April 20 to discuss the impact of Covid-19 on the Charity's operations and to consider the financial implications for the forthcoming financial year and the following two years. Scenarios were considered including the implications of a potential reduction in income from areas particularly corporate donations and fundraising due to the suspension of major fundraising events such as the Sheffield Half Marathon. The use of government support e.g. furlough scheme was considered but not taken up as alternative funding was secured. A revised forecast was agreed by the board of Trustees in June 20 projecting a small net income each year (excluding grants and donations in relation to the building purchase) and avoiding the need to draw on reserves.

The Trustees regularly reviewed the forecast during the year. As part of the fundraising strategy alternative on-line fundraising activities including a virtual marathon, pub quiz and eco balloon race were developed. The Snowdrop Project was successful in securing emergency Covid-19 funding during 20/21. This enabled the Charity to continue to support clients and provide emergency help including food deliveries and provide tablets to loan to Clients. Grants to fund the purchase of laptops enabled the staff to switch to homeworking and support clients remotely.

The financial activities statement for the year ending 31 March 21 shows that the Charity's financial performance was better than expected with net income of £363k or £212k excluding grants and donations for building purchase. The improved performance was due to higher income than forecast from grants, donations, and legacies, with expenditure broadly in line with the forecast.

In terms of the budget for 21/22 and beyond we are forecasting a small net income each year, however as the country emerges from the pandemic, we believe that the opportunities and availability of funding will be more challenging. We are seeking to address this by looking at opportunities to diversify our income including renting out space, securing new contract income, training, and expanding our community activities. A three-year budget was agreed by the Board of Trustees in January 2021 as follows:

£k	2021/22	2022/23	2023/24
Income	754	737	739
Expenditure	(751)	(712)	(685)
Budgeted Net Income	**3**	**25**	**54**

The Snowdrop Project

Investment Policy

The level of the Charity's reserves is such that funds are invested for the short term rather than long term. The criteria for investment are that the financial institution should have ethical credentials, offer a competitive rate of return in the marketplace and be a low risk investment.

Returns on investments are modest, arising from historically low interest rates, realising £590 in the year ending 31 March 2021 compared with £668 in the previous year.

Reserves Policy

The Trustees have determined to maintain a level of free reserves (general funds excluding tangible fixed assets) equal to six months budgeted unrestricted expenditure plus mortgage payments. The target reserves as at 31 March 2021 was £235,500. The policy aims to ensure there is a buffer to accommodate fluctuations in income, and if necessary, enable management to reduce expenditure whilst fundraising activities are undertaken to increase income.

Free reserves at the 31 March 2021 were £254,852 or 6.5 months reserve cover based on the forecast unrestricted expenditure and mortgage payments for 21/22. This represents reserve cover of half a month more than the six months policy. Based on budget for 21/22 the reserve cover is budgeted to reduce to 5.7 months at 31 March 2022.

A designated fund of £329,207 was held at the 31 March 2021 in respect of the funds spent or committed for the purchase and renovation of the Castle Green premises

The Snowdrop project also held restricted reserves (other grants) at year end of £103,595 (2020 £66,026 excluding building purchase). These are not considered as part of the reserves policy as they are held only if required to organise the relevant programme.

The Snowdrop Project

Reference and administrative information

Charity Number:	1158856
Principal Office:	Castle Green, 7 Castle Street, Sheffield, S3 8LT

Board of Trustees

Tim Elgar	Chair	appointed 16 February 2017
Tina English	Vice-chair	appointed 13 October 2014
Jon Kenworthy		appointed 28 July 2018
Nadia Porter		appointed 19 September 2019
Darren Wake		appointed 28 November 2019
Jan Harwood		appointed 24 September 2020
Tim Bottrill		appointed 1 May 2021
Isabelle McKay Smith		resigned 24 September 2020

Secretary

Emily Brown (non-voting administrator)

Key management personnel

Lara Bundock Chief executive officer

Advisors

Bankers: Reliance Bank Limited, Faith house, 23-24 Lovat Lane, London, EC3R 8EB

Independent examiner: Sarah Lightfoot, FCA DChA
Employee of:
VAS Community Accountancy, The Circle, 33 Rockingham Lane, Sheffield, S1 4FW

The board of trustees declare that they have approved report above on 15/12/21.

