



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

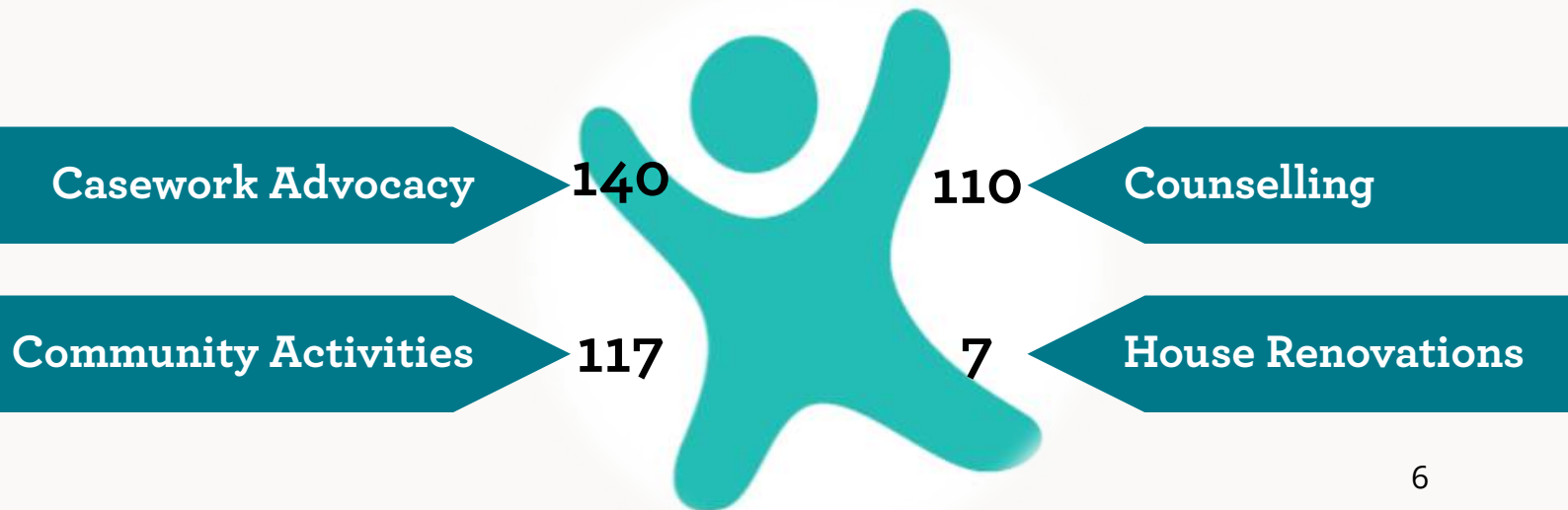
From our experience in front line service delivery, we collaborate with others through our policy and training arm to contribute to advocate for best practice provision.

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

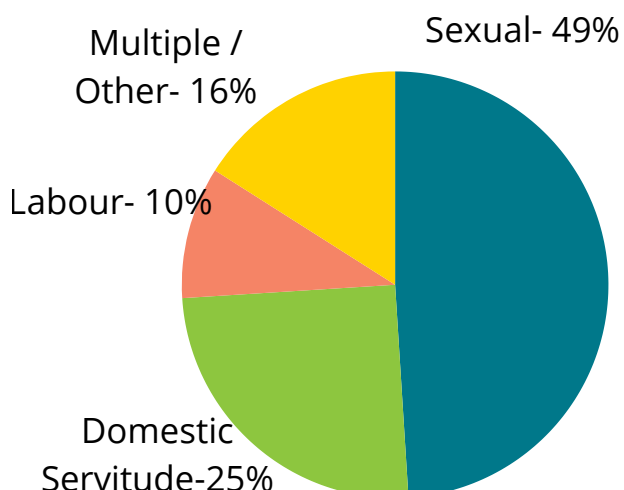
Nearly half of our clients come from Albania or Vietnam, which is in line with the top nationalities referred into the National Referral Mechanism after British people.

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.

