REBUILD EAST MIDLANDS

England & Wales · Charity number 1182059

Details

Status	Registered
Legal form	CIO
Registered	2019-02-15
Register	View on the Charity Commission register

Contact

Address	Rebuild Project PO Box 8424 Derby DE1 9GH
Phone	07539032956
Email	paul@rebuildeastmidlands.org
Website	https://www.rebuildeastmidlands.org/

Activities

Objects: THE OBJECTS OF THE CIO ARE:TO RELIEVE THE NEEDS OF PEOPLE IN THE UNITED KINGDOM, IN PARTICULAR THOSE IN THE EAST MIDLANDS, WHO ARE AT RISK OF OR WHO HAVE BEEN SUBJECT TO MODERN DAY SLAVERY OR HUMAN TRAFFICKING , THROUGH THE PROVISION OF ADVICE, ADVOCACY AND COUNSELLING, AND OTHER ACTIVITIES AS THE TRUSTEES DEEM FIT, TO ENABLE INDIVIDUALS TO REBUILD THEIR LIVES AND BECOME INDEPENDENT INDIVIDUALS AND MEMBERS OF SOCIETY.

Activities: Rebuild Project exists to support & assist individuals who have experienced human trafficking, modern slavery and exploitation to rebuild their lives free from exploitation. We work with individuals aged 17 and above and their families by providing 1:1 casework, advocacy, wellbeing & group work support to assist them to rebuild their lives and embrace a hope filled future.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, The Prevention Or Relief Of Poverty, Accommodation/housing, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Defined Groups

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Geography

- Derby City
- Derbyshire
- Leicester City
- Leicestershire
- Nottingham City
- Nottinghamshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£293,781	£307,511	-	-
2024-03-31	£253,671	£234,955	-	-
2023-03-31	£113,147	£120,602	-	-
2022-03-31	£75,095	£116,432	-	-
2021-03-31	£137,666	£81,807	-	-

Trustees

Name	Role	Appointed
Elizabeth Marriott	Chair	2020-11-19
Darren Shaw		2025-07-03
Jamie Jordan		2025-07-03
Samantha Griffiths		2022-02-01
Sarah Catherine Begg		2026-04-19
Tanya Powell		2025-07-03
andrew richard jackson		2018-12-20

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REBUILD EAST MIDLANDS

England & Wales - Charity number 1182059

Accounts

Charity registration number: 1182059

Rebuild East Midlands

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Rebuild East Midlands

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Rebuild East Midlands

Reference and Administrative Details

Trustees	Elizabeth Marriott, Chair Samantha Griffiths, Treasurer Michael Hand Andrew Jackson Darren Shaw Dr Jamie Jordan Tanya Powell
Senior Management Team	Lesley Gladwell, CEO, until 9th September 2024 Paul McAnulty, CEO, from 26th August 2024
Charity Registration Number	1182059
Principal Office	PO Box 8424 Derby DE1 9GH
Independent Examiner	Eva Stevens, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

Rebuild East Midlands

Chair's Statement

It is a privilege to reflect on a year in which Rebuild East Midlands has continued to grow in both impact and strength. Demand for our service has risen again, with more referrals and increasingly complex needs, yet the team has met these challenges with dedication, professionalism, and compassion.

This year we have established a fully commissioned Initial Support Service, expanded one-to-one advocacy and wellbeing programmes, and recruited specialist staff to meet emerging needs. We have also strengthened partnerships locally and nationally, raising awareness and contributing to the wider fight against Human Trafficking and Modern Slavery. Most importantly, survivors have been supported at every stage, from crisis to long-term recovery, enabling individuals and families to rebuild their lives with dignity, safety, and hope.

None of this would have been possible without the unwavering commitment of our team or the generosity of our donors and funders. Your belief in our mission has directly changed lives.

As Chair, I am proud of what has been achieved and excited by what lies ahead. On behalf of the Board of Trustees, thank you.

Elizabeth Marriott
Chair of the Board of Trustees

Rebuild East Midlands

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2025.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Elizabeth Marriott, Chair
	Samantha Griffiths, Treasurer
	Michael Hand
	Alex Mayes (resigned 3 July 2025)
	Andrew Jackson
	Darren Shaw (appointed 3 July 2025)
	Dr Jamie Jordan (appointed 3 July 2025)
	Tanya Powell (appointed 3 July 2025)

Structure, governance and management

Nature of governing document

Rebuild East Midlands is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission on 15th February 2019, registration number 112059. The organisation is governed by its constitution last amended on the 3rd April 2025. A board of appointed trustees provides strategic leadership and oversight, delegating the day-to-day management of the organisation to the Chief Executive Officer (CEO).

Recruitment and appointment of trustees

During the financial year 2024–2025, no new trustees were recruited. Three new trustees have joined the Board by the signing date, currently comprises seven trustees, each bringing a range of skills and experience to support strong and effective governance. In 2024, Michael Hand stepped down as Chair, and Elizabeth Marriott was appointed as the new Chair of Trustees.

All trustees contribute their time on a voluntary basis and receive no remuneration or other benefits for their service.

Organisational structure

Lesley Gladwell left her role as CEO on 9 September 2024, and Paul McAnulty was appointed as CEO with effect from 26th August, after a brief handover.

Objectives and activities

Objects and aims

To relieve the needs of people in the United Kingdom, in particular those in the East Midlands, who are at risk of or who have been subject to modern day slavery or human trafficking, through the provision of advice, advocacy and counselling, and other activities as the trustees deem fit, to enable individuals to rebuild their lives and become independent individuals and members of society.

Objectives, strategies and activities

Rebuild East Midlands is a specialist grassroots charity dedicated to supporting survivors of Human Trafficking and Modern Slavery (HT & MS). We are currently the only long-term provider of Modern Slavery support in Derbyshire; we have been delivering holistic, person-centred services for over six years, helping survivors break the cycle of exploitation and rebuild their lives with safety, dignity, and hope. Since 2018, we have supported over 110 people who are rebuilding their lives after Modern Slavery. During 2024 – 2025:

• Supported 40 adults through our tailored, open-ended support
• Supported 15 individuals through our initial support project, which ensure people have immediate support on exiting exploitation, Modern Slavery and Human Trafficking.
• We have also indirectly supported 23 children within family units through advocacy and community activities.

The cost-of-living crisis has increased demand for our services while also placing greater pressure on our income streams. As an organisation, we are focused on consolidating our support delivery model to ensure sustainable, high-quality support for survivors amid growing demand. This includes strengthening casework, particularly for UK nationals with experiences of criminal and sexual exploitation, enhancing multi-agency partnerships, and expanding therapeutic wellbeing support. We have also refined our tailored interventions for survivors with complex needs, providing advocacy to access to housing, legal support, and financial stability. Alongside service improvements, we are working to secure long-term funding to sustain our open-ended support, ensuring survivors can rebuild their lives with safety, stability, and hope.

Our overall aim is to see people living free from the exploitation they experienced through Human Trafficking and Modern Slavery (HT&MS). Along with individual support outcomes being met, by the end of the support journey, our aim is that the following overall outcomes have been met:
• Individuals are no longer at risk of being re-exploited
• Individuals have recovered from the ongoing impact of the trauma they may have experienced as a result of exploitation
• Individuals feel connected to their local community or a social network
• Individuals are in employment, training or education
• Individuals are in stable accommodation.

Recovering from the impact of exploitation can be a lengthy process as individuals often face a wide range of barriers moving forward with their lives. Common barriers include:
• Lack of ID/difficulties accessing ID
• Inability to open bank accounts
• Ongoing legal issues i.e. asylum/DL application, compensation, family law, criminal proceedings
• Accessing training/education or employment
• Little or no English
• Cultural barriers preventing individuals accessing support
• Anxiety/Depression which may cause individuals to have ‘bad days’ or missed appointments so they may then be seen as unreliable
• Lack of trust in services
• Ongoing Emotional/Physical/Mental Health impact of exploitation
• Securing accommodation
• Isolation with little knowledge of the area or of their rights.

Achievements and performance

The story of Rebuild East Midlands in the past 12 months

At Rebuild East Midlands, we are committed to being future-focused, individual-centred, empowering, consistent, and flexible in our work supporting individuals of modern slavery and human trafficking.

This year has been one of growth and consolidation, ensuring we strengthen our internal systems, expand survivor-led services, and adapt to increasing demand.

As our reputation grows, so does the number of people reaching out for our support. While this is a positive reflection of the trust placed in us, it also presents challenges in ensuring we manage case-loads effectively and maintain the high-quality, trauma-informed support we are known for.

We have worked hard to balance sustainability, staff well-being, and survivor empowerment, ensuring that we continue to deliver life-changing support while planning for long-term growth.

Initial crisis support for individuals exiting exploitation

Last year, our initial crisis support was managed within the general support delivery team. However, as demand increased and the complexity of needs grew, we recognised the importance of establishing a dedicated service to support individuals at the critical point of exiting exploitation.

While the Initial Support Service was funded by the local authority, the stability provided by our core funding has been essential in allowing us to develop and integrate this service effectively. With a strong foundation in place, we have been able to expand our capacity, strengthen transition pathways, and ensure that individuals in crisis receive the specialised care they need.

Key Developments This Year:

• Secured additional funding from local authorities, enabling us to establish the Initial Support Service as a fully commissioned, standalone project.
• Launched the Initial Support Service, providing short-term, specialist crisis support to individuals as they first exit exploitation.
• Expanded capacity, ensuring immediate, trauma-informed interventions at the most vulnerable stage of an individual’s recovery.
• Strengthened transition pathways between crisis support and long-term recovery, ensuring a smoother, more effective journey from initial safety to rebuilding their lives.

Impact of This Development:

• Individuals received tailored, step-by-step assistance, ensuring they get the right support at the right stage of their recovery.
• Reduces pressure on the wider support team, allowing project workers to focus on long-term recovery while individuals in crisis receive immediate, specialist care.

One to one practical, emotional and advocacy support

In 2024-25, we received 16 referrals for long term support and supported a total of 40 individuals during the year. This represents a 21.2% increase from last year. The majority were between the ages of 18-25, and came from a range of ethnicities including British, Ethiopian, Eritrean, Sudanese, Albanian, Iraqi and Slovakian.

This year, we have seen a significant rise in demand for one-to-one advocacy, particularly for individuals facing legal barriers, housing insecurity, and mental health challenges. Many are struggling to access statutory services, meaning our role in complex advocacy and casework has expanded.

How We Have Adapted:
• Recruited an Advocacy & Development Lead, who:
- Supports complex cases (e.g., legal claims, care needs, housing).
- Assists the wider team in specialist advocacy challenges.
- Works on impact measurement, ensuring our work is data-driven yet individual-centred.
• Refined our support delivery model, preparing for future potential expansion while maintaining quality. Our goal remains clear: to ensure individuals receive the right support, at the right time, in a way that truly empowers them.

Therapeutic Wellbeing Support

Morgan's Story:

Morgan was referred to Rebuild's Therapy and Wellbeing Programme due to ongoing sleep difficulties caused by the trauma they had experienced. Struggling with restlessness and anxiety, they found it difficult to function in daily life. Through guided meditation and body scan techniques, Morgan was able to experience a sense of calm and relaxation, helping them reconnect with their body in a safe and mindful way. The impact was immediate, following their session, Morgan reported being able to sleep significantly better for three weeks, a profound shift after prolonged sleep disturbances.

This improvement in sleep quality had a positive ripple effect, allowing Morgan to engage in other activities with greater clarity and focus. With a calmer mind, they found themselves better able to manage daily challenges, which in turn supported their overall emotional well-being.

"I have been able to sleep for three weeks since our session. Thank you, thank you."

- Morgan

Social connection and community are crucial for survivor recovery. This year, we expanded our wellbeing groups, skill-building sessions, and social activities, creating safe spaces where individuals can connect, heal, and build resilience.

Key Initiatives

• International Women's Day Celebration - Bringing individuals together to celebrate achievements and connect with others.
• School Holiday Support - Recognising the need for family-friendly activities, we introduced:
• - More group sessions tailored to individuals with children.
• - Social spaces to reduce isolation and strengthen community bonds.
• Community Trips - Helping individuals explore local parks and public spaces increasing their confidence in accessing community resources.
• Office Barbecues & Social Gatherings - Providing informal, peer-support spaces, helping individuals develop relationships and build support networks.

Impact of These Activities

• Reduced social isolation, as individuals form meaningful connections.
• Increased confidence, helping individuals engage more with community services.
• Stronger mental well-being, leading to better long-term recovery outcomes.

Sam's Story: Finding Connection and Confidence

When Sam arrived in Derby, he didn't know anyone. Struggling with his mental health and the impact of past trauma and exploitation, he isolated himself in his room and rarely went out. English isn't his first language, and he felt anxious about trying to communicate. That began to change when he was introduced to our men's group. At first, Sam was quiet and avoided eye contact. But over time, the consistent support and welcoming atmosphere helped him feel more at ease. He began to build meaningful connections, forming friendships that reduced his sense of isolation. As his confidence grew, we supported him to try another social group in the community; he now has regular activities to attend each week. With his mental well-being improving, Sam also felt ready to tackle a long-held fear: learning English. He has recently started attending an informal English group and is already beginning to pick up the basics.

