

Registered Charity Number 1158856



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.

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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.

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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.

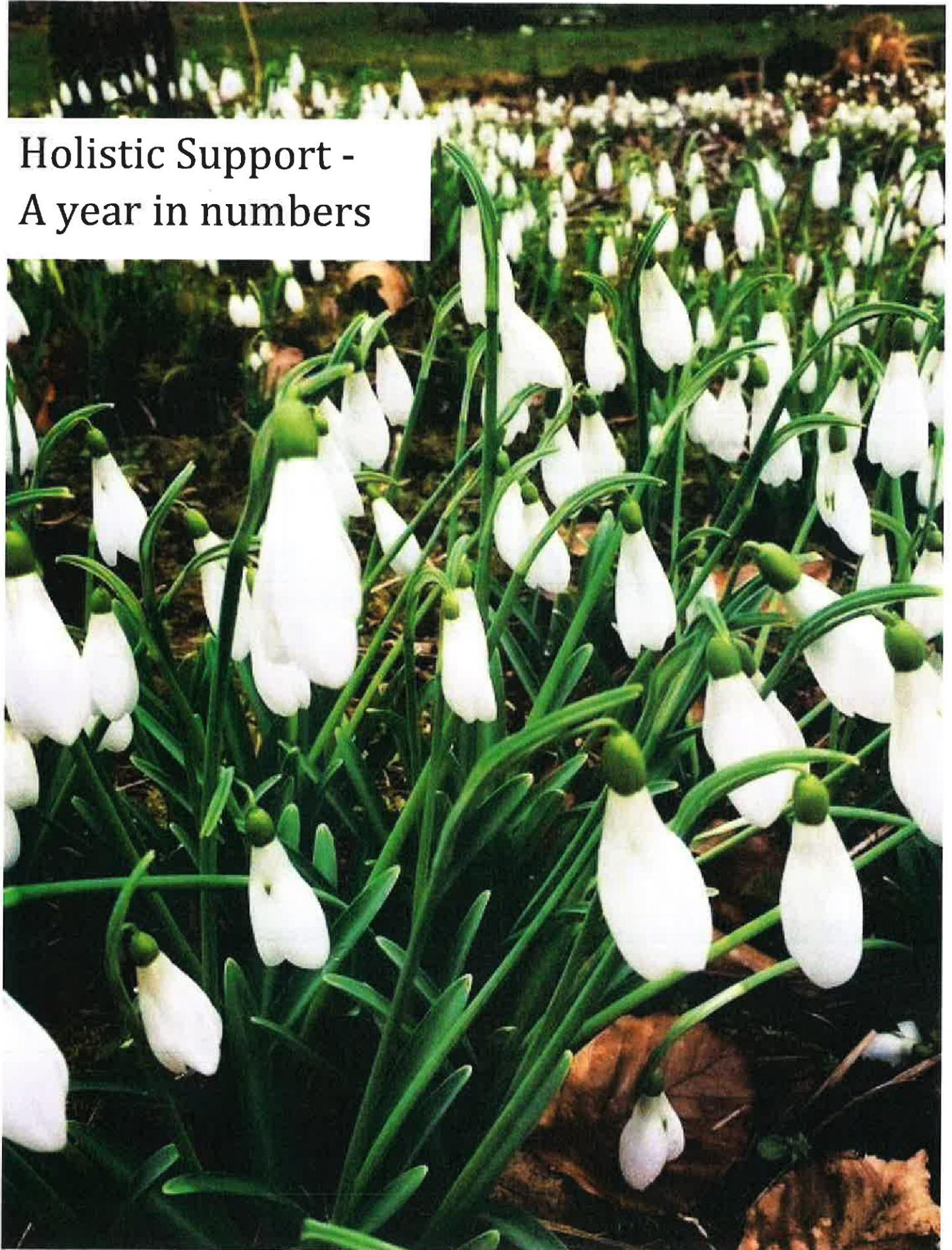
I don't think I would have been where I am today without the Snowdrop Project. I won't have survived this whole journey without them. They are the ones I can call my real family here. Snowdrop was still very small when they took me in and now they have become a big organisation. They have done so much 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.