Signed on behalf of the board of trustees by:



Tim Elgar
Chair of Trustee

Independent examiner's report to the trustees of The Snowdrop Project

I report to the trustees on my examination of the accounts of The Snowdrop project (the Charity) for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

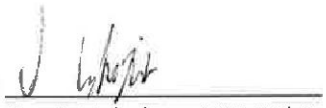
Independent examiner's statement

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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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

Signed: 

Sarah Lightfoot, FCA DChA
On behalf of:
VAS Community Accountancy
The Circle
33, Rockingham Lane
Sheffield
S1 4FW

Date: 23 December 2021

The Snowdrop Project

Statement of financial activities
(incorporating the income and expenditure account)
For the year to 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Unrestricted funds £	Restricted funds £	Total 2020 £
Income from:							
Grants, donations and legacies	2	220,020	358,587	578,607	169,583	92,189	261,772
Grants and donations for Building Purchase	3	-	151,647	151,647	-	121,117	121,117
Total grants and donations		220,020	510,234	730,254	169,583	213,306	382,889
Charitable activities	4	17,145	130,765	147,910	11,613	94,333	105,946
Fundraising activities		17,033	-	17,033	40,449	-	40,449
Bank interest		590	-	590	668	-	668
Other - rent		1,300	-	1,300	3,573	-	3,573
		256,088	**640,999**	**897,087**	225,886	307,639	533,525
Expenditure on:							
Raising funds	5	1,628	15,251	16,879	28,786	-	28,786
Charitable activities	6	81,407	435,228	516,635	162,073	225,306	387,379
		83,035	**450,479**	**533,514**	190,859	225,306	416,165
Net income		**173,053**	**190,520**	**363,573**	35,027	82,333	117,360
Transfers between funds	19	271,248	(271,248)	-	-	-	-
Net movement in funds		**444,301**	**(80,728)**	**363,573**	35,027	82,333	117,360
Total funds brought forward		162,456	184,323	346,779	127,429	101,990	229,419
Total funds carried forward		**606,757**	**103,595**	**710,352**	162,456	184,323	346,779

The Snowdrop Project

Balance Sheet
As at 31 March 2021

	Notes	£	2021 £	£	2020 £
Tangible assets	10	647,448		12,036	
Intangible assets	11	24,960		667	
			672,408		**12,703**
Current assets					
Debtors	12	70,911		17,253	
Cash at bank and in hand		371,803		378,609	
Total current assets		442,714		395,862	
Creditors: amounts falling due within one year	13	(42,755)		(61,786)	
Net current assets			**399,959**		**334,076**
Total assets less current liabilities			**1,072,367**		**346,779**
Creditors: amounts falling due after more than one year	15		(362,015)		-
Total net assets			**710,352**		**346,779**
Represented by:					
Funds of the Charity					
Restricted income funds					
Other grants		103,595		66,026	
Building Purchase		-		118,297	
Total restricted income funds	17		103,595		184,323
General funds		277,550		162,456	
Designated funds - property purchase and renovations	18	329,207		-	
Total unrestricted funds			606,757		162,456
Total funds	20		**710,352**		**346,779**

Approved by the board of trustees on 15/12/21

Signed on behalf of the board by:

Tim Elgar
Chair of Trustees

The Snowdrop Project

Statement of Cash Flows
For the year ended 31 March 2021

	Notes		2021		2020
			£		£
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	**23**		295,801		149,245
Cash flows from investing activities					
Investment income		590		668	
Purchase of fixed assets		(649,654)		(3,878)	
Purchase of intangible assets		(24,960)		-	
Net cash (used in)/provided by investing activities			(674,024)		(3,210)
Cash flows from financing activities					
Cash inflows from new borrowing		380,000		-	
Repayment of borrowing		(8,583)		-	
Net cash provided by/(used in) financial activities			371,417		
Change in cash and cash equivalents			(6,806)		146,035
Cash and cash equivalents at the beginning of the year			378,609		232,574
Cash and cash equivalents at the end of the year			371,803		378,609

The Snowdrop Project

Notes to the Accounts
For the year to 31 March 2021

1 Accounting Policies

(a) General

The Snowdrop Project is a charitable incorporation organisation. In the event that the charity is wound up, the liability in respect of the guarantee is £nil per member of the charity. The address of the registered office is given in the charity information on page 27 of these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and with the Charities Act 2011. The financial statements have taken advantage of the exemption to prepare a Statement of Cash Flows.