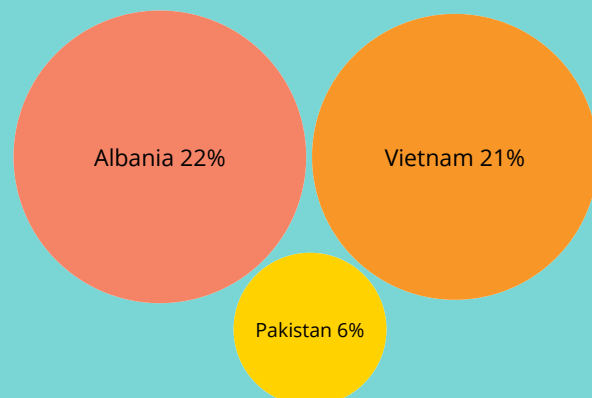
Types of Exploitation



47
Nationalities



Top countries



Gender Split



Require an Interpreter



Single Parents



Summary of Core Activities:

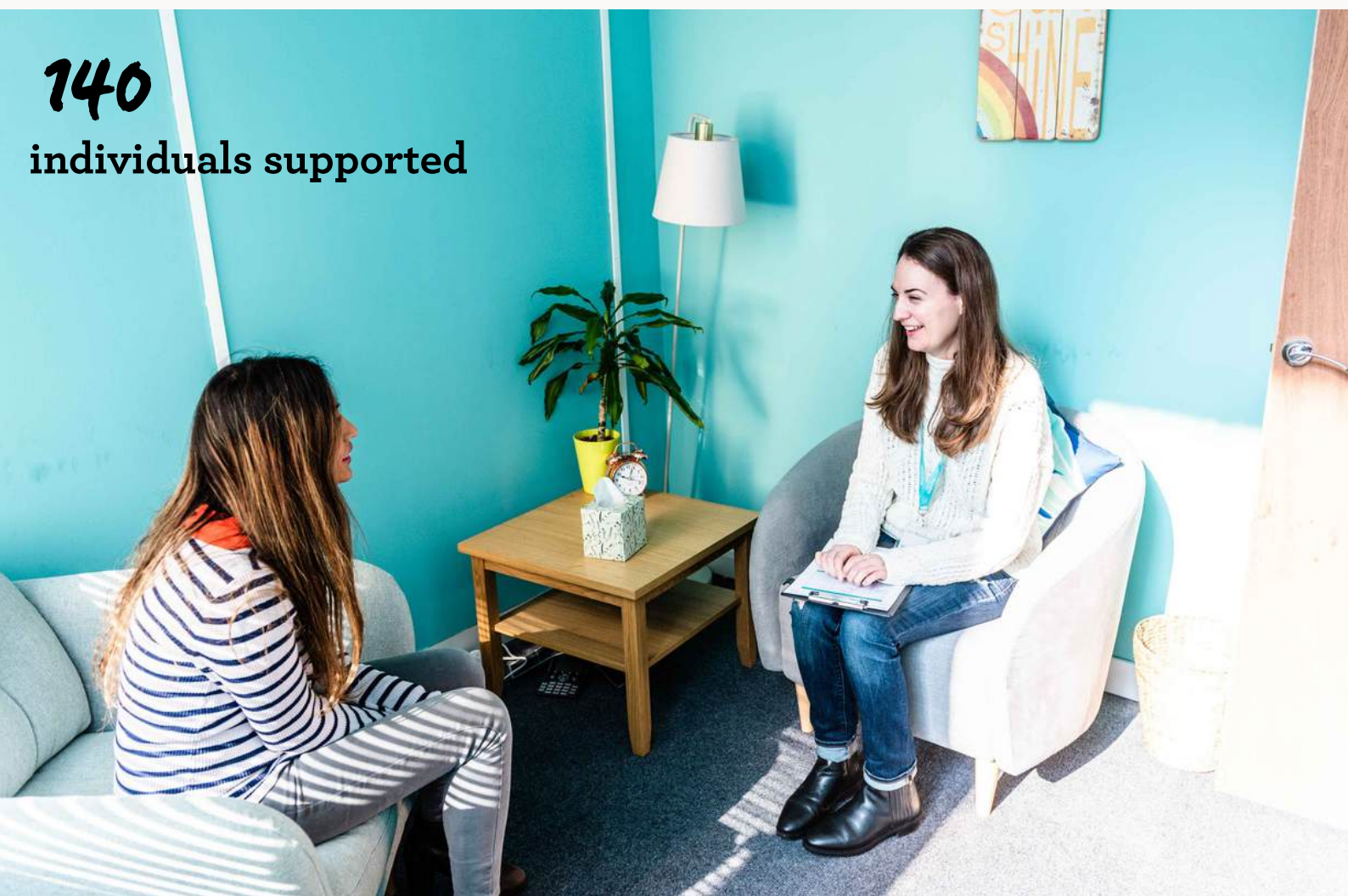
Casework

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.

