

ANTI SLAVERY INITIATIVE OXFORD

England & Wales · Charity number 1197842

Details

Other names ASIOX

Status Registered

Legal form CIO

Registered 2022-02-08

Register [View on the Charity Commission register](#)

Contact

Address Second Floor
1-4 The Plain
Oxford
OX4 1AS

Phone 07444480896

Email office@asiox.org

Website www.asiox.org

Activities

Objects: TO RELIEVE THE SUFFERING OF PERSONS WHO ARE IN NEED BY REASON OF HAVING BEEN OR WHO ARE AT RISK OF BECOMING A VICTIM OF HUMAN TRAFFICKING OR MODERN SLAVERY IN PARTICULAR BUT NOT LIMITED TO PROVIDING PRACTICAL SUPPORT AND ASSISTANCE TO SUCH PERSONS TO SUPPORT THEIR INTEGRATION INTO SOCIETY; AND RAISING AWARENESS OF THE SUBJECT OF HUMAN TRAFFICKING AND MODERN SLAVERY (IN PARTICULAR THE CONSEQUENCES FOR, AND NEEDS OF, VICTIMS).

Activities: The Object of the CIO is, for the public benefit, to relieve the suffering of persons who are in need by reason of having been or who are at risk of becoming a victim of human trafficking or modern slavery in particular but not limited to providing practical support and assistance to such persons to support their integration into society; and raising awareness of the subject.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Oxfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£48,838	£29,788	-	-
2024-03-31	£26,045	£3,215	-	-
2023-03-31	£25,047	£2,144	-	-

Trustees

Name	Role	Appointed
Adrian James Edwards		2024-03-26
Emile David Calfo		2022-11-15
Kate Nicola Duncan		2025-12-09
Rebecca Jackman		2025-03-24
Valerie Rogers Muigai		2025-12-09

ANTI SLAVERY INITIATIVE OXFORD

England & Wales - Charity number 1197842

Accounts

Charity Number: 1197842

ANTI SLAVERY INITIATIVE OXFORD

UNAUDITED FINANCIAL STATEMENTS

31 MARCH 2025

BL.

Ben Leach Associates
9 Shiregreen Lane
Sheffield
S5 6AA

Trustees' Annual Report for the period							
From	Period start date			To	Period end date		
		01	04		2024		31

Section A Reference and administration details

Charity name	ANTI SLAVERY INITIATIVE OXFORD		
Other names charity is known by	ASIOX		
Registered charity number (if any)	1197842		
Charity's principal address	SECOND FLOOR		
	1-4 THE PLAIN		
	OXFORD		
	Postcode	OX4 1AS	

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Suzanne Brockes-Smith		Resigned 28/02/2025	
2	Emile David Calfo	Chair		
3	Ruth Tilt		Resigned 31/03/2025	
4	Caroline Chelliah			
5	Adrian Edwards			
6	Rebecca Jackman		Appointed 24/03/2025	
7	Nicholas Hedges		Appointed 24/03/2025	
8	Samuel Ridgway		Appointed 24/03/2025	
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19				
20				

Names and addresses of advisers

Type of adviser	Name	Address
Accountant	Ben Leach Associates	9 Shiregreen Lane, Sheffield, S5 6AA

Name of chief executive or names of senior staff members

Suzanne Brockes-Smith, Executive Director

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	CIO constitution
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation (CIO)
Trustee selection methods (eg. appointed by, elected by)	Apart from the first Charity Trustees, unless the Charity Trustees decide otherwise every Charity Trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the Charity Trustees. In selecting individuals for appointment as Charity Trustees, the Charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO

Additional governance issues

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Summary of the objects of the charity set out in its governing document

The Object of the CIO is, for the public benefit, to relieve the suffering of persons who are in need by reason of having been or who are at risk of becoming a victim of human trafficking or modern slavery in particular but not limited to providing practical support and assistance to such persons to support their integration into society; and raising awareness of the subject of human trafficking and modern slavery (in particular the consequences for, and needs of, victims).

