



Trustees' Annual Report & Accounts

Year Ended March 31st 2023

Rebuilding Hope • Rebuilding Lives • Rebuilding Futures
Empowering people to live free from exploitation and slavery



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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

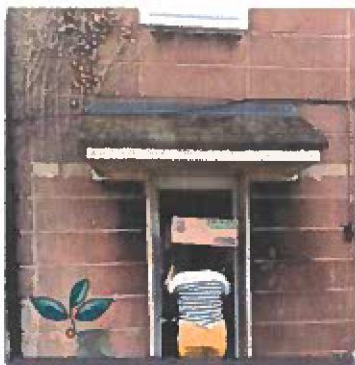
Rebuild East Midlands exists to break the cycle of exploitation experienced through Human Trafficking and Modern Slavery, empowering individuals to rebuild their lives and embrace a hope filled future. We do this by providing on-going long-term support to individuals in Derby and Derbyshire. We are the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

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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.

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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.

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"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.

Trustees' Annual Report for the year ended 31 March 2023

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

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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').

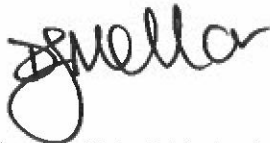
I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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


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



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	<u>34,410</u>	<u>10,582</u>	<u>44,992</u>	<u>53,661</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	-	-	-	-
Office equipment	-	-	-	203
Activity equipment	-	-	-	223
Telephone Equipment	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>426</u>
LIABILITIES				
HMRC:PAYE	2,170	-	2,170	542
Independent examination fee	<u>1,050</u>	<u>-</u>	<u>1,050</u>	<u>900</u>
	<u>3,220</u>	<u>-</u>	<u>3,220</u>	<u>1,442</u>

Signed by nominated trustee
on behalf of all the trustees

..... Date 31/10/2023

Michael Hand - Chairman



NOTES TO THE FINANCIAL STATEMENTS
YEAR 1 APRIL 2022 TO 31 MARCH 2023

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
	<u>15,698</u>	<u>31,775</u>	<u>(36,891)</u>	<u>10,582</u>