The Snowdrop Project meets the definition of a public benefit entity under FRS 102. The financial statements are prepared under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £.

(b) Income

Income is recognised when the organisation has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from services provided is included in the year in which the service took place.

Investment income is included when receivable.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

(c) Donated goods and services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item 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.

On receipt, donated 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.

(d) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(e) Tangible assets

Depreciation has been calculated to write down the cost or valuation, less estimated residual value, of all tangible fixed assets over their expected useful live, as follows:

Leasehold improvements	Over the term of the lease
Fixtures, fittings & equipment	25% Straight Line

Individual items under £250 are written off in the year in which the expense is incurred.

1 Accounting Policies (continued)

(f) Intangible assets

Intangible fixed assets are amortised at rates calculated to write off the assets on a straight basis over their estimated useful economic lives:

Website costs	3 years straight line

(g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(h) Creditors

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

(i) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(j) Pension costs and other post-retirement benefits

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

(k) Funds

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Designated funds are funds set aside at the discretion of the trustees for specific projects.

Restricted funds are to be used for specific purposes as laid down by the funder.

(l) Taxation

As a charity, the organisation is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

(m) Operating leases

Rental payable and receivable under operation leases are charged to the SOFA on a straight line basis over the period of the lease.

(n) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that the charity will continue to operate for 12 months from authorising these financial statements.

2 Income from grants, donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	*restated* Total 2020 £
29.05.61 Trust	1,500	-	1,500	1,500	-	1,500
AB Charitable Trust	-	-	-	20,000	-	20,000
Albert Hunt Trust	1,000	-	1,000	-	-	-
Allchurches Trust	-	14,750	14,750	-	-	-
Arm Trust	-	-	-	-	10,000	10,000
Ashworth Charitable Trust	-	-	-	-	5,000	5,000
Barnabas Charitable Trust	-	-	-	800	-	800
Barratt and David Wilson Community Fund	-	1,000	1,000	-	-	-
Barrow Cadbury Trust Covid 19 Support Fund	-	31,000	31,000	-	-	-
Brelms Trust	-	5,000	5,000	-	5,000	5,000
Card Factory	-	-	-	1,000	-	1,000
Charities Aid Foundation	-	8,000	8,000	-	-	-
Charles and Elsie Sykes Trust	-	5,000	5,000	-	-	-
Co-operative	-	-	-	-	25,000	25,000
Dixon Pitchfork Trust	500	-	500	500	-	500
Evan Cornish	-	5,000	5,000	-	-	-
Harry Bottom Charitable Trust	-	-	-	6,500	-	6,500
Hope Family Arbourthorpe	-	-	-	700	-	700
Human Trafficking Victim Fund	-	1,537	1,537	-	-	-
Schroder Charitable Trust	3,000	-	3,000	-	-	-
Linmardon Charitable Trust	-	-	-	-	1,000	1,000
Lloyds Bank Foundation for England and Wales	-	33,000	33,000	-	-	-
West Riding Masonic Lodge	1,000	-	1,000	-	-	-
May Hearnshaw Charitable Trust	-	-	-	2,000	-	2,000
Matrix Law	-	1,800	1,800	-	1,800	1,800
National Lottery - Awards for All	-	10,000	10,000	-	-	-
People's Postcode Lottery	-	20,000	20,000	-	-	-
RG Foundation	-	20,000	20,000	-	-	-
RRAF Charitable Trust	1,500	-	1,500	-	-	-
Sheffield Church Burgesses Trust	-	2,000	2,000	-	-	-
South Yorkshire Police and Crime Commissioner	-	5,000	5,000	-	-	-
South Yorkshire's Community Foundation	-	5,000	5,000	-	-	-
Souter Charitable Trust	-	3,000	3,000	3,000	-	3,000
Swire Charitable Trust	25,000	-	25,000	25,000	-	25,000
The Bromley Trust	15,000	-	15,000	15,000	-	15,000
The Brown Source Charitable Trust	20,000	-	20,000	15,000	-	15,000
The Cutlers Company Charitable Trust	500	-	500	-	-	-
The Henry Smith Charity	-	60,000	60,000	-	30,000	30,000
The Henry Smith Charity (Community Match Challenge)	-	75,000	75,000	-	-	-
The Holbeck Trust	-	-	-	1,000	-	1,000
The Salvation Army Victim Care Fund	-	-	-	-	2,389	2,389
The Stewarts Law Fund	-	-	-	25,000	-	25,000
The Talbot Trust	-	-	-	-	5,000	5,000
Tribe Freedom Foundation	-	40,000	40,000	-	-	-
Wesleyan Foundation (SYCF)	-	10,000	10,000	-	-	-
WO Street Trust	-	2,500	2,500	-	-	-
Woodward Trust	-	-	-	-	5,000	5,000
Virgin Money	-	-	-	-	2,000	2,000
Volvox Trust	1,200	-	1,200	3,200	-	3,200
Donations from other organisations	47,559	-	47,559	13,170	-	13,170
Donations from individuals (including gift aid)	45,946	-	45,946	36,213	-	36,213
Legacies	56,315	-	56,315	-	-	-
	220,020	**358,587**	**578,607**	169,583	92,189	261,772