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The CIO is set up to achieve the relief of those in need (age, disability, illhealth, financial or other disadvantage) through:-

- providing services
- providing education/advocacy/advice/information

The CIO helps:-

- other defined groups - victims of human trafficking and modern slavery.
- the general public/mankind

The CIO operates in Oxfordshire, England, UK

Activities include:-

- Befriending Programme where volunteers who have been vetted by the Charity will act as a support for victims of human trafficking/modern slavery. Referrals may be received from local support agencies such as Victims First Specialist Service, Sanctuary Hosting, Refugee Resource, Asylum Welcome and any organisation directly supporting those who have been identified as victims of exploitation, modern slavery and human trafficking.
- Raising awareness of the general public on the issue of exploitation, equipping individuals to know the signs of exploitation and how they may be unwittingly complicit in exploitation of victims of human trafficking/modern slavery.
- Outreach initiatives in the local community by volunteers attending local soup kitchens, homeless shelters, workplaces (such as nail bars, car washes) to help educate, inform and identify anyone who might be vulnerable to exploitation or is already unknowingly being exploited.
- In the future, the Charity may establish workshops where beneficiaries are able to learn new skills or develop existing skills and build their confidence in order to reintegrate into society.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

A large, empty rectangular box with a thin black border, intended for providing additional details as mentioned in the text to the left. It occupies the right half of the page.

Chairman's Report, incorporating summary of the main achievements of the charity during the year

It is with pleasure and gratitude that I provide this annual report on ASIOX's mission to raise awareness and equip individuals in identifying human exploitation and to foster the restoration process of survivors. We have had a very significant year and I would like to give praise to the entire team of staff, volunteers and trustees for their ongoing commitment to the work we set out to do as a charity in 2022.

ASIOX continues to be uniquely positioned in Oxfordshire to meet some of the gaps in the provision of support to survivors. Through our work over the last 3 years, we have seen the benefit of providing an extra layer of care where statutory support ends or is not available due to the criteria for eligibility. The results include disruption of criminal activity, keeping survivors off the streets, enabling them to find new work and access training, rebuilding of self-confidence and worth and a reduction in the risk of mental health issues. Providing advocacy, information, guidance and support brings understanding and empowerment. We have received excellent feedback both from local organisations and from clients indicating the value of the service we have provided.

You may recall that this time last year, we had hired our first member of staff as Service Delivery Manager, on a part-time basis. I am pleased to say that not only has this been a success, we've also been able to make the position full-time. Moreover, and through the generosity of several grants making organisations (see Finances), we've hired an additional part-time member of staff to support the work. Finally, co-founder Sue Brockes-Smith stepped down from her role as trustee to assume the position of part-time Executive Director earlier this year. With Sue's experience and leadership, we've been able to deliver on several important projects (see Projects).

At the outset of this year, we decided to recruit new members to the trustee board bringing added skills and experience to the governance of the charity. With this, I am pleased to tell you that we have added Sam Ridgway, Nick Hedges and Rebecca Jackman to the board, all of whom provide fresh insights into our growth and direction. For several reasons, Ruth Tilt decided to step down as a trustee earlier this year, but I would like to thank her for the passion and commitment she devoted to ASIOX and am pleased to say that she remains involved.

Following much discussion and negotiation, we were able to secure funding from Oxfordshire County Council (OCC) to deliver a pilot programme specifically for Migrant Care Workers. Although the project did not commence until April this year, we are very pleased to have the support and confidence of OCC as well as from Buckinghamshire County Council to address the needs emanating from the recruitment and exploitation of migrant workers in the care sector.

In terms of our main service, which is not limited to migrant care workers, we supported twelve survivors with a range of services including finding work and accommodation, material and legal needs, and emotional and mental support. Our clients experienced exploitation primarily from the labour/care sector but we also supported survivors from financial, criminal and domestic situations. We are immensely grateful that we were able to add three more befriender volunteers who generously give of their time and care.

We also reviewed the needs of 10 existing clients and were able to exit them from our service, as it was deemed that we had met all the needs they came

into the service with, and they no longer required our support.

In addition, we undertook numerous internal projects to review and enhance our infrastructure including all policies and procedures as well as the overall service provision. Moreover, we began to formalise the process whereby we apply for grants from Trusts and Foundations to ensure that we can fund the work of ASIOX in the longer term.

Thanks to the generosity of our donors and the grant from OCC to deliver the migrant care workers pilot, our year end cash position grew from just under £46,000 to almost £65,000. As previously indicated, this has enabled ASIOX to build out the team to ensure that we deliver the highest quality service our clients should expect from us. I would like to express my sincere thanks to all who support of the work of ASIOX. Needless to say, we could not do this without you.

