

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	03

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	
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
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.

**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 31<sup>st</sup> 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 31<sup>st</sup> 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 £
<b>A1 Receipts</b>				
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
<b>Sub total</b> (Gross income for AR)	12,327	36,511	48,838	26,045
<b>A2 Asset and investment sales, (see table).</b>				
<b>Sub total</b>	-	-	-	-
<b>Total receipts</b>	12,327	36,511	48,838	26,045
<b>A3 Payments</b>				
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
<b>Sub total</b>	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)				
<b>Sub total</b>	-	-	-	-
<b>Total payments</b>	14,739	15,049	29,788	3,215
<b>Net of receipts/(payments)</b>	(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
<b>Cash funds this year end</b>	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	
	<b>Total cash funds</b>	26,977	37,806	
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	
	Gift Aid Recoverable	603	-	
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Accruals	Unrestricted	288	
			-	
			-	
			-	
			-	

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

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