Sam's journey reflects the powerful impact of community, trust, and encouragement, leading to reduced isolation, greater confidence, and stronger mental well-being.

Awareness Raising and Training

This year, alongside our Fundraising and Partnerships Manager, we have placed a strong focus on awareness-raising campaigns. These campaigns have been designed to equip professionals, businesses, and community partners with the knowledge they need to spot the signs of modern slavery and human trafficking.

Key Actions:

• Delivered multiple short awareness-raising sessions to:
- Local businesses, ensuring they can identify and respond to potential victims.
- Community partners, increasing their ability to make appropriate referrals.
• Developed a more structured awareness model, ensuring sessions are accessible, informative, and practical.

Impact:

• Increase in referrals, showing the impact of our awareness-raising work.
• Biggest growth in referring agencies, meaning we are expanding our reach beyond our usual referral routes.
• Greater sector recognition, strengthening our role as a trusted expert organisation in modern slavery support.

Key Developments of the Year

• Expanded one-to-one support, taking on more complex advocacy cases.
• Developed a new referral pathway, improving access to support.
• Increased group activities and community trips, reducing isolation and improving well-being.
• Strengthened partnerships with local universities, neighbourhood forums, and the police.
• Joined the New Arrivals Alliance steering group, ensuring individuals' needs are represented.
• Partnered with Just Ice and Bright Futures, helping individuals secure employment
• Contributed to the development of the national Independent Modern Slavery Advocate (IMSA) model, working with Hope for Justice and Snowdrop.
• Launched awareness-raising campaigns, leading to more referrals and an expanded network of referring agencies.
• Recruited a Male Project Worker, recognising the growing number of male referrals and the unique support needs of male individuals.
• Recruited a UK Nationals Specialist Project Worker, responding to the increasing number of UK nationals referred for support.

What difference have we made?

During the past 12 months we have provided direct, sustained support to survivors of Modern Slavery and their families. Our impact includes:

• 40 individuals supported through 1-to-1 intensive casework, advocacy, and group activities - many of whom have secured safe housing, employment, or training during the year.

• 15 individuals supported to exit exploitation and begin moving forward safely with their lives.

• 15 individuals supported in their recovery from the psychological impact of exploitation through our wellbeing and therapy programme.

• 23 children indirectly supported through our work with families, including family activities, school applications, food packages, and wider family support.

We work with relatively small numbers of individuals over extended periods of time - on average, 19 months - to ensure genuine and lasting change. Breaking the cycle of exploitation and addressing its long-term impact requires this sustained, holistic approach.

Tony's Story:

Tony initially only accessed support for small tasks, preferring to manage independently. Over time, his caseworker maintained gentle, minimal check-ins, recognising that trust in people takes time to develop after experiencing exploitation. When a crisis hit, Tony had no one else to turn to and reached out for support.

Over an eight-month period, his caseworker worked alongside him to:

• Resolve urgent benefit issues and prevent financial destitution.

• Access medical care for outstanding health needs.

• Secure stable accommodation, ensuring he was no longer at risk of homelessness.

• Set up utility bills and budgeting plans, building independence.

Six months later, Tony entered full-time employment, moved off benefits, and expressed that he finally felt happy, safe, and excited about his future. Without Rebuild's support, Tony would have faced severe destitution and a high risk of re-exploitation.

Partnership working

Rebuild East Midlands works with a wide range of partners across sectors to provide the holistic support our beneficiaries need. We recognise that the safety, recovery, and development of survivors requires the combined input of multiple organisations and agencies.

We are an active member of the Derby and Derbyshire Modern Slavery Partnership, which includes the city and county councils, DWP, Barnardo's, British Red Cross, social care, police, and health services. Together we deliver community awareness-raising sessions, training, and forums, as well as collaborating to shape local strategy for identifying and supporting those at risk of, or who have experienced, Modern Slavery.

Our partnerships strengthen both the immediate support available to survivors and the wider system response, ensuring survivors do not have to recover in isolation but within a coordinated, safer community.

Collaboration in Action: A Case Study

One Friday morning, Rebuild was contacted by the police regarding a UK national in his early 20s, a suspected victim of criminal exploitation. His home had been cuckooed by a violent offender using it as a drug base. With a learning disability and other vulnerabilities, the victim had been forcibly exploited and regularly drugged to prevent escape.

While the offender was charged, the victim's immediate safety was critical. Our project workers coordinated with the police, ensuring he had clothing, food, and a phone, and secured safe accommodation outside the area that same day. This swift intervention provided security, stability, and a chance to Rebuild.

"It was the first time my team have used Rebuild, and we were hugely impressed by the speed and response in helping the victim." - Community Police Officer

This case highlights the importance of rapid intervention, trauma-informed support, and multi-agency collaboration in safeguarding vulnerable individuals and preventing further exploitation.

Public benefit

Rebuild East Midlands exists to support individuals and families who have experienced Modern Slavery and Human Trafficking to break the cycle of exploitation. This not only benefits those directly affected but also brings wider public benefit by enabling survivors to integrate into their local communities, contribute positively, and live in safety and dignity.

In addition, Rebuild East Midlands strengthens the local response to Modern Slavery through awareness-raising and training, helping individuals and organisations to recognise and prevent exploitation, thereby creating safer and more resilient communities.

The achievements highlighted in this report reflect the tangible benefits delivered during the past year. The Trustees confirm that they have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011 in planning and delivering the charity's activities.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Financial review

Rebuild East Midlands has continued to grow steadily during the year, despite a challenging external funding environment. Total income for 2024–2025 was £293,781 (2023-2024: £253,671) primarily from grant funding, charitable donations, and fundraising activities. Expenditure for the same period was £307,511 (2023-2024: £234,955) , with the majority directed towards front line service delivery, including casework, advocacy, and wellbeing support for survivors of Modern Slavery.

The Board continues to monitor income and expenditure closely to ensure resources are used effectively and in line with our charitable purposes. A focus for the year ahead will be diversifying income streams, developing new fundraising opportunities, and strengthening partnerships to secure sustainable funding for the future.

Policy on reserves

The trustees consider that the charity's unrestricted cash funds should be grown to represent 3 months' unrestricted expenditure which as a young and growing charity, building reserves has been challenging, particularly in light of the financial pressures created by the pandemic and the ongoing cost-of-living crisis. Despite these challenges, the Trustees remain committed to strengthening the charity's financial position to ensure long-term sustainability.

The Trustees have agreed a target to increase unrestricted reserves to 25% of annual organisational expenditure within the next three years. As of 31st March 2025, reserves are projected to stand at £50,000. This level is considered adequate for current operations but requires further growth to enhance the organisation's financial resilience.

To achieve this, a plan is in place to grow reserves by approximately 30% each year over the next three years. The Trustees will continue to monitor reserves on a regular basis to ensure that levels remain sufficient to meet ongoing obligations, support operational stability, and mitigate financial risks.

The trustees review the amount of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations on a regular basis. The trustees have assessed future income streams and consider that sufficient funding has been secured to ensure that the charity can continue to operate as a going concern for a period in excess of 12 months.

Plans for future periods

Aims and key objectives for future periods

Over the next year we will continue strengthening our support delivery model to reach as many individuals as possible who are recovering from the impact of Modern Slavery. We are also exploring opportunities to extend this model into other parts of the region, while deepening partnerships locally to ensure survivors have access to joined-up support. Alongside this, we will launch a new awareness-raising campaign to empower individuals and organisations to recognise and prevent exploitation, helping to build safer and more vigilant communities.

Fundraising and Income

During the last year we have had several individual donations towards the work of Rebuild East Midlands through regular giving. We also ran several fundraising events such as the Santa Run in December, Festive Fuddles in December, and a Quiz night in February. In addition, we have encouraged individuals to fundraise for the work of Rebuild East Midlands, through events such as the Derby 10k in March 2024. We are so grateful to everyone in the community who got involved in these fundraising initiatives.

We have been able to access a number of small and large grants this year that have helped us to continue to support individuals to rebuild their lives after Modern Slavery.

We want to thank the following grant makers for their awards made in 2023-2024 that contributed to service delivery in 2024-2025:
Severn Trent £15,875
RRAF £20,000

In addition, we want to thank the following organisations for their awards & donations made in 2024-25:
National Lottery Reaching Communities £117,750
Samworth Foundation £30,000
The Lloyds Foundation £25,000
Postcode Places £25,000
The Swire Trust £10,000
Derby City Council £38,100
The Clothworkers Foundation £3,600
Office of the Police and Crime Commissioner £5,000
Ambergate Charitable Trust £3,000

These grants & donations have allowed us to continue to establish and solidify our work as well as allowing us to grow and develop our support delivery project, and the organisation as a whole. As a small charity, funders who recognise the value of small are vital to our survival.

Rebuild East Midlands

Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Approved by the trustees of the charity on 6 November 2025 and signed on its behalf by:



.....
Elizabeth Marriott
Trustee

Rebuild East Midlands

Independent Examiner's Report to the trustees of Rebuild East Midlands

Independent examiner's report to the trustees of Rebuild East Midlands
I report to the trustees on my examination of the accounts of Rebuild East Midlands (the Charity) for the year ended 31 March 2025.

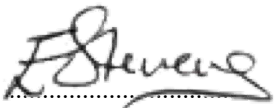
Responsibilities and basis of report
As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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 Chartered Institute of Public Finance and Accountancy (CIPFA), which is one of the listed bodies.
I have completed my examination. I confirm that no 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 accounting 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.



.....

Eva Stevens, BSc, CPFA, employee of Community Accounting Plus
Member of the Chartered Institute of Public Finance and Accountancy (CIPFA)

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date:11/12/2025.....

Rebuild East Midlands

Statement of Financial Activities for the Year Ended 31 March 2025

	Note	Unrestricted £	Restricted £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	2	106,468	-	106,468	88,020
Charitable activities	3	450	171,960	172,410	154,031
Other trading activities	4	14,703	-	14,703	11,444
Investment income	5	200	-	200	176
Total Income		121,821	171,960	293,781	253,671
Expenditure on:					
Charitable activities	7	(130,088)	(177,423)	(307,511)	(234,955)
Total Expenditure		(130,088)	(177,423)	(307,511)	(234,955)
Net movement in funds		(8,267)	(5,463)	(13,730)	18,716
Reconciliation of funds					
Total funds brought forward		46,308	15,008	61,316	42,600
Total funds carried forward	14	38,041	9,545	47,586	61,316

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 14.

Rebuild East Midlands

Statement of Financial Activities for the Year Ended 31 March 2025 (continued)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:				
Donations and legacies	2	88,020	-	88,020
Charitable activities	3	-	154,031	154,031
Other trading activities	4	11,444	-	11,444
Investment income	5	176	-	176
Total Income		99,640	154,031	253,671
Expenditure on:				
Charitable activities	7	(75,324)	(159,631)	(234,955)
Total Expenditure		(75,324)	(159,631)	(234,955)
Net income/(expenditure)		24,316	(5,600)	18,716
Gross transfers between funds		(10,026)	10,026	-
Net movement in funds		14,290	4,426	18,716
Reconciliation of funds				
Total funds brought forward		32,018	10,582	42,600
Total funds carried forward	14	46,308	15,008	61,316

Rebuild East Midlands

(Registration number: 1182059)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	10	516	-
Current assets			
Debtors	11	1,721	1,604
Cash at bank and in hand	12	50,513	66,266
		52,234	67,870
Creditors: Amounts falling due within one year	13	(5,164)	(6,554)
Net current assets		47,070	61,316
Net assets		47,586	61,316
Funds of the charity:			
Restricted income funds			
Restricted funds	14	9,545	15,008
Unrestricted income funds			
Unrestricted funds		38,041	46,308
Total funds	14	47,586	61,316

The financial statements on pages 13 to 25 were approved by the trustees, and authorised for issue on 6 November 2025 and signed on their behalf by:

E. Marriott

.....
Elizabeth Marriott
Trustee

1 Accounting policies

Statement of compliance
The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation
Rebuild East Midlands meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement
Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Going concern
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £500 or more are initially recorded at cost.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
General Equipment	20% straight line basis
Computer Equipment	20% straight line basis

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	3,000	3,000	-
Donations from individuals	12,162	12,162	8,268
Gift aid reclaimed	3,306	3,306	1,752
Grants, including capital grants;			
Grants from other charities	88,000	88,000	78,000
	106,468	106,468	88,020

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Grants and donations	-	171,960	171,960	154,031
Training income	450	-	450	-
	450	171,960	172,410	154,031