Holistic Support - A year in numbers



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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	
<i>Waiting for assessment</i>	3
<i>In assessment</i>	2
<i>Assessed and waiting for therapy</i>	27
<i>In therapy</i>	12
<i>Discharged</i>	41

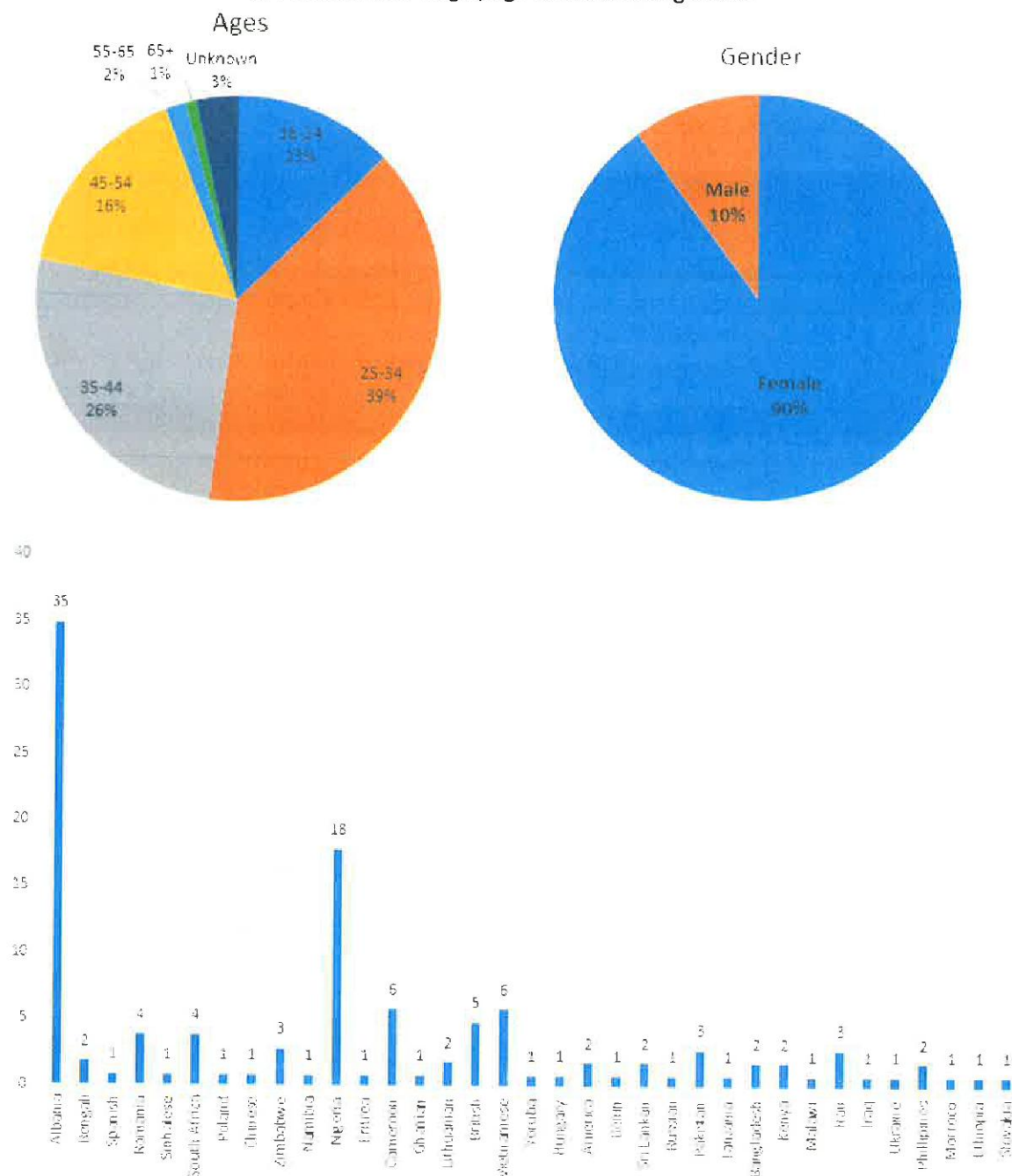
Community activities	
<i>Sewing</i>	5
<i>ESOL</i>	22
<i>Baking</i>	5
<i>Mum and Toddlers</i>	25 videos created; 60 views on average