As I reflect on the past 12 months and look to the coming year, I am extremely proud of everyone involved in our mission. We have a number of initiatives to build on the successful year and ensure that we are positioned to respond to the ever growing and changing landscape within the Thames Valley. Whatever happens in the coming months, we will continue look for opportunities to fill the gap in service provision for those that are afflicted by modern slavery and human exploitation.

I look forward to reporting on our efforts next year.

David Calfo

Chair of Trustees

Section E

Financial review

Brief statement of the charity's policy on reserves

It is the policy of the CIO to retain sufficient reserves:

- To ensure that the Charity has sufficient funds to meet its financial commitments;
- To demonstrate that the Charity is sustainable into the future;
- To ensure that the Charity is able to manage future unforeseen financial difficulties;
- To ensure that excessive funds are not held without any identifiable reason or for any identifiable purpose.

It is the opinion of the trustees that the CIO's reserves as at 31st March 2025 satisfy the requirements of the CIO's reserves policy.

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant

Section F

Other optional information

Section G

Declaration

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	David Calfo	Adrian Edwards
Position	Chair	Trustee
Date	2025-11-07	

Independent Examiner's Report

Report to the trustees/
members of

ANTI SLAVERY INITIATIVE OXFORD

On accounts for the year
ended

31 MARCH 2025

Charity no
(if any)

1197842

Set out on pages

9 to 11

I report to the trustees on my examination of the accounts of the above charity ("the Charity") for the year ended 31st March 2025.

Responsibilities and basis of
report

As the charity trustees for 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 the 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 which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Date:

2025-11-07

Name:

Ben Leach ACA

Address:

Ben Leach Associates

9 Shiregreen Lane, Sheffield

S5 6AA

Section A - Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts				
Income from Community & Events	11,527	1,511	13,038	14,989
Income from Public Sector Partners	-	35,000	35,000	10,856
Income from Trusts & Foundations	800	-	800	200
Sub total (Gross income for AR)	12,327	36,511	48,838	26,045
A2 Asset and investment sales, (see table).				
Sub total	-	-	-	-
Total receipts	12,327	36,511	48,838	26,045
A3 Payments				
Office Costs	2,694	1,131	3,825	737
Befriender Programme	-	188	188	404
Survivor Hub	-	314	314	484
Staff Costs	8,065	13,164	21,229	
Gift Bag Campaign	-	22	22	-
Volunteer Costs	101	230	331	37
Grants Payable to Clients	100	-	100	-
Grants Payable to Organisations	-	-	-	1,085
Partner Costs	589	-	589	129
Fundraising Costs	174	-	174	-
Governance Costs	3,016	-	3,016	339
Sub total	14,739	15,049	29,788	3,215

	Unrestricted funds	Restricted funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A4 Asset and investment purchases, (see table)				
Sub total	-	-	-	-
Total payments	14,739	15,049	29,788	3,215
Net of receipts/(payments)	(2,412)	21,462	19,050	22,830
A5 Transfers between funds	(2,125)	2,125	-	-
A6 Cash funds last year end	31,514	14,219	45,733	22,903
Cash funds this year end	26,977	37,806	64,783	45,733

Section B - Statement of assets and liabilities

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	
B1 Cash funds	Cash at bank	26,977	37,806	
	Total cash funds	26,977	37,806	
B2 Other monetary assets	Gift Aid Recoverable	603	-	
B3 Investment assets		Fund to which asset belongs	Cost (optional)	Current value (optional)

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Accruals	Unrestricted	288	
			-	
			-	
			-	
			-	

These financial statements were approved by the board of trustees and authorized for issue on 7th November 2025 and are signed on behalf of the board by:

Signature(s)		
Full name(s)	David Calfo	Adrian Edwards
Position	Chair	Trustee
Date	2025-11-07	

ANTI SLAVERY INITIATIVE OXFORD

England & Wales - Charity number 1197842

Accounts

Charity Number: 1197842

ANTI SLAVERY INITIATIVE OXFORD

UNAUDITED FINANCIAL STATEMENTS

31 MARCH 2024

BL.