4 Income from other trading activities

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Local fundraising and street collection income	14,703	14,703	11,444
	14,703	14,703	11,444

5 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	200	200	176

6 Grants and donations

	Unrestricted funds £	Restricted funds £	Total funds £
The National Lottery Community Fund	-	117,760	117,760
Derby City Council	-	38,100	38,100
Swire Charitable Trust	-	10,000	10,000
Anonymous	8,000	-	8,000
The Clothworkers Foundation	-	3,600	3,600
The Office of the Police and Crime Commissioner	-	2,500	2,500
Samworth Foundation	30,000	-	30,000
The Postcode Lottery	25,000	-	25,000
Lloyds Foundation	25,000	-	25,000
Irwin Mitchell	3,000	-	3,000
Gift Aid	3,306	-	3,306
Sundry donations	12,162	-	12,162
	106,468	171,960	278,428

7 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Staff salaries & pensions	88,530	155,645	244,175	189,505
Staff training & support	1,392	1,039	2,431	2,862
Staff travel & expenses	127	1,153	1,280	2,086
Recruitment	-	2,064	2,064	588
Depreciation	129	-	129	-
Clinical supervision	-	1,420	1,420	1,374
Groups & activities	2,173	2,439	4,612	2,256
Sessional workers	-	1,930	1,930	1,941
Office accommodation & utilities	13,752	2,783	16,535	12,050
Bank charges	50	-	50	-
Insurance	1,005	-	1,005	988
Telephone	1,211	303	1,514	1,690
Stationery	649	11	660	832
IT costs	12,752	4,253	17,005	3,093
Design & marketing	3,617	-	3,617	1,937
Legal & professional and subscriptions	4,583	422	5,005	4,183
Project costs	23	126	149	1,701
Client discretionary fund	-	1,080	1,080	-
Translation costs	-	2,549	2,549	3,541
Equipment	95	206	301	4,046
Sundry expenses	-	-	-	282
	130,088	177,423	307,511	234,955

8 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	220,496	172,892
Social security costs	14,939	9,811
Pension costs	8,740	6,802
	244,175	189,505

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2025 No	2024 No
Average number of employees	9	8

9 (2024 - 8) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £8,740 (2024 - £6,802).

No employee received emoluments of more than £60,000 during the year

The total employee benefits of the key management personnel of the charity were £48,329 (2024 - £39,367).

9 Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner are analysed as follows:

	2025 £	2024 £
Independent examination	855	825
Other financial services	868	-
	1,723	825

10 Tangible fixed assets

	General equipment £	Computer equipment £	Total £
Cost			
At 1 April 2024	426	-	426
Additions	-	645	645
At 31 March 2025	426	645	1,071
Depreciation			
At 1 April 2024	426	-	426
Charge for the year	-	129	129
At 31 March 2025	426	129	555
Net book value			
At 31 March 2025	-	516	516
At 31 March 2024	-	-	-

11 Debtors

	2025 £	2024 £
Prepayments	281	164
Other debtors	1,440	1,440
	1,721	1,604

12 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	24	-
Cash at bank	50,489	66,266
	50,513	66,266

13 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	892	4,305
Other creditors	4,272	2,249
	5,164	6,554

14 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
General				
General fund	46,308	121,821	(130,088)	38,041
Restricted funds				
Support Delivery project (including The National Lottery Community Fund)	13,711	168,360	(172,526)	9,545
Core Fund (Severn Trent Community Fund)	1,297	-	(1,297)	-
Website design	-	3,600	(3,600)	-
Total restricted funds	15,008	171,960	(177,423)	9,545
Total funds	61,316	293,781	(307,511)	47,586

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
General					
General fund	32,018	99,640	(75,324)	(10,026)	46,308
Restricted					
Rebuild Therapy & Coaching	-	12,535	(27,561)	15,026	-
Support Delivery project (including The National Lottery Community Fund)	-	109,750	(100,734)	4,695	13,711
Core Fund (Severn Trent Community Fund)	-	15,857	(14,560)	-	1,297
Police Commissioners (PCC) Grant	15	-	(15)	-	-
Big Give	13	-	(13)	-	-
Albert Hunt Trust	18	-	(18)	-	-
Foyle Foundation	4	-	(4)	-	-
Morrisons Foundation	9	-	(9)	-	-
Trusthouse Trust	828	-	(828)	-	-
Evan Cornish Foundation	3,500	-	-	(3,500)	-
The Co-op Dividend Fund	1,195	-	-	(1,195)	-
Erewash Voluntary Action MH Grant	5,000	-	-	(5,000)	-
Pre NRM project	-	15,889	(15,889)	-	-
Total restricted funds	10,582	154,031	(159,631)	10,026	15,008
Total funds	42,600	253,671	(234,955)	-	61,316

The specific purposes for which the funds are to be applied are as follows:

The National Lottery Reaching Communities – Funded the development of our Support Delivery Project, which included funding 4 staff positions.
The Support Delivery Project also received funding from Swire Charitable Trust; OPCC and Derby City Council this year.

Severn Trent Community Fund – Funded core overhead costs, this funding received last year has now all been spent.

The Website Design project helped us develop a new website and was funded by The Clothworkers Foundation.

Last year there were also the following funds:

Pre NRM project:
- Derbyshire County Council and Derby City Council - Funded the staff costs to deliver a joint project delivering pre NRM support to potential victims of modern slavery.

The Rebuild Therapy & Coaching fund had the following funding:
- Grocer's Charity - Funded wellbeing work with individuals recovering from trauma.
- Derbyshire Mind - Funded wellbeing work with individuals recovering from trauma.
- Magic Grant - Funded our group and activity programme during the year.

15 Analysis of net assets between funds

	Unrestricted		2025
	General	Restricted	Total funds
	£	£	£
Tangible fixed assets	516	-	516
Current assets	42,689	9,545	52,234
Current liabilities	(5,164)	-	(5,164)
Total net assets	38,041	9,545	47,586

	Unrestricted		2024
	General	Restricted	Total funds
	£	£	£
Current assets	52,862	15,008	67,870
Current liabilities	(6,554)	-	(6,554)
Total net assets	46,308	15,008	61,316

16 Taxation

The charity is a registered charity and is therefore exempt from corporation taxation.

17 Related party transactions

During the year the charity made the following related party transactions:

Upbeat Clean
(The Husband of the CEO runs a Social Enterprise named Upbeat Clean, who provide the charity with cleaning services.)
The amount paid over to Upbeat Clean in the financial year 2024-25 was £2,160 (2024: £518).

Quotes were taken prior to employing them and they were the only one who are a Living Wage Employer (which we have to use, as being one ourselves), who were also able to accommodate our timings. At the balance sheet date the amount due to/from Upbeat Clean was £Nil (2024 - £Nil).

18 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

REBUILD EAST MIDLANDS

England & Wales - Charity number 1182059

Accounts

Charity registration number: 1182059

Rebuild East Midlands

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Rebuild East Midlands

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Rebuild East Midlands

Reference and Administrative Details

Trustees	Elizabeth Marriott, Chair Michael Hand Alex Mayes Samantha Griffiths Andrew Jackson
Senior Management Team	Lesley Gladwell, CEO
Charity Registration Number	1182059
Principal Office	PO Box 8424 Derby DE1 9GH
Independent Examiner	John O'Brien, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

Rebuild East Midlands

Chair's Statement

It is a privilege for me to reflect on a year of impact, growth, and unwavering commitment at Rebuild East Midlands. This past year has been a testament to the commitment of the team to support individuals and families who have experienced Human Trafficking and Modern Slavery (HT&MS). Together, we have empowered survivors to rebuild their lives, break the cycle of exploitation, and embrace hope-filled futures.

The challenges faced have been considerable. An increase in referrals, coupled with the complex needs of those we serve, highlighted the urgent necessity of our work. The ever-changing policy landscape and economic pressures added further complexity. Despite this we have risen to meet these demands, providing crisis support, one-to-one advocacy, and community-building activities to more individuals than ever before.

Our achievements this year would not have been possible without the generosity and belief of our supporters. To our donors, grant makers, and fundraisers: thank you for your steadfast support. Your contributions—whether through grants, regular giving, or participation in campaigns like the Derby 10k—have directly impacted lives. Every pound you've given has helped us provide safety, stability, and hope to survivors of modern slavery.

I must also extend my deepest gratitude to our staff, whose tireless dedication and compassion have driven Rebuild forward. Your advocacy, practical support, and creativity in fostering community and connection have been nothing short of inspiring.

Highlights of the past year include expanding our support delivery team, winning the VCSE Award for Derby, launching new crisis support initiatives, and enhancing our wellbeing groups to create safe spaces for men and women to heal and grow. The outcomes shared throughout this report underline the transformative power of Rebuild East Midlands' work. Looking ahead, we are excited by our plans to expand our reach and impact.

As Chair, I am proud of what we have achieved and optimistic about what lies ahead. On behalf of the Board of Trustees, thank you.

Elizabeth Marriott
Chair of the Board of Trustees

Rebuild East Midlands

Trustees' Report

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

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Elizabeth Marriott, Chair
	Michael Hand
	Alex Mayes
	Samantha Griffiths
	Andrew Jackson
	Cheryl Stevens (resigned 18 January 2024)

Structure, governance and management

Nature of governing document

Rebuild East Midlands is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission on 15th February 2019, registration number 112059. The organisation is governed by its constitution last amended on the 7th May 2021. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to the CEO.

Recruitment and appointment of trustees

During 2023-2024, we recruited no new trustees, and 1 trustee retired from their role. Therefore, we currently have 5 trustees who have a range of skills and experience to lead the governance of the organisation. During 2024, Mike Hand stepped down as the Chair and Lisa Marriott became the new Chair of Trustees.

All trustees give their time voluntarily and receive no remuneration or other benefits.

Objectives and activities

Objects and aims

To relieve the needs of people in the United Kingdom, in particular those in the East Midlands, who are at risk of or who have been subject to modern day slavery or human trafficking, through the provision of advice, advocacy and counselling, and other activities as the trustees deem fit, to enable individuals to rebuild their lives and become independent individuals and members of society.

Objectives, strategies and activities

Rebuild East Midlands exists to support individuals and families who have experienced Human Trafficking and Modern Slavery (HT & MS) to break the cycle of exploitation, empowering them to rebuild their lives and embrace a hope filled future. We support individuals who are 18+ and their families who have been identified as victims of Exploitation, Human Trafficking and Modern Slavery.

40.3+ million people including men, women and children are trapped in some form of slavery across the globe. In the UK, the estimate is 122,000 trapped in some form of exploitation, based on population statistics. This means there could be approx. 1,000 potential victims of Modern Slavery in Derbyshire. It is estimated 1% will be found or rescued and approx. 35% will be re-trafficked. At Rebuild we believe everyone should have an opportunity to live free from slavery and no one should have to recover alone but have access to support.

Our overall aim is to see people living free from the exploitation they experienced through Human Trafficking and Modern Slavery (HT&MS). Along with individual support outcomes being met, by the end of the support journey, our aim is that the following overall outcomes have been met:
• Individuals are no longer at risk of being re-exploited
• Individuals have recovered from the ongoing impact of the trauma they may have experienced as a result of exploitation
• Individuals feel connected to their local community or a social network
• Individuals are in employment, training or education
• Individuals are in stable accommodation

Recovering from the impact of exploitation can be a lengthy process as individuals often face a wide range of barriers moving forward with their lives. Common barriers include:

• Lack of ID/difficulties accessing ID
• Inability to open bank accounts
• Ongoing legal issues i.e. asylum/DL application, compensation, family law, criminal proceedings
• Accessing training/education or employment
• Little or no English
• Cultural barriers preventing individuals accessing support
• Anxiety/Depression which may cause individuals to have ‘bad days’ or missed appointments so they may then be seen as unreliable
• Lack of trust in services
• Ongoing Emotional/Physical/Mental Health impact of exploitation
• Securing accommodation
• Isolation with little knowledge of the area or of their rights.

Achievements and performance

The story of Rebuild East Midlands in the past 12 months

Between 2020-2022, on average we received between 12-15 referrals for long term support per year. In 2023-24, we received 28 referrals for long term support and supported a total of 35 individuals during the year. The majority were between the ages of 18-25, and came from a range of ethnicities including British, Ethiopian, Eritrean, Sudanese, Albanian, Iraqi and Slovakian.

During the past 12 months we have not only seen an increase in demand for support, but also an increase in the complexity of needs presenting for those we are supporting. Along with this, we have experienced multiple policy changes in the sector and have been working in an increasingly difficult funding landscape. Despite these challenges, we have been so excited by the opportunities to support more people and to partner with those individuals to see them make huge steps forward in their lives.

Over the past 12 months our support delivery has come under three main categories:
• Initial crisis support for individuals exiting exploitation
• One to one practical, emotional and advocacy support
• Wellbeing groups & activities.