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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.



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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

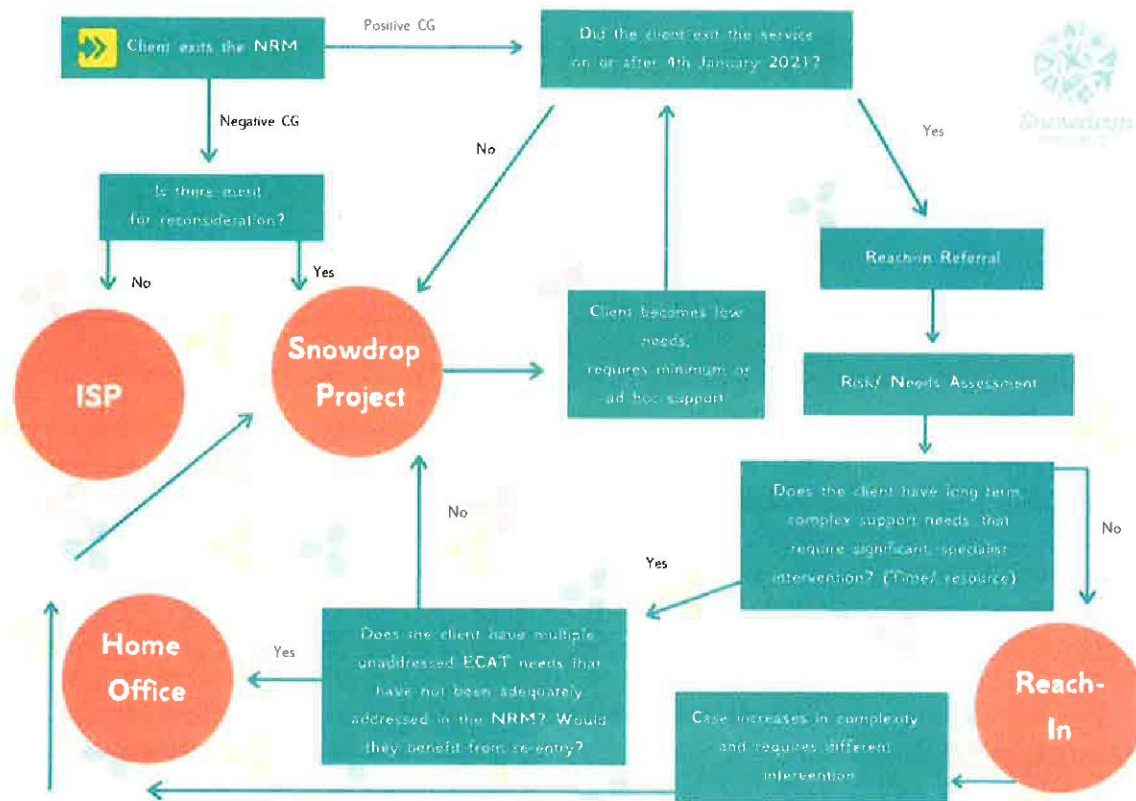
In December 2020, Snowdrop were included in a large bid by Medaille Trust to adopt the Snowdrop model to provide long-term community support to survivors after leaving the safe house. Medaille provide safe houses under the NRM around the UK and decided to set up seven 'Move-On' branches. As part of the 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

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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**