3 Income from grants and donations for the Building Purchase

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
The Clothworkers' Foundation	-	100,000	100,000	-	-	-
The Joseph Rank Trust	-	50,000	50,000	-	-	-
Allchurches Trust	-	-	-	-	16,000	16,000
City Hearts	-	-	-	-	1,000	1,000
Garfield Weston Foundation	-	-	-	-	50,000	50,000
Tribe Freedom Foundation	-	-	-	-	40,000	40,000
Sirius Partners/Neil Stevens	-	-	-	-	5,000	5,000
Donations from individuals for building	-	1,647	1,647	-	9,117	9,117
	-	**151,647**	**151,647**	**-**	**121,117**	**121,117**

4 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	*restated* Total 2020 £
The National Lottery Community Fund - Women and Girls Fund	-	-	-	-	35,144	35,144
The National Lottery Community Fund - Reaching Communities	-	120,153	120,153	-	59,189	59,189
Tampon Tax Fund: Move On Project	-	10,612	10,612	-	-	-
Other services	17,145	-	17,145	11,613	-	11,613
	17,145	**130,765**	**147,910**	**11,613**	**94,333**	**105,946**

5 Expenditure on raising funds

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Fundraising costs	1,628	15,251	16,879	28,786	-	28,786
	1,628	**15,251**	**16,879**	28,786	-	28,786

6 Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	*restated* Total 2020 £
Staff salary costs	8	-	331,604	331,604	73,037	181,350	254,387
Staff training, supervision,wellbeing and other		5,008	12,329	17,337	14,494	3,556	18,050
Direct costs							
Interpreting		8,923	638	9,561	15,878	1,721	17,599
Training costs		1,851	-	1,851	1,393	1,076	2,469
Small Grants		2,457	1,626	4,083	860	-	860
Renovation costs		-	2,455	2,455	-	2,656	2,656
Community Activities		-	16,592	16,592	-	4,943	4,943
Other project Costs		726	255	981	544	8,393	8,937
Volunteer expenses		288	1,087	1,375	1,879	1,653	3,532
Support costs	7	62,154	68,642	130,796	53,988	19,958	73,946
		81,407	**435,228**	**516,635**	**162,073**	**225,306**	**387,379**

7 Support costs

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	*restated* Total 2020 £
Property costs	39,278	37,185	76,463	8,792	17,023	25,815
Mortgage interest	-	4,518	4,518	-	-	-
General running expenses	3,467	25,204	28,671	29,784	115	29,899
Depreciation	14,242	-	14,242	9,447	-	9,447
Amortisation	667	-	667	2,000	-	2,000
Legal and professional fees	1,500	1,735	3,235	1,565	2,820	4,385
Independent examiner's fee 9	3,000	-	3,000	2,400	-	2,400
	62,154	**68,642**	**130,796**	53,988	19,958	73,946

8 Staff salary costs

	2021 £	2020 £
Salaries	303,157	234,475
Employer's National Insurance	24,023	16,768
Employer's NI allowance	(4,000)	(3,000)
Employer's pension contributions	8,424	6,144
	331,604	**254,387**

No employee received emoluments of more than £60,000. The average monthly number of employees during the year was 13 (2020: 13).