Initial crisis support for individuals exiting exploitation

In May ‘23 we were asked to deliver a small project for Derby City Council and Derbyshire County Council, working with the police to provide initial support, advice and practical support to potential victims who have jut exited Modern Slavery. We provide short term support in conjunction with a local housing provider who provide emergency accommodation until individuals transition to the next step of support. In 2023-2024, we supported 12 individuals exit exploitation and begin to rebuild their lives.

In 2024, we agreed a further 2 years of project funding to develop this project across the city and county. We hope to establish a modern slavery partnership across the East Midlands over the next 12 months, along with a more formal multi-agency approach to victim care.

One to one practical, emotional and advocacy support

During the past 12 months, the most pressing support needs of those we support have been:
• Significant amounts of time have been spent advocating & assisting with accessing housing for those who are at risk of or are homeless. This continues to be a pressing need for many we support.
• Supporting people to register with GPs, opening bank accounts and claiming benefits.
• Advocacy support to engage with statutory agencies, legal advocacy, police investigations and court proceedings.
• Encouraging and accompanying individuals to go to activities and groups in the community.
• Emotional and mental health support.
• Again we have seen an significant increase in individuals being referred who are experiencing depression, anxiety and post-traumatic stress disorder as a result both of their exploitative experiences but also their experiences resulting from the changes to immigration policy.
• Supporting individuals to navigate the financial impact of the cost of living.

Advocacy Story: Ola and her partner were recently granted permission to remain in the UK as victims of trafficking, entitling them to access benefits and social housing, but they struggled to navigate the system and understand letters and emails due to their limited English. One of the letters was an eviction notice from their asylum accommodation, requiring them to move out in seven days' time. With this alarming deadline and nowhere to go, Rebuild helped Ola and her partner through the process, advocating on their behalf and accessing an interpreter so that they could be informed to make their own decisions about the future, ensuring they were able to receive the support they were entitled to and that they were never homeless.

"My Rebuild Support Worker was very patient by my side when we were most helpless, encouraged me, always supported us, helping us to solve many, many difficulties. My partner and I are very grateful to Rebuild East Midlands."

Wellbeing groups & activities

Along with one-to-one support we have been developing our groups and activity programme to build opportunities to create community, reduce isolation, and build skills and involvement amongst our beneficiaries. This year we have trialled different types of activities and groups to see what works best. This has been done in direct partnership with the individuals we support, seeking their input and evaluation along the way. Based on their feedback we have established separate Women's and Men's groups which now run on a weekly basis. Out of these regular groups we have been able to identify a demand for more one-off events and activities with a focus around family and community involvement. Over the past 12 months, as the demographic of individuals we have supported has changed, so has our group and activity programme.



Our men's group have enjoyed sessions with Moorways Leisure Centre where they partnered with us to create opportunities for the men's group to access different elements of the leisure centre. We have partnered with upbeat communities to facilitate wellbeing sessions for women who have experienced modern slavery and those seeking asylum.

"That was amazing, I got lots my first experience how Chinese celebrate their new year and also, I got new friends and they shared to me to their life experiences which is important for me, and I like to say thank you very much for inviting me."

Highlights of the past 12 months

• May 2023 - we won the VCSE Award for Derby
• Establishing additional Groups and Activities
• Celebration Event for Chinese New Year
• Celebration Event for International Women's Day
• Developing the Initial Crisis Support for those exiting exploitation
• Building key partnerships with new referral agencies
• Targeted advisory and participation projects
• Implementation and adoption of a new data management system
• Development of new streamline referral process
• Expansion of Support Delivery Team to support more people.



Partnership working

Rebuild East Midlands works with a wide range of partners across different sectors to help support our beneficiaries, as we recognise their safety and development requires the input of numerous organisations and agencies.

We are also part of the Derby and Derbyshire Modern Slavery partnership, which is made up of the city and county council, DWP, Barnardos, Red Cross, Social care, Police and health. We work together to run community awareness raising sessions/training and forums, along with working together to develop strategy for supporting those in the city at risk of or who have experienced Modern Slavery.

What difference have we made?

Difference made to Individuals

We have received 28 new referrals for support this year, 70% identified as male and 30% identified as female. The majority were between the ages of 18-25, and seeking asylum. Please see chart 1 and 2 for more details. Those referred came from a range of ethnicities including Ethiopian, Eritrean, Sudanese, Albanian, Iraqi and Slovakian. The main support needs have been support to navigate and access stable accommodation, legal advocacy, community connection and support to access benefits. Of those we have supported overall during the past 12 months:

• for 91% there has been no ongoing known risk of re-exploitation
• 55% received their leave to remain and recourse to public funds. Of this 55%:
- 95% are in stable accommodation
- 40% are in regular employment
- 15% are in full time education.



Feedback we have about the difference Rebuild support has made to individuals:

"[Rebuild is] a safe place where I am not judged or questioned"

"I have no family here… Rebuild are my Family"

"Rebuild have done so much for me, when I moved into my new home"

"[I have received] support now that will still have an impact in my future

"Isolation makes you feel stressed and depressed, Rebuild is stress relieving. You can be [with your worker or at a group] for a short period of time but it can feel like a day"

Public benefit

Rebuild East Midlands exists to support individuals and families who have experienced Modern Slavery and Human Trafficking to break the cycle of exploitation. This brings benefit to the wider public through supporting individuals who have had these experiences to integrate into their local community. Rebuild East Midlands also support the local response to Modern Slavery through awareness raising and training.

Our achievements in the past year, as detailed above, reflect the specific benefits we have created.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Financial review

Despite a challenging financial and funding landscape, Rebuild East Midlands successfully secured several multi-year grants during 2023-24, strengthening its sustainability for the coming years. A significant milestone was obtaining the National Lottery Reaching Communities grant, which enabled the organisation to expand its staff team to meet increasing service demand and invest in consolidating the infrastructure required for long-term operations.

This year also marked the recruitment of a Partnership and Fundraising Manager, tasked with developing a community and corporate fundraising strategy. This initiative supports income diversification and reduces reliance on grants alone. While grants and trusts remained the primary income source in 2023-24, generating £242,051 (2023: £105,879), fundraising efforts contributed an additional £11,444 (2023: £7,191).

As a support-focused organisation, staff costs represented the largest proportion of expenditure, reflecting the essential nature of our front-line and therapeutic work. Importantly, the organisation's income exceeded its expenditure this year. A general fund surplus of £14,290 (2023: deficit -£5,943) was added to reserves, while £15,008 restricted funding (2023: £10,582) was carried forward to support charitable activities in 2024-25.

Looking ahead, Rebuild East Midlands continues to actively pursue diverse funding opportunities to ensure financial sustainability and maintain its capacity to support survivors of Human Trafficking and Modern Slavery effectively.

Policy on reserves

The trustees consider that the charity's unrestricted cash funds should be grown to represent 3 months' unrestricted expenditure which equates to around £90,000 for Rebuild East Midlands depending on budgeted expenditure. On 31st March 2024, the unrestricted funds amounted to £46,308 which the Trustees consider to be adequate but needs to build.

The trustees review the amount of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations on a regular basis. The trustees have assessed future income streams and consider that sufficient funding has been secured to ensure that the charity can continue to operate as a going concern for a period in excess of 12 months.

Plans for future periods

Aims and key objectives for future periods

In next 12 months we will continue to develop our support delivery model to support as many individuals recovering from the impact of Modern Slavery as possible. We are exploring opportunities to develop this model into other areas of the region, along with building our partnerships within the region. We will launch a new awareness raising campaign about Modern Slavery aimed at empowering individuals and organisations to prevent future cases of exploitation, creating safer, more vigilant communities.

Fundraising and Income

During the last year we have had several individual's donations towards the work of Rebuild East Midlands through regular giving. We also ran our Winter Appeal campaign in December, which encouraged individuals to fundraise for the work of Rebuild East Midlands, along with taking part in the Derby 10k in March 2024. We are so grateful to everyone in the community who got involved in these fundraising initiatives.

We have been able to access a number of small and large grants this year that have helped us to continue to support individuals to rebuild their lives after Modern Slavery.

We want to thank the following grant makers for their awards made in 2022-2023 that contributed to service delivery in 2023-2024:
The Trusthouse Trust £9375
Evan Cornish Foundation £3500
The Coop Dividend Fund £1500
Erewash Voluntary Action £5000

In addition, we want to thank the following grant makers for their awards made in 2023-2024:
Magic Grant £500
National Lottery Reaching Communities £109,750
The Grocers Trust £5,000
Samworth Foundation £30,000
The Lloyds Foundation £25,000
Severn Trent £15,857
Mind Derbyshire £4,535
The Albert Hunt Trust £3,000
RRAF £20,000

These grants have allowed us to continue to establish and solidify our work as well as allowing us to grow and develop our support delivery project, and the organisation as a whole. As a small charity, funders who recognise the value of small are vital to our survival.

Rebuild East Midlands

Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Approved by the trustees of the charity on 13 January 2025 and signed on its behalf by:



Michael Hand
Trustee

Rebuild East Midlands

Independent Examiner's Report to the trustees of Rebuild East Midlands

Independent examiner's report to the trustees of Rebuild East Midlands
I report to the trustees on my examination of the accounts of Rebuild East Midlands (the Charity) for the year ended 31 March 2024.

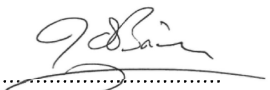
Responsibilities and basis of report
As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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 and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.
I have completed my examination. I confirm that no 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 accounting 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.



.....
John O'Brien MSc, FAIA, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date:....23/01/2025.....

Rebuild East Midlands

Statement of Financial Activities for the Year Ended 31 March 2024

	Note	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	2	88,020	-	88,020	74,104
Charitable activities	3	-	154,031	154,031	31,775
Other trading activities	4	11,444	-	11,444	7,191
Investment income	5	176	-	176	77
Total Income		99,640	154,031	253,671	113,147
Expenditure on:					
Charitable activities	7	(75,324)	(159,631)	(234,955)	(124,206)
Total Expenditure		(75,324)	(159,631)	(234,955)	(124,206)
Net income/(expenditure)		24,316	(5,600)	18,716	(11,059)
Gross transfers between funds		(10,026)	10,026	-	-
Net movement in funds		14,290	4,426	18,716	(11,059)
Reconciliation of funds					
Total funds brought forward		32,018	10,582	42,600	53,659
Total funds carried forward	14	46,308	15,008	61,316	42,600

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 14.

Rebuild East Midlands

Statement of Financial Activities for the Year Ended 31 March 2024 (continued)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Donations and legacies	2	74,104	-	74,104
Charitable activities	3	-	31,775	31,775
Other trading activities	4	7,191	-	7,191
Investment income	5	77	-	77
Total Income		81,372	31,775	113,147
Expenditure on:				
Charitable activities	7	(87,315)	(36,891)	(124,206)
Total Expenditure		(87,315)	(36,891)	(124,206)
Net movement in funds		(5,943)	(5,116)	(11,059)
Reconciliation of funds				
Total funds brought forward		37,961	15,698	53,659
Total funds carried forward	14	32,018	10,582	42,600

Rebuild East Midlands

(Registration number: 1182059)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Current assets			
Debtors	11	1,604	1,440
Cash at bank and in hand	12	66,266	44,992
		67,870	46,432
Creditors: Amounts falling due within one year	13	(6,554)	(3,832)
Net assets		61,316	42,600
Funds of the charity:			
Restricted income funds			
Restricted funds	14	15,008	10,582
Unrestricted income funds			
Unrestricted funds		46,308	32,018
Total funds	14	61,316	42,600

The financial statements on pages 12 to 23 were approved by the trustees, and authorised for issue on 13 January 2025 and signed on their behalf by:



Elizabeth Marriott
Trustee

1 Accounting policies

Statement of compliance
The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation
Rebuild East Midlands meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement
Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Going concern
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £500 or more are initially recorded at cost.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
General Equipment	20% straight line basis

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	-	-	1,450
Donations from individuals	8,268	8,268	7,423
Gift aid reclaimed	1,752	1,752	2,481
Grants, including capital grants;			
Grants from other charities	78,000	78,000	62,750
	88,020	88,020	74,104

3 Income from charitable activities

	Restricted funds £	Total 2024 £	Total 2023 £
Grants and donations	154,031	154,031	31,775

4 Income from other trading activities

	Unrestricted funds General £	Total funds £	Total 2023 £
Fundraising income	11,444	11,444	7,191
	11,444	11,444	7,191

5 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	176	176	77

6 Grants and donations

	Unrestricted funds £	Restricted funds £	Total funds £
The National Lottery Community Fund	-	109,750	109,750
Severn Trent Community Fund	-	15,857	15,857
Derbyshire County Council	-	10,000	10,000
Derby City Council	-	8,389	8,389
Grocer's Charity	-	5,000	5,000
Derbyshire Mind	-	4,535	4,535
Magic Grant	-	500	500
Samworth Foundation	30,000	-	30,000
Lloyds Foundation	25,000	-	25,000
RRAF	20,000	-	20,000
Albert Hunt	3,000	-	3,000
Gift Aid	1,752	-	1,752
Sundry donations	8,268	-	8,268
	88,020	154,031	242,051

7 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Staff salaries & pensions	43,627	145,878	189,505	101,271
Staff training & support	1,648	1,214	2,862	2,374
Staff travel & expenses	335	1,751	2,086	549
Recruitment	588	-	588	1,327
Volunteer training & expenses	-	-	-	662
Clinical supervision	-	1,374	1,374	540
Groups & activities	-	2,256	2,256	1,282
Sessional workers	966	975	1,941	-
Office accommodation & utilities	11,222	828	12,050	6,371
Room hire	-	-	-	336
Insurance	988	-	988	862
Telephone	1,690	-	1,690	1,835
Stationery	832	-	832	391
IT costs	2,977	116	3,093	792
Design & marketing	1,775	162	1,937	200
Legal & professional and subscriptions	4,040	143	4,183	2,757
Project costs	-	1,701	1,701	-
Client discretionary fund	-	-	-	540
Translation costs	448	3,093	3,541	559
Equipment	3,914	132	4,046	1,214
Sundry expenses	274	8	282	344
	75,324	159,631	234,955	124,206

8 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	172,892	90,138
Social security costs	9,811	5,127
Pension costs	6,802	6,006
	189,505	101,271

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2024 No	2023 No
Average number of employees	8	8

8 (2023 - 8) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £6,802 (2023 - £6,006).