140
individuals supported



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.

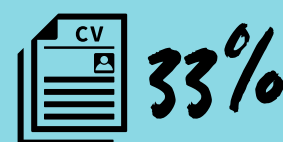
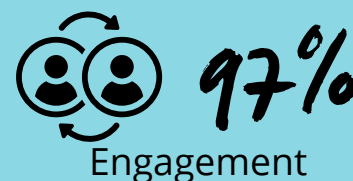
43% of our clients received material assistance through individual small grants, material donations or food bank referrals. Caseworkers made over 50 referrals to local foodbanks over the year.

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



Summary of Core Activities:

Casework

Advocacy Needs



Housing

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.



Access to Legal Advice

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.



Benefits

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.



ESOL



Age Assessment



Summary of Core Activities:

Counselling

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:

110
individuals
117
new referrals



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



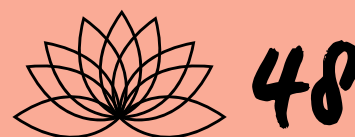
Assessments Completed



1:1 Counselling



Hope Box and Groups



Complementary Therapies



Shiatsu



Yoga 14

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

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 me, 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!"

7
Renovations

106
Volunteers

94
Hours



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

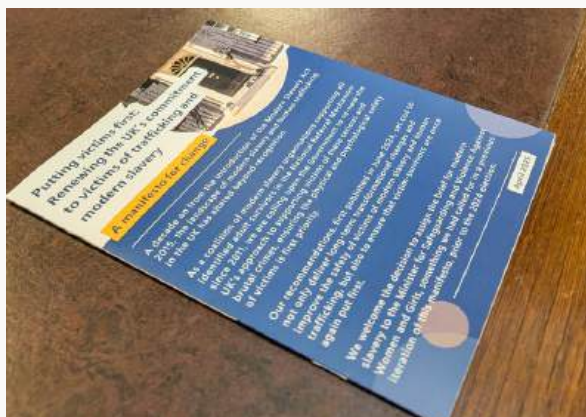


Key Policy Achievements in 2024/25

- 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.



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 update

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 ²⁴

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, including 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.



Overview

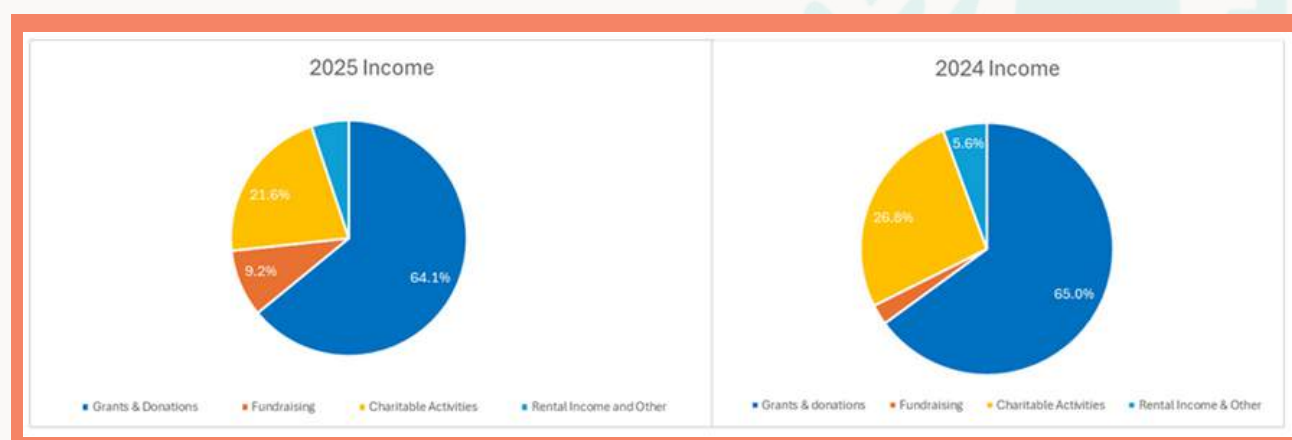
During the financial year to the 31st March 2025 the Snowdrop Project raised income of £811,429 (2024 £691,074) across all activities and incurred total expenditure of £795,496 (2024 £749,847). This resulted in net income of £15,933 (compared with a £58,773 loss in 2024). Although the wider fundraising 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	2025	2024
Source of Funds	£	£
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	<u>12,540</u>		<u>25,020</u>	
			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		<u>220,951</u>		<u>229,031</u>	
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			<u>511,774</u>		<u>495,841</u>
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		<u>300,665</u>		<u>279,142</u>	
Total unrestricted funds	19		479,186		455,437
Total funds	21		<u>511,774</u>		<u>495,841</u>