9 Fees payable to Independent examiner's organisation

	2021	2020
	£	£
Independent examiner's fee	3,000	2,400
Other fees paid to the independent examiner's organisation:		
Payroll and HR services	1,735	1,355
Software subscription	252	252
Other services	-	210
	1,987	1,817

10 Tangible assets

	Freehold Building	Fixtures, fittings and equipment	Total
	£	£	£
Cost or Valuation			
As at 1 April 2020	-	23,545	23,545
Additions	630,000	19,654	649,654
Disposals	-	-	-
As at 31 March 2021	630,000	43,199	673,199
Depreciation			
As at 1 April 2020	-	11,509	11,509
Charge this period	5,250	8,992	14,242
Disposals	-	-	-
As at 31 March 2021	5,250	20,501	25,751
Net Book Value			
As at 31 March 2021	**624,750**	**22,698**	**647,448**
As at 31 March 2020	-	**12,036**	12,036

11 Intangible assets

	Website	Total
	£	£
Cost		
As at 1 April 2020	6,000	6,000
Additions	24,960	24,960
As at 31 March 2021	30,960	30,960
Depreciation		
As at 1 April 2020	5,333	5,333
Charge this period	667	667
As at 31 March 2021	6,000	6,000
Net Book Value		
As at 31 March 2021	**24,960**	**24,960**
As at 31 March 2020	**667**	667

12 Debtors

	2021	2020
	£	£
Trade debtors	64,917	6,609
Prepayments	5,984	10,644
	70,911	**17,253**

13 Creditors: amounts falling due within one year

	Note	2021	2020
		£	£
Trade creditors		7,673	5,121
Taxation and social security		8,233	5,076
Accruals		7,795	7,589
Deferred income	14	5,134	44,000
Bank loan	16	13,920	-
		42,755	**61,786**

14 Deferred income

	2021	2020
	£	£
Deferred income brought forward	44,000	25,000
Income released	(44,000)	(25,000)
Income deferred	5,134	44,000
Deferred income carried forward	**5,134**	**44,000**

15 Creditors: amounts falling due after more than one year

	Note	2021	2020
		£	£
Bank loan	16	362,015	-
		362,015	**-**

16 Financial instruments

	2021	2020
	£	£
Loans due in one year or less	13,920	-
Loans due in more than one year but not more than two years	14,371	-
Loans due in more than two years but not more than five years	46,108	-
Loans due in more than five years	301,536	-
	375,935	**-**

Financial instruments measured at amortised cost comprise the bank loan provided by CAF Bank, which is secured against 7 Castle Street, and has a fixed interest rate until 2026, followed by a variable interest rate.

17 Analysis of movements in restricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Big Lottery Reaching Communities	19,869	120,153	(107,165)	-	32,857
EU Pathways Project	21,146	-	(17,909)	-	3,237
Move on Project	-	10,612	(10,612)	-	-
Core costs - The Henry Smith Charity	10,429	60,000	(59,353)	-	11,076
Core costs - The Henry Smith Charity (Community Match Challenge)	-	75,000	(50,000)	-	25,000
Core costs - Lloyds Bank Foundation for England and Wales	-	33,000	(33,000)	-	-
Core costs - Tribe Foundation	-	40,000	(40,000)	-	-
Sharing Hope Photography	295	-	-	(295)	-
Covid 19 Response - Allchurches Trust	-	14,750	-	(14,750)	-
Covid 19 Response - Barrow Cadbury Trust Covid 19 Support Fund	-	31,000	-	(15,848)	15,152
Covid 19 Emergency support grants	-	23,000	(18,287)	-	4,713
Co-operative Society	3,568	-	(3,568)	-	-
Renovations	10,719	1,000	(8,105)	-	3,614
Community Activities	-	5,000	(4,165)	-	835
Volunteer training	-	1,800	(1,800)	-	-
Casework	-	72,500	(65,450)	-	7,050
Equipment for clients	-	1,537	(1,476)	-	61
	66,026	489,352	(420,890)	(30,893)	103,595
Building purchase	118,297	151,647	(29,589)	(240,355)	-
	184,323	**640,999**	**(450,479)**	**(271,248)**	**103,595**

Description, nature and purposes of the fund

Big Lottery Reaching Communities

This project works with confirmed survivors of trafficking to establish pathways to Independence, freedom and dignity. It's purpose is to improve the structure and growth potential of the Counselling Team, the charity and the wider sector. Help secure sustainability and expand our services.