Ben Leach Associates
30 Bute Street
Sheffield
S10 1UP

Trustees' Annual Report for the period							
From	Period start date			To	Period end date		
		01	04		2023		31

Section A Reference and administration details

Charity name	ANTI SLAVERY INITIATIVE OXFORD
Other names charity is known by	ASIOX
Registered charity number (if any)	1197842
Charity's principal address	SECOND FLOOR
	1-4 THE PLAIN
	OXFORD
	Postcode OX4 1AS

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Suzanne Brockes-Smith			
2	Emile David Calfo	Chair		
3	Ruth Tilt			
4	Caroline Chelliah			
5	Adrian Edwards		Appointed 26/03/2024	
6	Amabel Luers		Resigned 31/12/2023	
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18				
19				
20				

Names and addresses of advisers

Type of adviser	Name	Address
Accountant	Ben Leach Associates	30 Bute Street, Sheffield, S10 1UP

Name of chief executive or names of senior staff members

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document <i>(eg. trust deed, constitution)</i>	CIO constitution
How the charity is constituted <i>(eg. trust, association, company)</i>	Charitable Incorporated Organisation (CIO)
Trustee selection methods <i>(eg. appointed by, elected by)</i>	Apart from the first Charity Trustees, unless the Charity Trustees decide otherwise every Charity Trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the Charity Trustees. In selecting individuals for appointment as Charity Trustees, the Charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Additional governance issues

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

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Summary of the objects of the charity set out in its governing document

The Object of the CIO is, for the public benefit, to relieve the suffering of persons who are in need by reason of having been or who are at risk of becoming a victim of human trafficking or modern slavery in particular but not limited to providing practical support and assistance to such persons to support their integration into society; and raising awareness of the subject of human trafficking and modern slavery (in particular the consequences for, and needs of, victims).

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The CIO is set up to achieve the relief of those in need (age, disability, illhealth, financial or other disadvantage) through:-

- providing services
- providing education/advocacy/advice/information

The CIO helps:-

- other defined groups - victims of human trafficking and modern slavery.
- the general public/mankind

The CIO operates in Oxfordshire, England, UK

Activities include:-

- Befriending Programme where volunteers who have been vetted by the Charity will act as a support for victims of human trafficking/modern slavery. Referrals may be received from local support agencies such as Victims First Specialist Service, Sanctuary Hosting, Refugee Resource, Asylum Welcome and any organisation directly supporting those who have been identified as victims of exploitation, modern slavery and human trafficking.
- Raising awareness of the general public on the issue of exploitation, equipping individuals to know the signs of exploitation and how they may be unwittingly complicit in exploitation of victims of human trafficking/modern slavery.
- Outreach initiatives in the local community by volunteers attending local soup kitchens, homeless shelters, workplaces (such as nail bars, car washes) to help educate, inform and identify anyone who might be vulnerable to exploitation or is already unknowingly being exploited.
- In the future, the Charity may establish workshops where beneficiaries are able to learn new skills or develop existing skills and build their confidence in order to reintegrate into society.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.



Chairman's Report, incorporating summary of the main achievements of the charity during the year

It has been 18 months since our last AGM and the report from our former chairperson Caroline Chelliah. It is my honour and privilege to have taken over the responsibilities as chair that Caroline had so competently fulfilled during her tenure. I would like to note our thanks for her work and commitment to ASIOX over the years she served as chairperson.

Since our last report, I am pleased to say that ASIOX continues to deliver on its stated mission to raise awareness and equip individuals in identifying exploitation and to foster the restoration process of survivors. We have also successfully identified the gaps in the provision of support and explored ways to fill those gaps by providing an extra layer of care to survivors of exploitation. The results include disruption of criminal activity, keeping survivors off the streets, enabling them to find new work and access training, rebuilding of self-confidence and worth and a reduction in the risk of mental health issues.

Our work in the area of labour exploitation continues in coordination with the Antislavery Coordinator Oxfordshire (ACO), where we have been able to provide direct support for 20 survivors, entirely through volunteers. By providing information, guidance and support we have been able to deliver greater understanding and empowerment to these survivors. We have received excellent feedback both from local organisations and from clients indicating the value of the service we have provided.

We continue to work closely with the ACO and, with the evident need, want to be able to expand our direct support of individuals that are being exploited. To this end, we have employed our first member of staff, paid for entirely through donations. But the demand continues to increase, and we have therefore embarked on our first fundraising campaign to be able to adequately resource and respond to the need.

