



**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

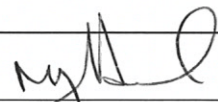

Name of chief executive

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	
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').

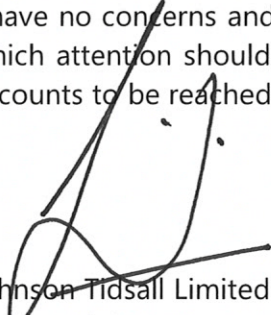
I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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



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 accommodation 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



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	<u>48,864</u>	<u>46,986</u>	<u>95,850</u>	<u>42,299</u>
OTHER MONETARY ASSETS				
Lease deposit	<u>1,440</u>	<u>-</u>	<u>1,440</u>	<u>1,440</u>
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
	<u>521</u>	<u>1,088</u>	<u>1,609</u>	<u>1,691</u>
LIABILITIES				
Independent examination fee	<u>900</u>	<u>-</u>	<u>900</u>	<u>900</u>

Signed by nominated trustee
on behalf of all the trustees

 Date 25.9.2021
Michael Hand - Chairman