EU Pathways Project

The Pathways is a partnership bringing together front-line organisations working with Victims of Trafficking. The project contributes to improving the situation of Third-Country Nationals presumed and identified Victims of Trafficking and help them integrate in host societies.

Move on Project

Working in partnership with the Medaille Trust this 18 month project funds a Quality and Development Supervisor post to work with the trust to establish best practice in supporting the victims of human trafficking.

Core costs - The Henry Smith Charity

Three year grant with the aim of Making Lives Better for victims of Human Trafficking. This grant has been provided for specific charity running costs.

Core costs - The Henry Smith Charity (Community Match Challenge)

One year grant to provide emergency support during the Covid 19 emergency. The grant has been provided to support salaries, rent and utilities and general overheads.

Core costs - Lloyds Bank Foundation for England and Wales

Funding to support the core running costs of the charity.

Core costs - Tribe Foundation

Funding to support the core running costs of the charity.

Sharing Hope Photography

Funding for a participatory photography workshop where clients received professional training to take photos that capture something of their lives to share with others. The printed photographic stories were displayed at an exhibition to raise awareness of human trafficking. The project has finished, and the final balance transferred to general funds.

Covid 19 Response - Allchurches Trust

A capital grant to purchase laptops and tablets to loan to Clients to enable them to continue to be connected and access services during the Covid 19 emergency. In addition this grant provides funding for staff laptops to enable them to continue to work from home. The equipment purchased was capitalised, and so the fund balance was transferred to general funds, as no further restrictions were placed on the equipment.

17 Analysis of movements in restricted funds - continued

Covid 19 Response - Barrow Cadbury Trust Covid 19 Support Fund
A capital grant to fund the development of a CRM system and staff laptops for homeworking. The equipment and development of the CRM system was capitalised, and so the the cost was transferred to general funds, as no further restrictions were placed on the equipment. The remainder of the fund will be used in the next financial year.

Covid 19 Emergency support grants
Grants to fund emergency food parcels, utility bill top ups, basis broadband packages, community and wellbeing activities for clients.

Co-operative Society
Co-operative Society grant to fund CEO input into a project with St Mary's University to professionalise the standards in the Anti-Trafficking and Modern Slavery Sector. Grant to fund CEO salary and running costs.

Renovations
Monies given to support Renovation projects.

Community Activities
Monies given to support Community Activities.

Volunteer training
Monies given to support Volunteer training.

Casework
Monies given to support Casework.

Equipment for clients
Monies given to purchase specific equipment for clients.

Building purchase
Monies given to fund purchase of new premises for the charity which was completed by Autumn 2020. £29,589 costs associated with purchasing the property and storage costs were allocated directly to the monies raised. The rest was used for the capital cost of the property, as shown by the transfer.

Analysis of movements in restricted funds - previous year	*Brought forward* £	*Income* £	*Expenditure* £	*Transfer* £	*Carried forward* £
Big Lottery Women and Girls Fund	*48,543*	*35,144*	*(83,687)*	-	-
Big Lottery Reaching Communities	-	*59,189*	*(39,320)*	-	*19,869*
EU Pathways Project	*51,537*	-	*(30,391)*	-	*21,146*
Henry Smith	-	*30,000*	*(19,571)*	-	*10,429*
Sharing Hope Photography	*338*	-	*(43)*	-	*295*
English classes	*997*	-	*(997)*	-	-
Furnishing a safe place to live	*575*	-	*(575)*	-	-
Co-operative Society	-	*25,000*	*(21,432)*	-	*3,568*
Renovations	-	*15,000*	*(4,281)*	-	*10,719*
Community Activities	-	*13,000*	*(13,000)*	-	-
Volunteer training	-	*1,800*	*(1,800)*	-	-
Counselling	-	*5,000*	*(5,000)*	-	-
Victim Care Fund	-	*2,389*	*(2,389)*	-	-
	101,990	*186,522*	*(222,486)*	-	*66,026*
Building purchase	-	*121,117*	*(2,820)*	-	*118,297*
	101,990	*307,639*	*(225,306)*	-	*184,323*