In addition, I am pleased to say that we have been able to continue our programme of delivering hampers to survivors of modern-day slavery over the Christmas period. Again, thanks to the generosity of our supporters and those in our wider communities who collect, buy and wrap gifts, we've been able to bring some small bit of joy at that time of year.

We have also undergone some changes within the trustee board. In addition to a change in board chair, we have had to say goodbye to one of ASIOX's founders and trustee Amabel Luers. Amabel and our Operations Lead and co-founder Sue Brockes-Smith have so diligently and thoughtfully navigated ASIOX from a small group of concerned individuals to the charity that it is today. As a result, we are pleased that we were able to appoint Adrian Edwards as trustee and we continue to evaluate others who can bring valuable contribution to the board.

ASIOX continues to be funded by the generosity of our supporters and to whom we owe a great deal of thanks. Our income grew to just over £26,000 while expenses were kept low resulting in an overall cash position just under £46,000. This has now enabled us to recruit and hire a part-time Service Delivery Manager, with the intention of growing the team with additional funding raised through funding campaigns.

Thanks to the work of our amazing volunteers, supporters and staff member we have come a very long way since ASIOX became a Charity in February 2022. We

are now at the stage where we need to expand our capabilities and, although it is rewarding to see the progress we've made, it is also humbling to recognise that this is only because of the devastation and harm being inflicted on people.

As I reflect on the past 18 months and the challenges that lie ahead, it is both an honour and a responsibility to chair the work of ASIOX. The future is very much uncertain but what we can be certain of is that our work will continue as long as there are people with compassion to serve those afflicted by exploitation.

I look forward to reporting on our efforts in the years to come.

David Calfo

Section E

Financial review

Brief statement of the charity's policy on reserves

It is the policy of the CIO to retain sufficient reserves:

- To ensure that the Charity has sufficient funds to meet its financial commitments;
- To demonstrate that the Charity is sustainable into the future;
- To ensure that the Charity is able to manage future unforeseen financial difficulties;
- To ensure that excessive funds are not held without any identifiable reason or for any identifiable purpose.

It is the opinion of the trustees that the CIO's reserves as at 31st March 2024 satisfy the requirements of the CIO's reserves policy.

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant

Section F

Other optional information

Section G

Declaration

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	David Calfo	Suzanne Brockes-Smith
Position	Chair	Trustee
Date	25/10/2024	

Independent Examiner's Report

Report to the trustees/
members of

ANTI SLAVERY INITIATIVE OXFORD

On accounts for the year
ended

31 MARCH 2024

Charity no
(if any)

1197842

Set out on pages

8-10

I report to the trustees on my examination of the accounts of the above charity ("the Charity") for the year ended 31st March 2024.

Responsibilities and basis of
report

As the charity trustees for 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 the 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 which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Date:

29/10/2024

Name:

Ben Leach ACA

Address:

Ben Leach Associates

30 Bute Street, Sheffield

S10 1UP

Section A - Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts				
Income from Community & Events	4,124	10,865	14,989	25,047
Income from Public Sector Partners	10,856	-	10,856	-
Income from Trusts & Foundations	200	-	200	-
Sub total (Gross income for AR)	15,180	10,865	26,045	25,047
A2 Asset and investment sales, (see table).				
Sub total	-	-	-	-
Total receipts	15,180	10,865	26,045	25,047
A3 Payments				
Office Costs	737	-	737	680
Befriender Programme	-	404	404	168
Survivor Hub	-	484	484	131
Gift Bag Campaign	-	-	-	165
Volunteer Costs	37	-	37	201
Grants Payable to Clients	-	-	-	500
Grants Payable to Organisations	-	1,085	1,085	-
Partner Costs	129	-	129	20
Fundraising Costs	-	-	-	104
Governance Costs	339	-	339	175
Sub total	1,242	1,973	3,215	2,144

	Unrestricted funds	Restricted funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A4 Asset and investment purchases, (see table)				
Sub total	-	-	-	-
Total payments	1,242	1,973	3,215	2,144
Net of receipts/(payments)	13,938	8,892	22,830	22,903
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	17,576	5,327	22,903	-
Cash funds this year end	31,514	14,219	45,733	22,903