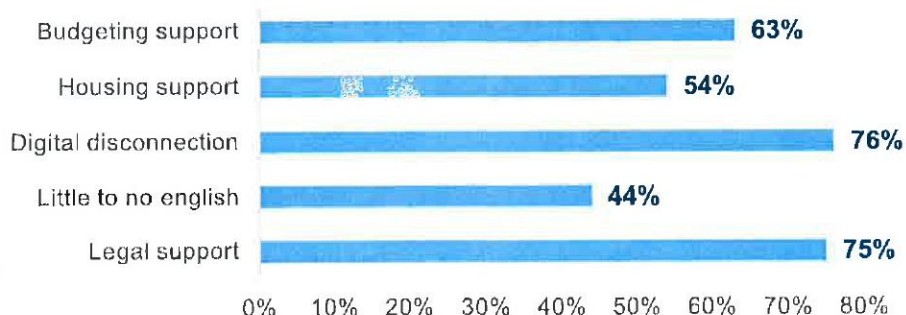
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Casework & Advocacy

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).

SIGNIFICANT SUPPORT NEEDS



"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

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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 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

"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"

allowed.

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

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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).

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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.

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Counselling

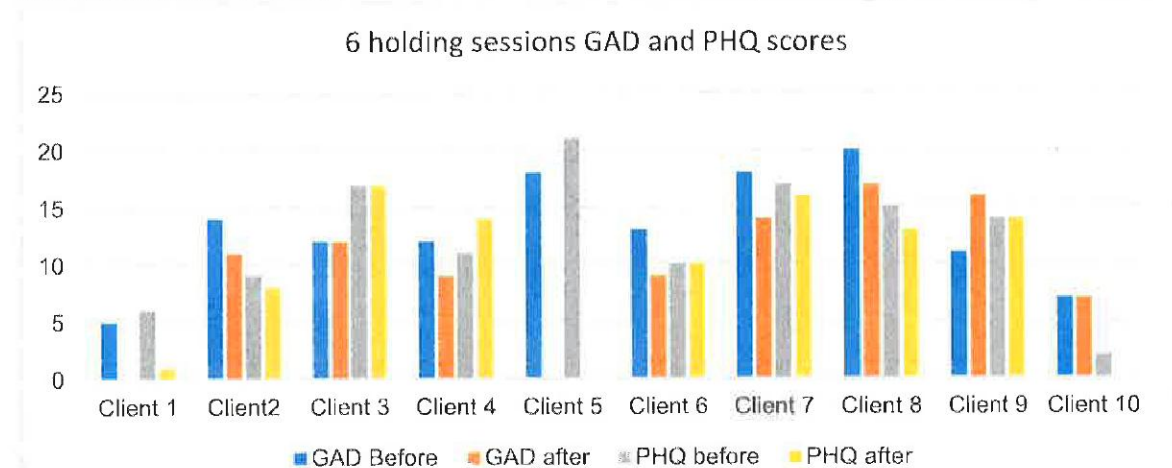


At the end of last year, a decision was made to grow the therapy service in Snowdrop and hire a counselling manager. This person was hired in July 2020 to provide designated time, passion and focus to develop a variety of therapeutic activities and increase capacity to attend to survivors at different 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.

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Pathway (length)	One (8-12 weeks)	Two (16 – 20 weeks)	Three (long term)
<u>Client stability</u> (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.
<u>Client needs</u> (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.
<u>Counselling/therapy focus</u>	<ul style="list-style-type: none"> • Present /here and now • Psychoeducation • Window of tolerance, short term affect regulation, coping tools, grounding, body awareness • Functioning - sleep, eating, routine and supportive activities 	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Past trauma processing, integration, deeper insights into past, present, future.
<u>Additional supporting activities</u>	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**

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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**

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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 it 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**

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Festive activities

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



A new home

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 its 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 its 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.