18 Analysis of movements in designated funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Property fund	-	-	(5,250)	254,065	248,815
Property renovations	-	-	(19,608)	100,000	80,392
	-	**-**	**(24,858)**	**354,065**	**329,207**

Property fund
The property and associated loans have been set aside in a designated fund to give a clearer picture of the unrestricted free reserves of the charity. The transfer during the year represents property and loan movements as explained in note 19.

Property renovations
The trustees have set aside £100,000 towards property renovation work. £19,608 was spent during the year.

19 Transfers

	Note	Transfers £	to/(from) the general fund £
Restricted funds:			
Property purchase		240,355	
Equipment purchase		30,598	
Project - final fund balances		295	
Transfer per the SOFA	17		271,248
Designated funds:			
Property purchase		(630,000)	
Drawdown of loan		380,000	
Net repayment of loan		(4,065)	
Property renovation - new designation		(100,000)	
	18		(354,065)
			(82,817)
Transfer to/(from) the general fund consists of:			
Property purchase financed by free reserves			(9,645)
Loan repayments financed by free reserves			(4,065)
Property renovation - new designation			(100,000)
Other transfers			30,893
			(82,817)

20 Analysis of net assets by fund

	General funds £	Designated funds £	Restricted funds £	Total 2021 £
Tangible assets	22,698	624,750	-	**647,448**
Intangible assets	24,960	-	-	**24,960**
Current assets	258,727	80,392	103,595	**442,714**
Current liabilities	(28,835)	(13,920)	-	**(42,755)**
Non-current liabilities	-	(362,015)	-	**(362,015)**
	277,550	**329,207**	**103,595**	**710,352**

Prior year comparison	*General funds £*	*Designated funds £*	*Restricted funds £*	*Total 2020 £*
Tangible assets	*12,036*	-	-	*12,036*
Intangible assets	*667*	-	-	*667*
Current assets	*211,539*	-	*184,323*	*395,862*
Current liabilities	*(61,786)*	-	-	*(61,786)*
	162,456	-	*184,323*	*346,779*

21 Trustees and key management personnel remuneration, benefits and expenses

The charity trustees were not paid or received any other benefits from employment in the year (2020: £nil). No trustees were reimbursedexpenses during the year (2020: Two trustees were reimbursed travel expenses of £87). No charity trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel were £39,097 (2020: £37,791).

22 Related Party Transactions

DLA Piper LLP provided pro-bono legal services regarding the purchase of the property, valued at £20,000 within the accounts. Jon Kenworthy, Trustee, is a partner at DLA Piper LLP. He did not participate in the services provided during the year.

There were no further related party transactions, other than those disclosed in note 21.

23 Reconciliation of net expenditure to net cash flow from operating activities

	2021 £	2020 £
Net income/(expenditure) for the year (as per the SOFA)	363,573	117,360
Adjustments for:		
(Increase)/decrease in debtors	(53,658)	(4,723)
Increase/(decrease) in creditors	(32,951)	25,829
Investment income	(590)	(668)
Mortgage interest	4,518	-
Depreciation	14,242	9,447
Amortisation	667	2,000
Net cash provided by/(used in) operating activities	**295,801**	**149,245**

24 Net debt reconciliation

	At start of year £	Cash flows £	Other non-cash changes £	At year end £
Cash at bank and in hand	378,609	(6,806)	-	371,803
Bank loan falling due within 1 year	-	(13,920)	-	(13,920)
Secured bank loan falling due in 1-5 years	-	(60,479)	-	(60,479)
Secured bank loan falling due after 5 years	-	(301,536)	-	(301,536)
	378,609	**(382,741)**	**-**	**(4,132)**

25 Restatement of income and expenditure

Note 2 'Income from donations and grants' and Note 4 'Income from charitable activities' have been reanalysed to better identify grants given which are conditional on delivering certain levels of service.

Note 6 'Expenditure on charitable activities' and Note 7 'Support costs' have been reanalysed to better identify direct and support costs of the charitable activities.