Section B - Statement of assets and liabilities

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	
B1 Cash funds	Cash at bank	31,514	14,219	
	Total cash funds	31,514	14,219	
B2 Other monetary assets				
B3 Investment assets		Fund to which asset belongs	Cost (optional)	Current value (optional)

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

These financial statements were approved by the board of trustees and authorized for issue on 25th October 2024 and are signed on behalf of the board by:

Signature(s)		
Full name(s)	David Calfo	Suzanne Brockes-Smith
Position	Chair	Trustee
Date	25/10/2024	

ANTI SLAVERY INITIATIVE OXFORD

England & Wales - Charity number 1197842

Accounts



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	April	2022		31	March	2023

Section A Reference and administration details

Charity name ANTI SLAVERY INITIATIVE OXFORD

Other names charity is known by ASIOX

Registered charity number (if any) 1197842

Charity's principal address

SECOND FLOOR
1-4 THE PLAIN
OXFORD
Postcode OX4 1AS

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Caroline Elizabeth Chelliah	Chair		
2	Amabel Larosa Luers	Trustee		
3	Suzanne Rachel Brockes-Smith	Trustee		
4	Emile David Calfo	Trustee	15 November 2022	
5	Ruth Tilt	Trustee	17 December 2022	
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document <small>(eg trust deed, constitution)</small>	CIO Constitution
How the charity is constituted <small>(eg trust, association, company)</small>	Charitable incorporated organisation (CIO)
Trustee selection methods <small>(eg appointed by, elected by)</small>	Apart from the first Charity Trustees, unless the Charity Trustees decide otherwise every Charity Trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the Charity Trustees . 11.2. In selecting individuals for appointment as Charity Trustees, the Charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

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Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

The Object of the CIO is, for the public benefit, to relieve the suffering of persons who are in need by reason of having been or who are at risk of becoming a victim of human trafficking or modern slavery in particular but not limited to providing practical support and assistance to such persons to support their integration into society; and raising awareness of the subject of human trafficking and modern slavery (in particular the consequences for, and needs of, victims).

The CIO is set up to achieve the relief of those in need (age, disability, ill-health, financial or other disadvantage) through:-

- providing services
- providing education/advocacy/advice/information

The CIO helps:-

- Other defined groups - victims of human trafficking and modern slavery.
- The general public/mankind

The CIO operates in Oxfordshire, England, UK

Activities include:-

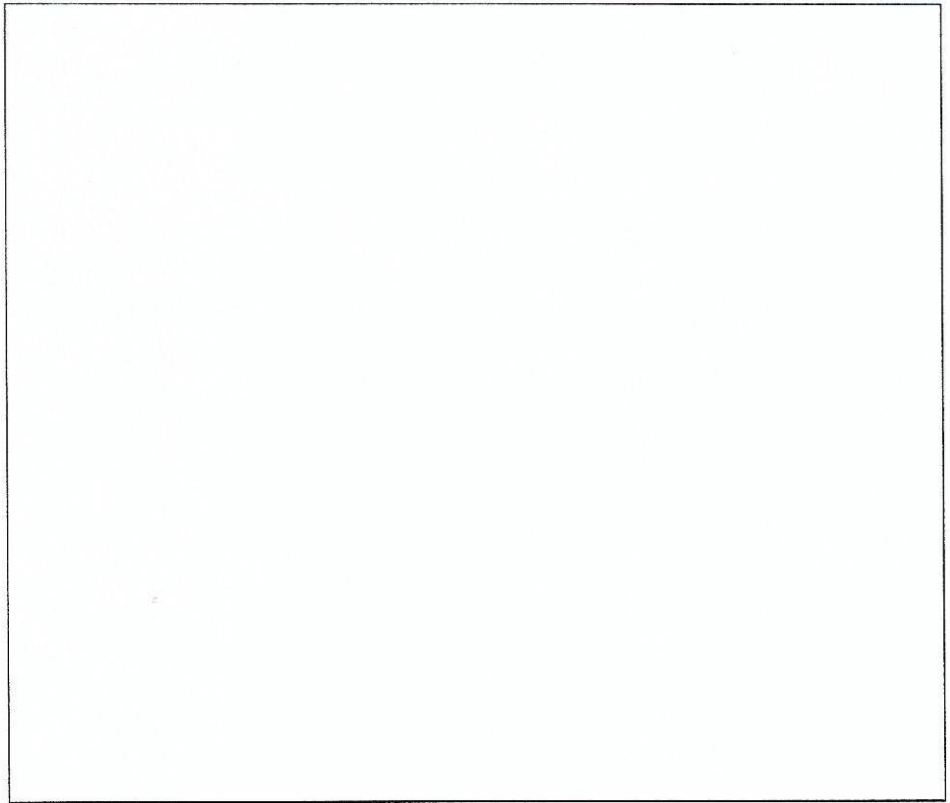
- Befriending Programme where volunteers who have been vetted by the Charity will act as a support for victims of human trafficking/modern slavery. Referrals may be received from local support agencies such as Victims First Specialist Service, Sanctuary Hosting, Refugee Resource, Asylum Welcome and any organisation directly supporting those who have been identified as victims of exploitation, modern slavery and human trafficking.
- Raising awareness of the general public on the issue of exploitation, equipping individuals to know the signs of exploitation and how they may be unwittingly complicit in exploitation of victims of human trafficking/modern slavery.
- Outreach initiatives in the local community by volunteers attending local soup kitchens, homeless shelters, workplaces (such as nail bars, car washes) to help educate, inform and identify anyone who might be vulnerable to exploitation or is already unknowingly being exploited.
- In the future, the Charity may establish workshops where beneficiaries are able to learn new skills or develop existing skills and build their confidence in order to reintegrate into society