No employee received emoluments of more than £60,000 during the year

The total employee benefits of the key management personnel of the charity were £39,367 (2023 - £37,043).

9 Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner are analysed as follows:

	2024 £	2023 £
Independent examination	825	875
	825	875

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Debtors

	2024 £	2023 £
Prepayments	164	-
Other debtors	1,440	1,440
	1,604	1,440

12 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	66,266	44,992

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	4,305	2,170
Other creditors	2,249	1,662
	6,554	3,832

14 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
General					
General fund	32,018	99,640	(75,324)	(10,026)	46,308
Restricted funds					
Rebuild Therapy & Coaching	-	12,535	(27,561)	15,026	-
Support Delivery project (including The National Lottery Community Fund)	-	109,750	(100,734)	4,695	13,711
Core Fund (Severn Trent Community Fund)	-	15,857	(14,560)	-	1,297
Police Commissioners (PCC) Grant	15	-	(15)	-	-
Big Give	13	-	(13)	-	-
Albert Hunt Trust	18	-	(18)	-	-
Foyle Foundation	4	-	(4)	-	-
Morrisons Foundation	9	-	(9)	-	-
Trusthouse Trust	828	-	(828)	-	-
Evan Cornish Foundation	3,500	-	-	(3,500)	-
The Co-op Dividend Fund	1,195	-	-	(1,195)	-
Erewash Voluntary Action MH Grant	5,000	-	-	(5,000)	-
Pre NRM project	-	15,889	(15,889)	-	-
Total restricted funds	10,582	154,031	(159,631)	10,026	15,008
Total funds	42,600	253,671	(234,955)	-	61,316

The specific purposes for which the funds are to be applied are as follows:

The National Lottery Reaching Communities – Funded the development of our Support Delivery Project, which included funding 4 staff positions.

Severn Trent Community Fund – Funded core overhead costs.

Pre NRM project:
- Derbyshire County Council and Derby City Council – Funded the staff costs to deliver a joint project delivering pre NRM support to potential victims of modern slavery.

The Rebuild Therapy & Coaching fund had the following funding:
- Grocer's Charity – Funded wellbeing work with individuals recovering from trauma.
- Derbyshire Mind - Funded wellbeing work with individuals recovering from trauma.
- Magic Grant – Funded our group and activity programme during the year.

The transfer from the Erewash Voluntary Action MH Grant fund to the Rebuild Therapy & Coaching fund is just to show the funds by activity rather than being named after the funder.
This is the same for the transfers of funds from the Evan Cornish Foundation fund and the Co-op Dividend fund to the Support Delivery Project fund.
The transfer from the General fund to the Rebuild Therapy & Coaching fund is to cover the deficit on this activity.

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General				
General fund	37,961	81,372	(87,315)	32,018
Restricted				
Police Commissioners (PCC) Grant	15	-	-	15
Big Give	7,965	-	(7,952)	13
Albert Hunt Trust	18	-	-	18
Foyle Foundation	5,000	-	(4,996)	4
Julia & Hans Trust	2,700	-	(2,700)	-
Morrisons Foundation	-	12,400	(12,391)	9
Trusthouse Trust	-	9,375	(8,547)	828
Evan Cornish Foundation	-	3,500	-	3,500
The Co-op Dividend Fund	-	1,500	(305)	1,195
Erewash Voluntary Action MH Grant	-	5,000	-	5,000
Total restricted funds	15,698	31,775	(36,891)	10,582
Total funds	53,659	113,147	(124,206)	42,600

15 Analysis of net assets between funds

	Unrestricted		2024
	General	Restricted	Total funds
	£	£	£
Current assets	52,862	15,008	67,870
Current liabilities	(6,554)	-	(6,554)
Total net assets	46,308	15,008	61,316

	Unrestricted		2023
	General	Restricted	Total funds
	£	£	£
Current assets	35,850	10,582	46,432
Current liabilities	(3,832)	-	(3,832)
Total net assets	32,018	10,582	42,600

16 Related party transactions

During the year the charity made the following related party transactions:

Upbeat Clean
(The Husband of the CEO runs a Social Enterprise named Upbeat Clean, who provide the charity with cleaning services.)
The amount paid over to Upbeat Clean in the financial year 2023-24 was £518.40.

Quotes were taken prior to employing them and they were the only one who are a Living Wage Employer (which we have to use, as being one ourselves), who were also able to accommodate our timings. At the balance sheet date the amount due to/from Upbeat Clean was £Nil (2023 - £Nil).

17 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

REBUILD EAST MIDLANDS

England & Wales - Charity number 1182059

Accounts

Trustees' Annual Report & Accounts

Year Ended March 31st 2023

Rebuilding Hope • Rebuilding Lives • Rebuilding Futures

Empowering people to live free from exploitation and slavery

Rebuild East Midlands is a registered charitable incorporated organisation (CIO) 1182059 in England.

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Note from the Chair

The last 12 months has been a time of enormous challenges for the organisation with regard to the recent illegal migration legislation and the restrictions on the National Referral Mechanism. Despite this, our dedicated team has delivered high quality support to individuals and families whose lives have been blighted by exploitation. The enthusiasm and professionalism of our team can be seen in the experiences of those survivors recorded in this report. The Board of Trustees would like to thank the whole team for their achievements during the last 12 months, and will do all that we can to support them into the future.

Mike Hand Chair of Trustees.

Trustees' Annual Report for the year ended 31 March 2023

Introduction

About Rebuild East Midlands

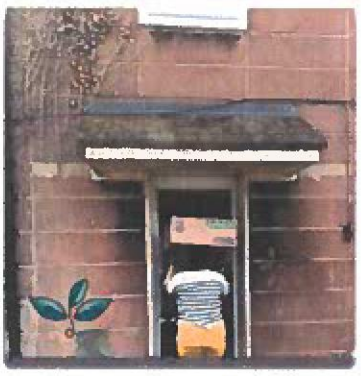
Rebuild East Midlands exists to break the cycle of exploitation experienced through Human Trafficking and Modern Slavery, empowering individuals to rebuild their lives and embrace a hope filled future. We do this by providing on-going long-term support to individuals in Derby and Derbyshire. We are the only provider in the city and county offering long term support to this particular group of individuals.

Our key long term outcomes for support are:

- By the end of our support, individuals are no longer at risk of being re-exploited
- Individuals are recovering from the ongoing impact of the trauma of their experiences
- Individuals enter employment, training or education
- Individuals are in stable accommodation

In the UK, individuals who are recognised as a potential victim of modern slavery through the NRM have access to specialist tailored support for a minimum period of 30 days. During this time people are entitled to support but they are essentially in a holding zone until their decision is made. The juncture where a decision is made is a pivotal time for individuals and it is when there is the greatest risk of destitution, homelessness and re-trafficking. Rebuild East Midlands exists to ensure individuals can transition from this support into long term community support that is future focussed and helps them to begin the recovery process. Recovering from the impact of exploitation can be a lengthy process as individuals often face a wide range of barriers moving forward with their lives. Some of the common barriers include:

- Lack of ID/difficulties accessing ID
- Inability to open bank accounts
- Ongoing legal issues i.e. asylum/DL application, compensation, family law, criminal proceedings
- Accessing training/education or employment
- Little or no English
- Cultural barriers preventing individuals accessing support
- Ongoing Emotional/Physical/Mental Health impact of exploitation
- The need to obtain stable finances/ability to manage living on very little
- Securing accommodation
- Isolation with little knowledge of the area or of their rights



We work in collaboration with our beneficiaries, so they do not have to overcome these barriers alone, and have a community of support beside them. We believe this leads to resilient individuals and families, which in turn builds resilient communities.

Trustees' Annual Report for the year ended 31 March 2023

Operations and Achievements during 2022 – 2023

Our support involves a number of different engagement points linking to our staff team and others, this includes 1-to-1 Support work, Groups activities (sewing, IT, well-being), and Trauma Informed Coaching. These all help build resilience, reduce isolation and increase their desire to be reintegrated into their community and into society in general. Our support delivery team are all trained to understand the impact of trauma to ensure our priority throughout the recovery process is the psychological safety of those we work with, our staff team and volunteers. Due to our focus on genuine long term recovery, we work with small numbers of people, on average we **provide support for an average of 19 months**.

When Rebuild first met Amy she had no formal qualifications but a whole lot of ambition and aspirations. Her caseworker supported Amy to access an English and Math's course then Amy progressed from there. She has just started at University studying to be a Nurse while juggling a very busy family life and working part-time. Amy has commented that she classes Rebuild as her "family" and feels she wouldn't be where she was today without the long-term support the team have provided. Amy is now in her second year of university and thriving.

Over the past four years we have supported **46 adults and their families (39 children)**. We **currently support 28 adults and their families (19 children)** who are at different points on their support journey. Our one to one support focuses on helping people overcome the barriers mentioned above and is focussed on recovery. From those who have moved on from our support 70% continue to be in contact with Rebuild, sporadically. Of that 70%;

- None have reported safety risks or risks of further exploitation
- 100% continue to be in permanent accommodation with no current known risk of destitution
- 38% are known to be in permanent regular employment
- 19% are known to be in college or training
- In the past 12 months, 100% of those adults we have supported have been asylum seekers, refugees or migrants, in addition to survivors of HT&MS.

As a local charity, we prioritise working in collaboration with other local community groups and charities to ensure the individuals we work with are connected into their communities. Being part of local networks allows us to be more responsive to the needs of those we work with and to be able to support them to connect with relevant agencies more quickly. We are also part of the Derby and Derbyshire Modern Slavery partnership, which is made up of the city and county council, DWP, Barnardos, Red Cross, Social care, Police and health. We work together to run community awareness raising sessions/training and forums, along with working together to develop strategy for supporting those in the city at risk of or who have experienced Modern Slavery.

During 2022 – 2023;

- We recruited 3 new members of the team to the Support Delivery Team to help us support more people recovering from the impact of exploitation
- Moved to a new office
- Delivered over 10 hours of bespoke training raising awareness of HT&MS
- Developed our Impact Measurement Framework with the 'Measuring the Good'
- Delivered 6 weeks of Baby Sense to 23 adults and 33 children with Upbeat Communities
- Took part in the consultation for the development of the Independent Modern Slavery Advocates with Hope for Justice, Snowdrop & Red Cross
- Over 87 hours of activity sessions including a Sewing group. Our family Christmas party and International Women's Day event

Work with Valerie has consisted of emotional well-being support and advocacy while she waits to receive her asylum decision. This has been a particularly difficult time for Valerie as she manages the complex long-term effects of trauma on herself and her children. Her caseworker has met with her on a weekly basis providing a much-needed listening ear and has supported Valerie in attending and advocating at meetings with her solicitor, the Home Office and Social Worker. Valerie's caseworker takes the time before important meetings to listen to her concerns and supports her to have a voice in these meetings.

In 2022, we launched our Trauma Informed Coaching (TIC) project. This is an innovative new project looking at how coaching can help individuals who have experienced Trauma, to understand their trauma and how it impacts their lives, while building tools to move forward and embrace their desired future. We believe that true freedom from slavery happens when people are given the support they need to fully recover from the impact of those experiences - not just stop being exploited. Coaching is often something only accessible to those who can afford to pay for it, but we wanted to make it more broadly accessible. This project help individuals who have experienced trauma as a result of exploitation, to understand how it impacts their lives, while building tools to enable them to move forward. The outcome of the coaching experience for the individuals is that they feel more confident about their futures and more able to enter the employment market, contribute to the local community, participate in local volunteering and become active members of society

During Joel's (not real name) introductory session, Joel talked about the things that he would like to alter for himself and help his self-confidence. He was unsure if TIC would help him but was willing to try.

