



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 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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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

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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:

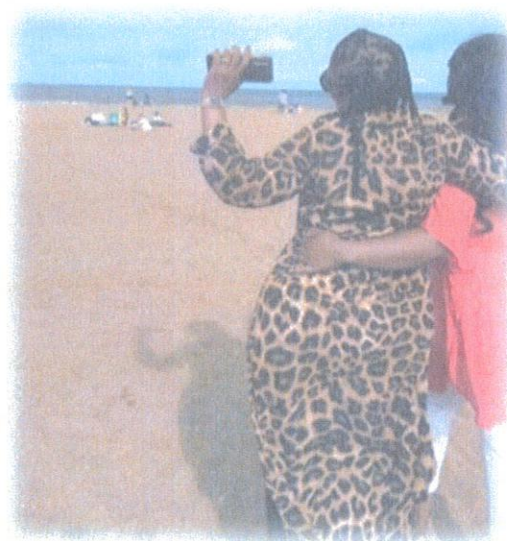
- 26 were females and 8 were males
- In 2021–2022 we have supported 21 adults the other 13 adults have graduated support
- In 2021–2022 no-one we supported ended up homeless, destitute or re-trafficked while being supported
- Overall, we have supported 13 adults into stable long term accommodation; 9 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

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- 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.

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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

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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.....

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



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	<u>37,963</u>	<u>15,698</u>	<u>53,661</u>	<u>95,850</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	-	-	-	1,379
Office equipment	203	-	203	146
Activity equipment	223	-	223	-
Telephone Equipment	<u>-</u>	<u>-</u>	<u>-</u>	<u>84</u>
	<u>426</u>	<u>-</u>	<u>426</u>	<u>1,609</u>
 LIABILITIES				
HMRC:PAYE	542	-	542	462
Independent examination fee	<u>900</u>	<u>-</u>	<u>900</u>	<u>900</u>
	<u>1,442</u>	<u>-</u>	<u>1,442</u>	<u>1,362</u>

Signed by nominated trustee
on behalf of all the trustees

Date

21.11.22

Michael Hand - Chairman



NOTES TO THE FINANCIAL STATEMENTS
YEAR 1 APRIL 2021 TO 31 MARCH 2022

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
	<u>46,986</u>	<u>24,556</u>	<u>(55,844)</u>	<u>15,698</u>