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.



Section D

Achievements and performance

Summary of the main achievements of the charity during the year**Chairman's Report**

In the blink of an eye it has been 19 months since our last AGM and my last Chairman's report and yet again I am astounded by all that ASIOX has achieved during that time.

It goes without saying that one of our highlights was being granted Charitable status on 8 February 2022. This was a momentous occasion and saw the culmination of a lot of hard work from a great team of individuals, especially our Operations Lead Sue Brockes-Smith. We know that a lot of doors have been, and will continue to be, opening up to us now and are really excited for all that is in store for ASIOX.

Coupled with Charitable status was the opportunity to open a charitable bank account. This wasn't without challenge, but we eventually got there and I am delighted to report that we have a relatively healthy account thanks to generous donations of £25,000. I would also like to recognise the many gifts in kind that we have benefitted from over the last 19 months: continued support with our website; office space thanks to Emmanuel Church; coaching; and a laptop. We are so grateful for all of these gifts and recognise that they have played a huge part in getting ASIOX to where it is today.

In June 2021 we launched our befriender programme. During the course of the year, two individuals who were exiting statutory services were supported by ASIOX volunteers. I think it's fair to say that it was a slow start for everyone but over time the relationships took on great meaning to both befriender and befriended. The feedback, collated and summarised brilliantly by Amabel Leurs, demonstrates the success of the pilot and has provided a solid ground on which to start building the next phase of the programme. My thanks to Amabel Luers and Michelle Hunter for their incredible work and dedication to this programme and also our two volunteers, Caroline Hill and David Calfo, for their time and energy in supporting these two individuals.

Another encouraging point that has arisen from the success of the befriender programme, and from our being awarded Charitable status, is the way in which we are now being received by the Oxford Anti-Slavery Network. I think it is fair to say that we now have a firm seat around the table of this network group and are recognised for the contribution that we are making to the anti-slavery work here in Oxfordshire. My thanks to Sue for representing us at those meetings.

Our trustee meeting in October 2022 sadly saw the resignation of our trustee, William Hunter. We are so grateful to Will for his time, expertise and passion for ASIOX and wish him all the best for the future. We have now been able to recruit David Calfo and Ruth Tilt (our former volunteer engagement lead – thank you for that) both of whom carry a wealth of experience across a number of sectors and are already proving to be a great asset to ASIOX. I believe that we are continuing to make great strides forwards, in part due to some wonderful connections being made as the reach of our Board of Trustees widens.

When ASIOX was first formed as a community action group our primary focus was raising awareness. It was once said that it was more important to prevent people falling off the cliff in the first place rather than being at the bottom to catch them. We have continued to place some emphasis on this and these last 19 months have seen the delivery of a number of talks to local groups, adding our voice to social media outlets including to

the Diocese of Oxford's monthly round-up newsletter and providing a stand at local conferences and events. My thanks to all those involved in these activities.