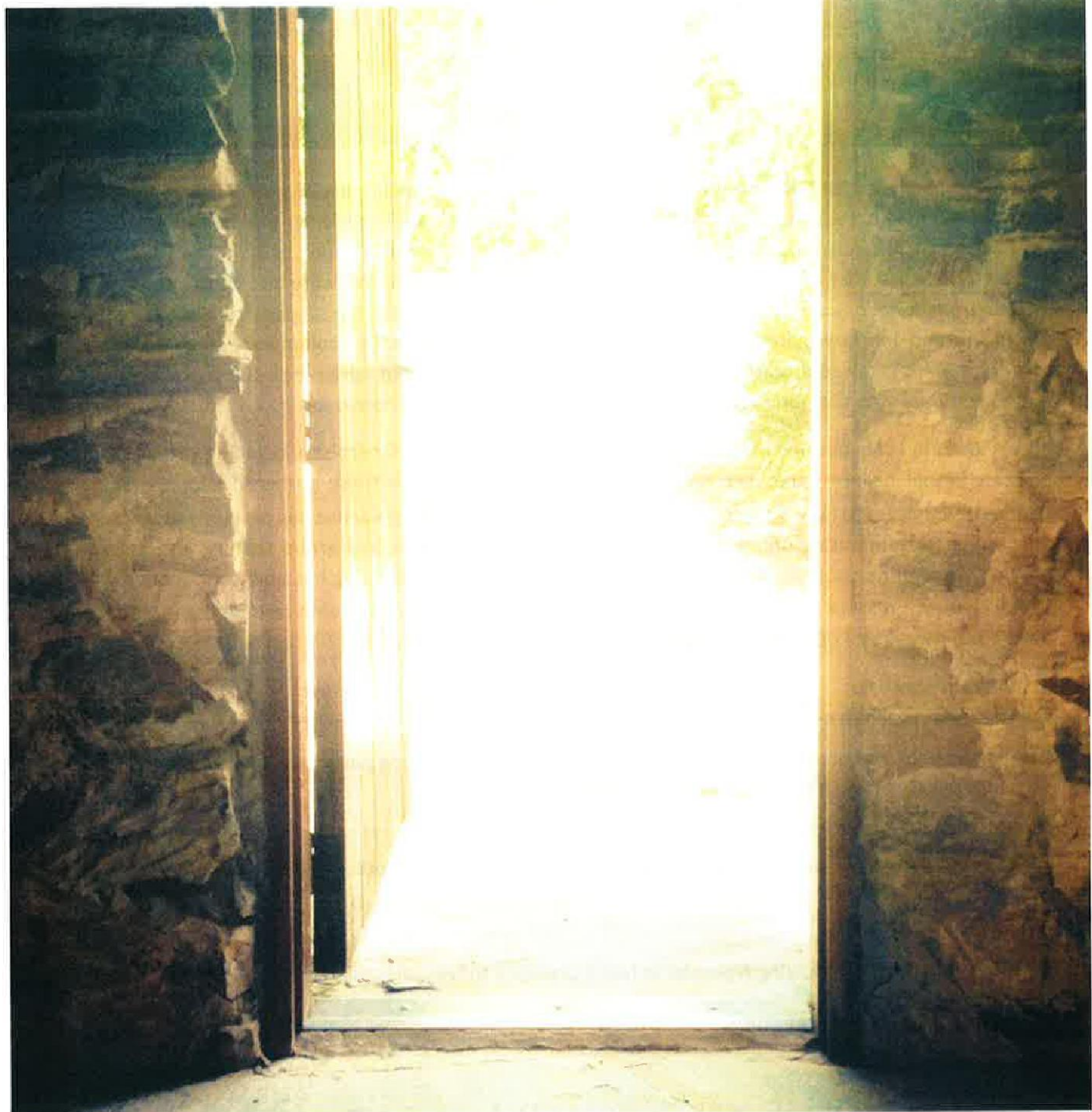
Virtual races:

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 develop 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.