Through coaching questions and exploration, Joel began to have ideas and thoughts about what he wanted to achieve. He was able to find key points for himself to take away from the sessions which would help him move towards his goal.

"Doing the Trauma informed coaching session has given me more confidence to have a voice. Thank you Rebuild"

Some other news from the year;



In 2023, we took part in the Ethical Atelier at the Museum of Making. Lesley, our CEO took part in a panel discussing ethical and fast fashion. Exploitation in the garment industry is a significant problem and has a devastating impact both on humans and the environment.

Throughout the year the team have had opportunities to speak to students about Human Trafficking and Modern Slavery and how it impacts communities. Along with being a host employer for the DRIVEN internship programme





In 2023, we won the Voluntary, Community Social Enterprise Award at the Community Action and Derby Homes Awards ceremony. The whole team got to go along and celebrate together!

Public Benefit

Rebuild exists to support individuals and families who have experienced Human Trafficking and Modern slavery to break the cycle of trafficking. This brings benefit to the wider public through supporting individuals who have had these experiences to integrate into their local community. Rebuild East Midlands is an active member of the local Modern Slavery Strategic Partnership, which develops the local response to Modern Slavery both for victims and survivors.

Our achievements in the past year, as detailed above, reflect the specific benefits we have created. The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.

Plans for the next 12 months

In April 2023, we were successful in securing National Lottery Reaching Communities funding for 4 years, this has allowed us to grow our support delivery team and consolidate our delivery.

This has also created the opportunity for us to begin to focus on;

- Scoping out other areas in the region where we could deliver our support
- Developing our therapeutic provision
- Strengthening partnerships

Fundraising and Income

During the last year we have had several individuals donate towards the work of Rebuild East Midlands through regular giving. We also ran our #DenimDecember campaign in December, which encouraged individuals to fundraise for the work of Rebuild East Midlands by wearing denim and raising awareness of exploitation in the garment industry. We are so grateful to everyone in the community who got involved in this fundraising initiative.

We have been able to access a number of small and large grants this year that have helped us to continue to support individuals to rebuild their lives after Human Trafficking and Modern Slavery.

We want to thank the following grant makers for their awards made in 2021 - 2022 that contributed to service delivery in 2022 – 2023;

Lloyds Foundation	**£25,000**
The Foyle Foundation	**£5000**
The Asda Foundation	**£900**
Julia and Hans Trust	**£2700**

In addition we want to thank the following grant makers for their awards made in 2022-2023;

The Swire Trust	**£10,000**
RRAF	**£20,000**
ACTS Trust	**£4000**
Screwfix Foundation	**£500**
Trusthouse Trust	**£9375**
Evan Cornish Foundation	**£3500**
The Coop Dividend Fund	**£1500**
Morrisons Foundation	**£12,400**
Erewash Voluntary Action	**£5000**

These grants have allowed us to continue to establish and solidify our work as well as allowing us to grow and develop our support delivery project, and the organisation as a whole. As a small charity, funders who recognise the value of small are vital to our survival.

Structure, Governance and Management

Rebuild East Midlands is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission on 15th February 2019, registration number 112059. The organisation is governed by its constitution last amended on the 7th May 2021. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to the CEO.

During 2022-2023, we recruited no new trustees, and 1 trustee retired from their role. Therefore, we currently have 6 trustees who have a range of skills and experience to lead the governance of the organisation. Our Chair of Trustees is a recognised Human Trafficking expert who worked with the National Crime Agency when the National Referral Mechanism (NRM) was developed, and consulted for the UN on Human Trafficking and Modern Slavery. Our Treasurer comes with extensive financial experience both in the corporate and charity sector. Other skills and experience include HR specialism, extensive charity experience, and experience working with corporate companies in supply chains.

All trustees give their time voluntarily and receive no remuneration or other benefits.

Financial Review

The results for the year show net payments of £8,669 of which £3,553 relates to unrestricted funds and £5,116 relates to restricted funds. The net payments have reduced the balance at bank from £53,661 at the beginning of the year to £44,992 as at 31 March 2023.

Reserves Statement

The trustees consider that the charity's unrestricted cash funds should represent a minimum of 3 months' unrestricted expenditure which equates to between £30,000 - £60,000 for Rebuild East Midlands depending on budgeted expenditure. On 31st March 2023, the unrestricted funds amounted to £34,410 which the Trustees consider to be adequate. The trustees review the amount of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations on a regular basis. The trustees have assessed future income streams and consider that sufficient funding has been secured to ensure that the charity can continue to operate as a going concern for a period in excess of 12 months

Trustees' Annual Report for the year ended 31 March 2023

Reference and Administrative Details

Charity name	Rebuild East Midlands CIO
Other name the charity uses	Rebuild Project
Registered charity number	1182059
Address of principal office	PO Box 8424 Derby DE1 9GH

The trustees who served the charity during the period were as follows:

Michael Hand – Chair

Andrew Richard Jackson

Cheryl Stevens

Alex Mayes

Lisa Marriott

Samantha Griffiths

Coral Banks – retired 27.4.23

Name of chief executive

Lesley Gladwell CEO

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s) 

Full name(s) Michael Hand

Position (e.g. Secretary, Chair, etc) Chair of Trustees

Date 02.11.2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF REBUILD EAST MIDLANDS CIO

Independent examiner's report to the trustees of Rebuild East Midlands CIO
I report to the charity trustees on my examination of the accounts of Rebuild East Midlands CIO for the year ended 31 March 2023.

Responsibilities and basis of report
As the charity's trustees 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 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement
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 Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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.

Johnson Tidsall Limited
Chartered Accountants
81 Burton Road
Derby
Derbyshire
DE1 1TJ

Date: 9/11/2023

REBUILD EAST MIDLANDS CIO (Charity Commission number 1182059)

RECEIPTS AND PAYMENTS ACCOUNTS
YEAR 1 APRIL 2022 TO 31 MARCH 2023

	Unrestricted funds £	Restricted funds £	2023 total funds £	2022 total funds £
RECEIPTS				
Donations	7,423	-	7,423	8,039
Fundraising Income	7,191	-	7,191	7,918
Grants	62,750	31,775	94,525	53,700
Gift aid	2,481	-	2,481	3,263
Other Income - MAAP Panel	1,450	-	1,450	2,175
Interest received	77	-	77	-
TOTAL RECEIPTS	81,372	31,775	113,147	75,095
PAYMENTS				
Staff salaries	68,639	24,386	93,025	88,338
Pensions	5,006	1,000	6,006	5,965
Staff training and support	2,078	296	2,374	4,883
Staff travel and expenses	291	258	549	1,059
Recruitment costs	1,327	-	1,327	-
Volunteer training and expenses	483	179	662	95
Clinical supervision	540	-	540	500
Grant underspend refunded	-	-	-	475
Groups and activities	132	1,150	1,282	1,302
Client fund and subsistence	-	13	13	765
Office accomodation and utilities	1,160	5,211	6,371	6,225
Room hire	-	336	336	425
Insurance	293	569	862	933
Telephone	1,455	380	1,835	1,452
Stationery	332	59	391	697
IT costs	607	185	792	1,003
Design and marketing	31	169	200	105
Financial support	582	1,574	2,156	1,350
Subscriptions	170	281	451	538
Client discretionary fund	389	138	527	-
Translation costs	360	199	559	-
Sundries	321	23	344	322
SUBTOTAL	84,196	36,406	120,602	116,432
ASSET PURCHASES				
IT equipment	-	379	379	-
Office equipment	697	106	803	406
Activity equipment	-	-	-	446
Telephone equipment	32	-	32	-
SUBTOTAL	729	485	1,214	852
NET RECEIPTS /(PAYMENTS)	**(3,553)**	**(5,116)**	**(8,669)**	**(42,189)**
CASH FUNDS LAST PERIOD END	**37,963**	**15,698**	**53,661**	**95,850**
CASH FUNDS THIS YEAR END	**34,410**	**10,582**	**44,992**	**53,661**

REBUILD EAST MIDLANDS CIO (Charity Commission number 1182059)

STATEMENT OF ASSETS AND LIABILITIES
AS AT 31 MARCH 2023

	Unrestricted funds £	Restricted funds £	2023 total funds £	2022 total funds £
CASH FUNDS				
CAF bank account	34,410	10,582	44,992	53,661
TOTAL CASH FUNDS	34,410	10,582	44,992	53,661
OTHER MONETARY ASSETS				
Lease deposit	1,440	-	1,440	1,440
ASSETS RETAINED FOR THE CHARITY'S OWN USE (cost)				
Computer equipment	-	-	-	-
Office equipment	-	-	-	203
Activity equipment	-	-	-	223
Telephone Equipment	-	-	-	-
	-	-	-	426
LIABILITIES				
HMRC:PAYE	2,170	-	2,170	542
Independent examination fee	1,050	-	1,050	900
	3,220	-	3,220	1,442

Signed by nominated trustee
on behalf of all the trustees

..... **Date** 31/10/2023

Michael Hand - Chairman

1 **Restricted funds**

Movement on restricted funds during the period was as follows:

	Balance at 01.04.22	Income	Expenditure	Balance at 31.03.23
Police Commissioners (PCC) Grant	15			15
Big Give	109		(98)	11
Albert Hunt Trust	18			18
Foyle Foundation	5,000		(4,996)	4
Julia and Hans Trust	2,700		(2,700)	-
Big Give 2022	7,856		(7,854)	2
Trusthouse Trust		9,375	(8,547)	828
Evan Cornish Foundation		3,500		3,500
The Co-Op Dividend Fund		1,500	(305)	1,195
Morrisons Foundation		12,400	(12,391)	9
Erewash Voluntary Action MH Grant		5,000		5,000
	15,698	31,775	(36,891)	10,582

REBUILD EAST MIDLANDS

England & Wales - Charity number 1182059

Accounts

Rebuild East Midlands CIO

Trustees Annual Report & Unaudited Receipts and Payments Accounts

Year Ended March 31st 2022

Rebuilding Hope • Rebuilding Lives • Rebuilding Futures

Empowering people to live free from exploitation and slavery

Rebuild East Midlands is a registered charitable incorporated organisation (CIO) 1182059 in England.

Rebuild East Midlands CIO

Note from the Chair for the year ended 31 March 2022

The last 12 months has been another extraordinary time, one of recovering from the challenges and restrictions of Covid, social distancing and working remotely, to re-engaging with the people and families that we support on a one-to-one basis as well as our strategic partners – be they local, regional or national government and agencies.

The team has supported over 21 individual adults from 11 families, and 24 children from within those families. Rebuild is providing support to those individuals who have been subject to exploitation to recover from their experiences; being a partner and friend during their journey to a new and fruitful future.

The Board of Trustees and I are immensely proud of the dedication, kindness and professionalism displayed by the team under the leadership of the CEO during these difficult 12 months.

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Rebuild East Midlands CIO

Trustees Annual Report for the year ended 31 March 2022

Introduction

About Rebuild East Midlands

Rebuild East Midlands exists to break the cycle of exploitation experienced through Human Trafficking and Modern Slavery (HT&MS), empowering individuals to rebuild their lives and embrace a hope filled future. We do this by providing on-going long-term support to individuals in Derby and Derbyshire. Our overall aim is to see people living free from the impact of exploitation they have experienced through HT&MS.

Our key outcomes for support are:

- By the end of support individuals are no longer at risk of being re-exploited.
- Individuals are recovering from the ongoing impact of the trauma of their experiences.
- Individuals enter employment, training or education.
- Individuals are in stable accommodation.

Recovering from the impact of exploitation can be a lengthy process as individuals often face a wide range of barriers moving forward with their lives. Common barriers include:

- Lack of ID/difficulties accessing ID
- Inability to open bank accounts
- Ongoing legal issues i.e. asylum/DL application, compensation, family law, criminal proceedings
- Accessing training/education or employment
- Little or no English
- Cultural barriers preventing individuals accessing support
- Anxiety/Depression which may cause individuals to have 'bad days' or miss appointments who may then be seen as unreliable
- Lack of trust in services
- Lack of motivation and planning for the future
- Ongoing Emotional/Physical/Mental Health impact of exploitation
- The need to obtain stable finances/ the ability to manage living on very little
- Securing accommodation
- Isolation with little knowledge of the area or of their rights

Introduction - continued



We work in collaboration with our beneficiaries, so they don't have to overcome these barriers alone, and have a community of support beside them. We believe this leads to resilient individuals and families, which in turn builds resilient communities. Our support involves a number of different engagement points linking to our staff team and others, this includes 1-to-1 Support work, group activities (sewing, IT, well-being), and Trauma Informed Coaching. These all help build resilience, reduce isolation and increase their desire to be reintegrated into their community and into society in general.