Our volunteers always rise to the challenge of a big give and so I am delighted to report that once again we were able to support Unseen's Gift Bag Campaign at Christmas 2021 and 2022 and also in the Summer of 2022. We hosted a wonderful evening with ASIOX family and friends at Flo's Café in Florence Park in Christmas 2021 to wrap gifts and put together beautiful bags for survivors of trafficking. 140 gift bags plus lots of gift vouchers were delivered to Unseen together with 2 big bags of 'spare' items. Then in the Summer of 2022, 34 bags of activities were put together in the hope of assisting mothers in keeping their children occupied over the holidays. And finally, a further 35 gifts for children of survivors and 35 food hampers were delivered to Unseen to be distributed to their survivors for the Christmas season of 2022.

Finally, and perhaps most unexpectedly, ASIOX found themselves being invited to support a lady exploited in the care sector through advocacy and befriending. This support gave her the courage to be open about her experience and this has led to other investigations across the care sector, which is helping others who have been exploited. Without our support she would have returned to her country of origin in a terrified state. Through this work we have also assisted in disrupting illegal activity. We received some wonderful feedback from Migrant Help: "ASIOX have made a crucial difference in the life of my Service User, and I have no hesitation in commending them in the strongest of terms. They are providing a very important service for some of the most vulnerable people in society." My thanks to Sue Brockes-Smith and Harriet Calfo for their care, professionalism and tenacity in supporting this lady.

Since the year-end, the charity has secured a new funding arrangement. This forms part of the trustees' fundraising campaign to facilitate a significant increase in the charity's operations. Over the coming months, it is hoped that further funding will be secured to sustain and increase existing activity to more closely match the perceived need for ASIOX's services.

I count it a great honour to Chair the trustees and to reflect on the last 19 months as I write this report for the AGM. My sincere thanks to everyone who has been involved, noting that of course there are many more whose names do not appear in this report but remain a critical part of the team. I have no doubt that the next Chairman report will be reporting on even greater steps forwards in the life of ASIOX.

Caroline Chelliah

Section E Financial review

Brief statement of the charity's policy on reserves

As this is the first annual report since the charity has been established, the decision was taken to not have a reserves policy. This was felt appropriate whilst the charity's operations were largely dependent upon volunteers and minimal costs. Since the year-end, the charity has secured a new funding arrangement which will facilitate a significant increase in the charity's operations. Therefore, in the forthcoming year, the trustees will agree an appropriate reserves policy for the charity to follow and apply.

Details of any funds materially in deficit

Further financial review details (Optional information)

You may choose to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Section F Other optional information

Section G Declaration

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

Signed on behalf of the charity's trustees

Signature(s)	<i>SB Smith</i>	<i>Chelliah</i>
Full name(s)	Suzanne Rachel Brockes-Smith	Caroline Elizabeth Chelliah
Position (eg Secretary, Chair, etc)	Trustee	Chair

Date	18 July 2023	18 July 2023
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CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name ANTI SLAVERY INITIATIVE OXFORD	NO (if any) 1197842
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Receipts and payments accounts

For the period from	Period start date 01/04/2022	To	Period end date 31/03/2023
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Community & Events	19,317	5,730	-	25,047	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	19,317	5,730	-	25,047	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	19,317	5,730	-	25,047	-
A3 Payments					
Office Costs	680	-	-	680	-
Befriender Programme	-	168	-	168	-
Survivor Hub	131	-	-	131	-
Gift Bag Campaign	-	165	-	165	-
Volunteer Costs	201	-	-	201	-
Client Donations Paid	500	-	-	500	-
Partner Costs	20	-	-	20	-
Fundraising Costs	34	70	-	104	-
Governance costs	175	-	-	175	-
Sub total	1,741	403	-	2,144	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	1,741	403	-	2,144	-
Net of receipts/(payments)	17,576	5,327	-	22,903	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	17,576	5,327	-	22,903	-



Independent Examiner's Report

Report to the trustees

Charity Name

ANTI SLAVERY INITIATIVE OXFORD

On accounts for the
year ended

31/03/2023

Charity no
(if any)

1197842

Set out on pages

Eight to nine

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023.

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 Trust'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

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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 to enable a proper understanding of the accounts to be reached.

Signed:

Date:

18/07/2023

Name:

John Christopher Mozeen Hudson

Relevant professional
qualification or body:

None

Address:

17 Bodley Road

Oxford

OX4 3UB