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		<u>193,562</u>	<u>200,889</u>

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 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:

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.

The Snowdrop Project
Notes to the accounts (continued)
For the year to 31 March 2025

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.

The Snowdrop Project
Notes to the accounts (continued)
For the year to 31 March 2025

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

The Snowdrop Project
Notes to the accounts (continued)
For the year to 31 March 2025

3 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Unrestricted Funds £	Restricted Funds £	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 £	Restricted Funds £	Total 2025 £	Unrestricted Funds £	Restricted Funds £	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 £	Restricted Funds £	Total 2025 £	Unrestricted Funds £	Restricted Funds £	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 £	Restricted Funds £	Total 2025 £	Unrestricted Funds £	Restricted Funds £	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

The Snowdrop Project
Notes to the accounts (continued)
For the year to 31 March 2025

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

The Snowdrop Project
Notes to the accounts (continued)
For the year to 31 March 2025

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

The Snowdrop Project
Notes to the accounts (continued)
For the year to 31 March 2025

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	<u>4,533</u>	<u>18,669</u>

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

	2025	2024
Note	£	£
Bank loan	301,536	317,516
	<u>301,536</u>	<u>317,516</u>

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
	<u>317,516</u>	<u>332,835</u>

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

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2025

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 £
<i>Property fund</i>	<i>278,721</i>	<i>-</i>	<i>(14,388)</i>	<i>14,809</i>	<i>279,142</i>
<i>Total designated funds</i>	<i>278,721</i>	<i>-</i>	<i>(14,388)</i>	<i>14,809</i>	<i>279,142</i>
<i>General funds</i>	<i>246,918</i>	<i>325,369</i>	<i>(385,845)</i>	<i>(10,147)</i>	<i>176,295</i>
	<i>525,639</i>	<i>325,369</i>	<i>(400,233)</i>	<i>4,662</i>	<i>455,437</i>

20 Transfers

	Note	Transfers to/(from) the general fund £
Restricted funds:		
Property renovations - capitalised costs		20,000
Big Lottery Reaching Communities - expenditure allocation adjustment		<u>2,619</u>
	18	22,619
Designated funds:		
Property fund - capitalised costs		(21,723)
Property fund - net repayment of loan		<u>(15,319)</u>
	19	(37,042)
		<u>(14,423)</u>
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
		<u>(14,423)</u>

The Snowdrop Project

Notes to the accounts (continued)

For the year to 31 March 2025

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
<i>Prior year comparison</i>	<i>General funds £</i>	<i>Designated funds £</i>	<i>Restricted funds £</i>	<i>Total 2024 £</i>
<i>Tangible assets</i>	<i>10,602</i>	<i>611,977</i>	<i>-</i>	<i>622,579</i>
<i>Intangible assets</i>	<i>25,020</i>	<i>-</i>	<i>-</i>	<i>25,020</i>
<i>Current assets</i>	<i>188,627</i>	<i>-</i>	<i>40,404</i>	<i>229,031</i>
<i>Current liabilities</i>	<i>(47,954)</i>	<i>(15,319)</i>	<i>-</i>	<i>(63,273)</i>
<i>Non-current liabilities</i>	<i>-</i>	<i>(317,516)</i>	<i>-</i>	<i>(317,516)</i>
	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

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2025

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



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