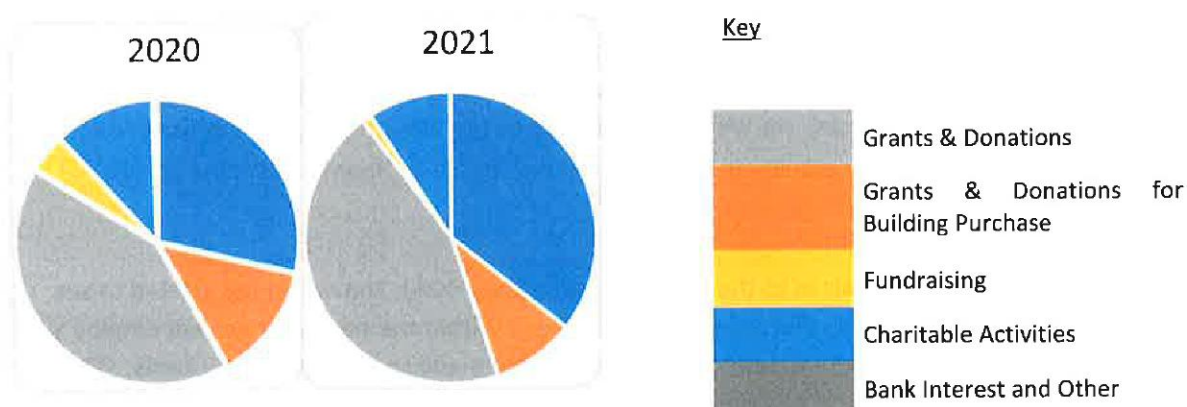
The Snowdrop Project

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)

The Snowdrop Project

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 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.

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	<u>24,960</u>		<u>667</u>	
			672,408		12,703
Current assets					
Debtors	12	70,911		17,253	
Cash at bank and in hand		371,803		378,609	
		<u>442,714</u>		<u>395,862</u>	
Total current assets					
Creditors: amounts falling due within one year	13	(42,755)		(61,786)	
		<u></u>	399,959	<u></u>	334,076
Net current assets					
			<u>1,072,367</u>		<u>346,779</u>
Total assets less current liabilities					
Creditors: amounts falling due after more than one year	15	(362,015)			
		<u></u>	<u>710,352</u>		<u>346,779</u>
Total net assets					
Represented by:					
Funds of the Charity					
Restricted income funds					
Other grants		103,595		66,026	
Building Purchase		<u>-</u>		<u>118,297</u>	
Total restricted income funds	17		103,595		184,323
General funds		277,550		162,456	
Designated funds - property purchase and renovations	18	<u>329,207</u>		<u>-</u>	
Total unrestricted funds			<u>606,757</u>		<u>162,456</u>
Total funds	20		<u>710,352</u>		<u>346,779</u>

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		<u>371,803</u>	<u>378,609</u>

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 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 life, 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.

The Snowdrop Project

Notes to the accounts (continued)

For the year to 31 March 2021

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.

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2021

2 Income from grants, donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	<i>restated</i> 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

The Snowdrop Project

Notes to the accounts (continued)
For the year to 31 March 2021

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 £	<i>restated</i> 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

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2021

6 Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	<i>restated</i> 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 £	<i>restated</i> 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).

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2021

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

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2021

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
	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.

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2021

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)	-	-
	<u>101,990</u>	<u>186,522</u>	<u>(222,486)</u>	<u>-</u>	<u>66,026</u>
Building purchase	-	121,117	(2,820)	-	118,297
	<u>101,990</u>	<u>307,639</u>	<u>(225,306)</u>	<u>-</u>	<u>184,323</u>

The Snowdrop Project

Notes to the accounts (continued)
For the year to 31 March 2021

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	18	(100,000)
		(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

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2021

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 reimbursed expenses 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	<u>295,801</u>	<u>149,245</u>

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)
	<u>378,609</u>	<u>(382,741)</u>	<u>-</u>	<u>(4,132)</u>

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.