Operations and Achievements during 2021 - 2022

Since January 2020, our referral criteria has expanded; we take referrals for individuals aged 17 and over, who have been referred into the National Referral Mechanism (NRM). We also accept referrals through alternative routes including (community organisations, health settings, and Local Authority), as well as a small number of referrals for adults who are at risk of exploitation through Human Trafficking and Modern Slavery who are living in the community. As a long term support provider, the impact we are hoping to make takes longer to achieve. Therefore, viewing our outcomes over a longer period of time provides a better picture of our support.

With this in mind, since we began taking referrals in November 2018, we have supported 34 adults and their children (39 children), of these 34 adults we can say the following:

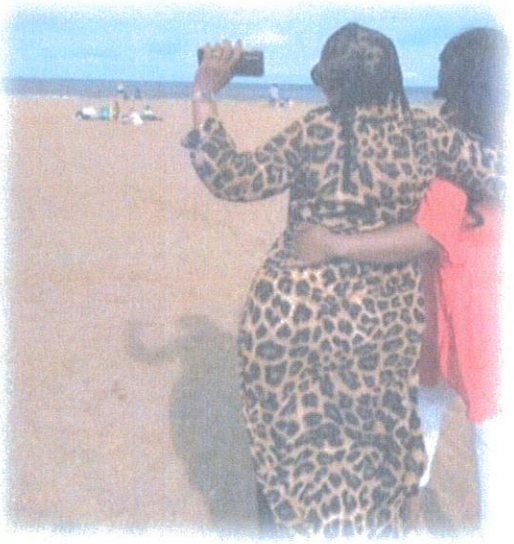
- 26 were females and 8 were males
- In 2021–2022 we have supported 21 adults the other 13 adults have graduated support
- In 2021–2022 no-one we supported ended up homeless, destitute or re-trafficked while being supported
- Overall, we have supported 13 adults into stable long term accommodation; 9 of these were family units
  - *6 of these were in 2021–2022*
  - *of this number, none have become homeless or destitute since entering accommodation*
- we have supported 9 adults into stable employment; 6 of these adults came off benefits either in part or entirely due to this employment
  - *3 of these were in 2021–2022*
  - *of this number 0% have become unemployed in the 6 months post entering employment*
- In 2021–2022 we supported 1 individual to start a health degree at University

Rebuild East Midlands CIO

Trustees Annual Report for the year ended 31 March 2022

- For 14 of the individuals we supported in 2021–2022, one of the most pressing needs they faced was immigration
  - 6 of these individuals received leave to remain during 2021–2022 – we supported all 6 to apply for bank accounts, benefits and housing
- We ran baby sense groups, wellbeing cafes, sewing groups, craft sessions and even took a trip to the beach
- Currently the average length of our support is 17 months

"I would like to take this opportunity and say thank you all at Rebuild for the support you have given me from when I first arrived in Derby. You also helped me to settle and get proper accommodation, as well as my first job in the UK. This has made a huge change in my life. I have been through a lot, and am still trying to move on with life, though it's sometimes difficult, but with the help I got from Rebuild I am looking forward to a brighter future." Beneficiary



Our main focus as Rebuild East Midlands is to address the gap in support during the recovery period for those rebuilding their lives after exploitation. However, through our partnerships and community building we also aim to raise general awareness of the issues of HT&MS in the city and county and through training and awareness sessions, specifically to help other professionals understand the barriers and challenges individuals face in rebuilding their lives after HT&MS. We hope this will further help to change the long term outcomes for more people by addressing barriers earlier on.

Public Benefit

Rebuild exists to support individuals and families who have experienced Human Trafficking and Modern slavery to break the cycle of trafficking. This brings benefit to the wider public through supporting individuals who have had these experiences to integrate into their local community. Rebuild East Midlands is an active member of the local Modern Slavery Strategic Partnership, which develops the local response to Modern Slavery both for victims and survivors.

Our achievements in the past year, as detailed above, reflect the specific benefits we have created. The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.

Rebuild East Midlands CIO

Trustees Annual Report for the year ended 31 March 2022

Plans for the next 12 months

Much of our delivery plan for the next 12 months is consolidating our current support to help bring about change for those that have faced exploitation and trauma. Our support falls under three main categories:

- One to one support
- Wellbeing groups and activities
- Trauma Informed Coaching

We hope to be able to continue to build our referral pathways, to be able to support more people in the year ahead. Along with this we will be developing our new Trauma Informed Coaching project, which is an exciting new initiative that we have begun to pilot.

Fundraising and Income

During the last year we have had several individuals donate towards the work of Rebuild East Midlands through our Rebuilder campaign, which encourages individuals to sign up to give on a regular basis to the work of the charity. We also participated in the Big Give Christmas Challenge in December 2021, which helped us raise approximately £10,000 through crowdfunding, this has helped towards our new TIC project. We were very grateful to The Julia and Hans Trust for being our match funder in this venture.

We have been able to access a number of small and large grants this year that have helped us to continue to support individuals to rebuild their lives after Human Trafficking and Modern Slavery.

We want to thank the following grant makers for their awards made in 2020 - 2021 that contributed to service delivery in 2021 – 2022;

Lloyds Foundation	**£25,000**
Foundation Derbyshire	**£2,000**
Awards for All	**£9,500**
The Office of the Police and Crime Commissioner	**£24,500**
People's Postcode Lottery	**£18,160**
p27 Trust	**£15,000**

In addition we want to thank the following grant makers for their awards received in 2021-2022;

Lloyds Foundation	**£30,000**
The Albert Hunt Trust	**£3,000**
The Foyle Foundation	**£5,000**
Derby Recovery Fund	**£6,000**
The Asda Foundation	**£900**
Cumberland Trust	**£100**
ACTS Trust	**£6,000**
Julia and Hans Trust	**£2,700**

Fundraising and Income - continued

These grants have allowed us to continue to establish and solidify our work as well as allowing us to grow and develop our support delivery project, and the organisation as a whole. As a small charity, funders who recognise the value of small are vital to our survival.

Structure, Governance and Management

Rebuild East Midlands is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission on 15th February 2019, registration number 112059. The organisation is governed by its constitution last amended on the 7th May 2021. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to the CEO.

During 2021-2022, we recruited 1 new trustee, and 1 trustee stepped down. Therefore, we currently have 7 trustees who have a range of skills and experience to lead the governance of the organisation. Our Chair of Trustees is a recognised Human Trafficking expert who worked with the National Crime Agency when the National Referral Mechanism (NRM) was developed, and consulted for the UN on Human Trafficking and Modern Slavery. Our Treasurer comes with extensive financial experience both in the corporate and charity sector. Other skills and experience include direct experience of exploitation as a parent, an HR specialist, a Communications and Marketing specialist, a trustee with extensive charity experience, and a trustee with experience working with corporate companies in supply chains. In 2019, we had a 75% male board however after actively seeking to redress that imbalance we now have a 57% female board, which is more representative of those we support.

Financial Review

The results for the year show net payments of £42,189 of which £10,901 relates to unrestricted funds and £31,288 relates to restricted funds. The net payments have reduced the balance at bank from £95,850 at the beginning of the year to £53,661 as at 31 March 2022.

Reserves Policy

The trustees consider that the charity's unrestricted cash funds should represent around 3-6 months unrestricted expenditure which equates to between £18,625 and £37,250, based on budgeted figures for the year ended March 2023. On 31 March 2022 the unrestricted funds amounted to £37,963 which the Trustees consider to be in line with the reserves policy. The trustees review the amount of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations on a regular basis.

The trustees have assessed the impact of COVID-19 on future income streams and consider that sufficient funding has been secured to ensure that the charity can continue to operate as a going concern for a period in excess of 12 months.

Rebuild East Midlands CIO

Trustees Annual Report for the year ended 31 March 2022

Reference and Administrative Details

Charity name	Rebuild East Midlands CIO
Other name the charity uses	Rebuild Project
Registered charity number	1182059
Address of principal office	PO Box 8424
	Derby
	DE1 9GH

The trustees who served the charity during the period were as follows:

Michael Hand – Chair

Andrew Richard Jackson

Colin Grant Smith – Treasurer retired 1 February 2022

Sam Griffiths – Treasurer appointed 1 February 2022

Cheryl Stevens

Alex Mayes

Lisa Marriott

Coral Banks

Name of chief executive

Lesley Gladwell CEO

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	M Hand	
Full name(s)	Michael Hand	
Position (e.g. Secretary, Chair, etc)	Chair of Trustees	
Date	21.11.22	

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF REBUILD EAST MIDLANDS CIO

Independent examiner's report to the trustees of Rebuild East Midlands CIO
I report to the charity trustees on my examination of the accounts of Rebuild East Midlands CIO for the period ended 31 March 2022.

Responsibilities and basis of report
As the charity's trustees 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 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement
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 Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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.

Johnson Tidsall Limited
Chartered Accountants
81 Burton Road
Derby
Derbyshire
DE1 1TJ

Date: 20/12/2022

REBUILD EAST MIDLANDS CIO (Charity Commission number 1182059)

RECEIPTS AND PAYMENTS ACCOUNTS
YEAR 1 APRIL 2021 TO 31 MARCH 2022

	Unrestricted funds £	Restricted funds £	2022 total funds £	2021 total funds £
RECEIPTS				
Donations	8,039	-	8,039	11,953
Fundraising Income	62	7,856	7,918	10,084
Grants	37,000	16,700	53,700	111,315
Gift aid	3,263	-	3,263	2,284
Other Income - MAAP Panel	2,175	-	2,175	2,030
TOTAL RECEIPTS	50,539	24,556	75,095	137,666
PAYMENTS				
Staff salaries	43,994	44,344	88,338	60,971
Pensions	2,781	3,184	5,965	3,855
Staff training and support	1,659	3,224	4,883	1,854
Staff travel and expenses	859	200	1,059	120
Recruitment costs	-	-	-	200
Volunteer training and expenses	-	95	95	273
Clinical supervision	500		500	320
Grant underspend refunded	-	475	475	-
Groups and activities	557	745	1,302	-
Connect Session support	-	-	-	818
Client fund and subsistence	765	-	765	1,319
Office accomodation and utilities	3,850	2,375	6,225	6,270
Room hire	425	-	425	120
Insurance	933	-	933	1,083
Telephone	898	554	1,452	1,189
Stationery	432	265	697	293
IT costs	620	383	1,003	906
Design and marketing	105	-	105	-
Financial support	1,350	-	1,350	1,409
Subscriptions	538	-	538	-
Sundries	322	-	322	87
SUBTOTAL	60,588	55,844	116,432	81,087
ASSET PURCHASES				
IT equipment	-	-	-	2,675
Office equipment	406	-	406	214
Activity equipment	446	-	446	-
Telephone equipment	-	-	-	139
SUBTOTAL	852	-	852	3,028
NET RECEIPTS /(PAYMENTS)	**(10,901)**	**(31,288)**	**(42,189)**	**53,551**
CASH FUNDS LAST PERIOD END	**48,864**	**46,986**	**95,850**	**42,299**
CASH FUNDS THIS YEAR END	**37,963**	**15,698**	**53,661**	**95,850**

REBUILD EAST MIDLANDS CIO (Charity Commission number 1182059)

STATEMENT OF ASSETS AND LIABILITIES
AS AT 31 MARCH 2022

	Unrestricted funds £	Restricted funds £	2022 total funds £	2021 total funds £
CASH FUNDS				
CAF bank account	37,963	15,698	53,661	95,850
TOTAL CASH FUNDS	37,963	15,698	53,661	95,850
OTHER MONETARY ASSETS				
Lease deposit	1,440	-	1,440	1,440
ASSETS RETAINED FOR THE CHARITY'S OWN USE (cost)				
Computer equipment	-	-	-	1,379
Office equipment	203	-	203	146
Activity equipment	223	-	223	-
Telephone Equipment	-	-	-	84
	426	-	426	1,609
LIABILITIES				
HMRC:PAYE	542	-	542	462
Independent examination fee	900	-	900	900
	1,442	-	1,442	1,362

Signed by nominated trustee
on behalf of all the trustees

..... **Date** 21.11.22

Michael Hand - Chairman

1 **Restricted funds**

Movement on restricted funds during the period was as follows:

	Balance at 01.04.21	Income	Expenditure	Balance at 31.03.22
Foundation Derbyshire	750	-	(750)	-
Awards 4 All	745	-	(745)	-
Police Commissioners (PCC) Grant	10,958	-	(10,943)	15
P27 Trust Grant	10,629	-	(10,629)	-
Peoples Postcode Trust	14,815	-	(14,815)	-
Big Give	9,089	-	(8,980)	109
Derby Recovery Grant		6,000	(6,000)	-
Albert Hunt Trust		3,000	(2,982)	18
Foyle Foundation		5,000	-	5,000
Julia and Hans Trust		2,700	-	2,700
Big Give 2022		7,856	-	7,856
	46,986	24,556	(55,844)	15,698

REBUILD EAST MIDLANDS

England & Wales - Charity number 1182059

Accounts

REBUILD

Trustee Annual Report & Unaudited Receipts and Payments Accounts

Year Ended March 31st 2021

Rebuilding Hope • Rebuilding Lives • Rebuilding Communities

For survivors of human trafficking and modern day slavery

Note from the Chair

The past 12 months has seen the team at Rebuild rise to cope with some unique challenges due to the COVID-19 pandemic. During lock down they have continued to provide support to 20 individuals and their families never allowing them to feel isolated and keeping their welfare and wellbeing in focus. From welfare packages, children's presents at Christmas and bespoke activities they never stinted in their support for the individuals and their families. The achievements listed in this report show what a dedicated, committed and well led team can achieve no matter the challenges.

On behalf of all the Trustees I would like to put on record our thanks and admiration for their hard work and dedication.

Mike Hand

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Report of the Trustees

Objectives and Activities

In 2019, there were an estimated 40+ million people living in slavery across the globe. Research carried out by Anti-Slavery International found that 34% of those found or rescued were re-trafficked or re-exploited. We believe that long term support can be vital in assisting individuals & families to connect to a community or support network that can considerably reduce the risk of being re-trafficked. Support to transition from safe house or asylum accommodation is often inconsistent and limited in its capacity. Rebuild East Midlands seeks to provide long term support that is needs led and developed in partnership with the individual.

Rebuild project was initially started as part of a one-off set of pilot projects for Local Authorities across England to provide transition and aftercare support to individuals who had experienced human trafficking and modern slavery. The pilot was for an 18-month period from July 2018 – January 2020, during this period Rebuild project was governed by Jacobs Well, Derby a charity who incubate projects while they establish as their own charitable entity. In February 2019, Rebuild East Midlands was established to take on the work of Rebuild Project and grow the work that had begun.

Rebuild East Midlands was established to relieve the needs of people in the United Kingdom, in particular those in the East Midlands, who are at risk of or who have been subject to modern slavery or human trafficking, through the provision of advice, advocacy and counselling, and other activities as the trustees deem fit, to enable individuals to rebuild their lives and become independent individuals and members of society.

Mission Statement:

We exist to support individuals and families who have experienced Human Trafficking and Modern slavery to break the cycle of trafficking, empowering them to rebuild their lives and embrace a hope filled future.

Vision Statement:

Rebuild advocates an approach that seeks to understand the impact of trauma individuals may have experienced while providing long term support to individuals and their families, that is tailored to their needs and future focussed.

Achievements and Performance during 2020 – 2021

Operations

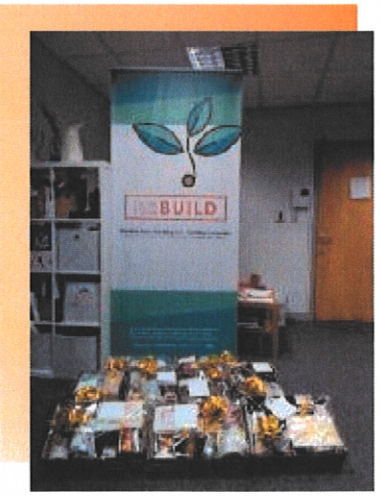
We work with individuals who are over 18 who have been identified as victims of modern slavery through the National Referral Mechanism framework (NRM). As a charity we take a future focussed approach to providing long term support that is needs led, and which supports individuals to work towards long term goals that support connection to their local community. We have a small staff team with a CEO, an operations manager, a community engagement & volunteer coordinator and two outreach caseworkers. To compliment the staff team we have a small cohort of trained volunteers who support all aspects of our support. In the last year, we have recruited 6 new volunteers, 3 to the project work and 3 to the board of trustees.

During 2020 – 2021, we have continued to provide support provision in the form of one-to-one casework which, for the majority of the year this has been phone and online support, with face to face when restrictions allowed. One-to-one support is directed on each individual's support plan that gives a focus to their support. This support often includes advocacy, practical assistance, accompanying them to appointments and signposting to community support. We have worked hard to ensure individuals who we support have felt connected, while working in a COVID-19 safe and secure manner. Over the past 12 months we have supported over 20 individuals plus 21 children in family units, amounting to over 400 hours of direct support.



Throughout the initial lockdown we sent regular care packages to the individuals and families we supported to help reduce the impact of isolation and boredom, while trying to support positive mental health. We lent out our sewing machines and created tutorials for making items of clothing. We also created games and videos for people to do in their own time.

Between September 2020 – June 2021, we provided over 190 food parcels to individuals and families who were struggling with food insecurity as a result of the pandemic. These were a lifeline to many at a very difficult time. We were also able to supply 19 children with sacks of presents at Christmas time through the DCM Christmas present project. Parents told us that not having to worry about purchasing Christmas presents meant they could buy food for Christmas day instead.



In the last 12 months we celebrate:

- 4 individuals entering part time employment
- 4 individuals moving into stable housing
- 1 individual being successful in a compensation claim
- 1 individual starting a university entry course
- A number of individuals beginning college courses
- Being able to deliver 1:1 wellbeing sessions through lockdown via the phone

Public Benefit

Rebuild exists to support individuals and families who have experienced Human Trafficking and Modern slavery to break the cycle of trafficking. This brings benefit to the wider public through supporting individuals who have had these experiences to integrate into their local community. Rebuild East Midlands is an active member of the local Modern Slavery Strategic Partnership, which develops the local response to Modern Slavery both for victims and survivors. During 2020 – 2021, due to COVID-19 restrictions and the various lockdowns, the partnership met less regularly and online however has continued its efforts to prevent, pursue and protect communities and individuals from Human Trafficking and Modern Slavery.

Our achievements in the past year, as detailed above, reflect the specific benefits we have created. The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.

Plans for the next 12 months

Several of the grants we have received this year will allow us to further our objectives locally and both establish our current support and develop our work in the community and with volunteers. COVID-19 has placed several restrictions on how we were able to provide support, however the charity has been innovative and flexible in ensuring those it works with, continue to feel supported during this time and in the coming months. In the year ahead we are developing a Trauma Informed Coaching project, along with a project focussed on wellbeing and recovery. We hope these will be timely as we recover from the impact of COVID-19.

Fundraising and Income

During the year we have had several individuals donate towards the work of Rebuild East Midlands through our Rebuilder campaign, which encourages individuals to sign up to give on a regular basis to the work of the charity. We also participated in the Big Give Christmas Challenge in December 2020, which helped us raise approximately £10,000 through crowdfunding. We were very grateful to The Human Rights Fund for being our match funder in this venture.



We were also very grateful to a number of individuals who donated specifically to our client destitution fund this year. This fund allows us to purchase essential home items when individuals

move into permanent accommodation, as well as allowing us to help individuals with emergency food or travel needs.

We have been able to access several small and large grants this year that have helped us to continue to grow our support provision, as well as developing our volunteering opportunities. We want to thank the **ACTS Trust, Foundation Derbyshire, The Allen Lane Foundation, The Police and Crime Commissioner fund, Western Power, Awards for All, Postcode Lottery, DCMS, The Lloyds Foundation** and **The P27 trust** for their support this year. These grants will allow us to establish and solidify our work as well as allowing us to grow and develop in the next 12 months.

Financial Review

The results for the year show net receipts of £53,551 of which £32,984 relates to unrestricted funds and £20,567 relates to restricted funds. The net receipts are represented by the balance at bank of £95,850.

Reserves policy

The trustees consider that the charity's unrestricted cash funds should represent around 3 – 6 months' unrestricted expenditure which equates to between £31,355 and £69,095, based on budgeted figures for the year ended 31st March 2022. On 31st March 2021 the unrestricted funds amounted to £48,864 which the Trustees consider to be adequate. The trustees review the amount of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations on a regular basis.

The trustees have assessed the impact of COVID-19 on future income streams and consider that sufficient funding has been secured to ensure that the charity can continue to operate as a going concern for a period in excess of 12 months.

Structure, Governance and Management

Rebuild East Midlands is a Charitable Incorporated Organisation (CIO). Registered with the Charity Commission on 15th February 2019, registration number, 112059. The organisation is governed by its constitution last amended on the 7th May 2021. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to the CEO. Rebuild East Midlands seeks to appoint Trustees who have a wide range of appropriate skills and knowledge that will allow them to govern and grow the Charity successfully. During 2021, we have recruited 3 new trustees to build the skills on the board. The appointed individuals must fit within the given 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 or other benefits. The treasurer is related to one of the employees and absents himself from any discussion related to salaries or discussions that would affect the financial situation of his relation e.g. salary, pensions, maternity leave/pay etc.

Reference and Administrative Details

Charity name	Rebuild East Midlands CIO
Other name the charity uses	Rebuild Project
Registered charity number	1182059
Address of principal office	PO Box 8424
	Derby
	DE1 9GH

The trustees who served the charity during the period were as follows:

Michael Hand – Chair

Andrew Richard Jackson

Colin Grant Smith

Cheryl Stevens

Alex Mayes – appointed 24th September 2020

Lisa Marriott – appointed 19th November 2020

Coral Banks – appointed 14th January 2021

Name of chief executive

Lesley Gladwell CEO

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	M Hand	
Full name(s)	Michael Hand	MICHAEL HAND
Position (e.g. Secretary, Chair, etc)	Chair of Trustees	

Date	30.08.2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF REBUILD EAST MIDLANDS CIO

Independent examiner's report to the trustees of Rebuild East Midlands CIO
I report to the charity trustees on my examination of the accounts of Rebuild East Midlands CIO for the period ended 31 March 2021.

Responsibilities and basis of report
As the charity's trustees 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 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement
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 Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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.

Johnson Tidsall Limited
Chartered Accountants
81 Burton Road
Derby
Derbyshire
DE1 1TJ

Date: 5.10.21

REBUILD EAST MIDLANDS CIO (Charity Commission number 1182059)

RECEIPTS AND PAYMENTS ACCOUNTS
YEAR 1 APRIL 2020 TO 31 MARCH 2021

	Unrestricted funds £	Restricted funds £	2021 total funds £	2020 total funds £
RECEIPTS				
Donations	10,983	970	11,953	3,037
Donations Jacob's Well (Derby)	-	-	-	15,192
Fundraising Income	1,966	8,118	10,084	-
Grants	22,750	88,565	111,315	31,500
Local Authority funding	-	-	-	26,246
Transfer from Derby City Council	-	-	-	12,005
Gift aid	2,284	-	2,284	278
Other Income - MAAP Panel	2,030	-	2,030	-
TOTAL RECEIPTS	40,013	97,653	137,666	88,258
PAYMENTS				
Staff salaries	-	60,971	60,971	31,326
Pensions	849	3,006	3,855	1,651
Staff training and support	64	1,790	1,854	203
Staff travel and expenses	17	103	120	544
Recruitment costs	200	-	200	275
Volunteer training and expenses	41	232	273	278
Clinical supervision	-	320	320	80
Connect Session support	153	665	818	1,418
Client fund and subsistence	119	1,200	1,319	464
Office accomodation and utilities	550	5,720	6,270	6,789
Room hire	120	-	120	312
Insurance	1,083	-	1,083	933
Telephone	771	418	1,189	473
Stationery	283	10	293	179
IT costs	434	472	906	440
Design and marketing	-	-	-	160
Financial support	1,409	-	1,409	205
Sundries	87	-	87	34
SUBTOTAL	6,180	74,907	81,087	45,764
ASSET PURCHASES				
IT equipment	496	2,179	2,675	87
Office equipment	214	-	214	78
Telephone equipment	139	-	139	30
SUBTOTAL	849	2,179	3,028	195
NET RECEIPTS /(PAYMENTS)	**32,984**	**20,567**	**53,551**	**42,299**
CASH FUNDS LAST PERIOD END	**15,880**	**26,419**	**42,299**	**-**
CASH FUNDS THIS YEAR END	**48,864**	**46,986**	**95,850**	**42,299**

REBUILD EAST MIDLANDS CIO (Charity Commission number 1182059)

STATEMENT OF ASSETS AND LIABILITIES
AS AT 31 MARCH 2021

	Unrestricted funds £	Restricted funds £	2021 total funds £	2020 total funds £
CASH FUNDS				
CAF bank account	48,864	46,986	95,850	42,299
TOTAL CASH FUNDS	48,864	46,986	95,850	42,299
OTHER MONETARY ASSETS				
Lease deposit	1,440	-	1,440	1,440
ASSETS RETAINED FOR THE CHARITY'S OWN USE (cost)				
Computer equipment	291	1,088	1,379	1,070
Office equipment	146	-	146	386
Telephone Equipment	84	-	84	235
	521	1,088	1,609	1,691
LIABILITIES				
Independent examination fee	900	-	900	900

Signed by nominated trustee
on behalf of all the trustees

.....**Date**..25.9.2021

Michael Hand - Chairman