

ADAVU

England & Wales · Charity number 1199391

Details

Status Registered

Legal form CIO

Registered 2022-06-21

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

Contact

Address Jericho Building
196-198 Edward Road
Balsall Heath
Birmingham
B12 9LX

Phone 01216471960

Email info@adavu.org.uk

Website www.adavu.org.uk

Activities

Objects: THE OBJECTS OF THE CIO ARE FOR THE PUBLIC BENEFIT:-4.1. THE RELIEF OF VICTIMS OF HUMAN TRAFFICKING AND MODERN SLAVERY WHO ARE IN CONDITIONS OF NEED, HARDSHIP OR DISTRESS; AND4.2. TO ADVANCE THE EDUCATION OF THE PUBLIC ABOUT THE CONSEQUENCES AND ISSUES ASSOCIATED WITH HUMAN TRAFFICKING AND MODERN SLAVERY IN SUCH WAYS AS THE CHARITY TRUSTEES MAY FROM TIME TO TIME DECIDE.

Activities: Adavu works to respond to the issues of modern slavery across the West Midlands through long term support to adult survivors of modern slavery making the transition into a life in the local community; advocating justice; building partnerships and raising awareness.

Classification

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

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£167,118	£142,650	-	-
2024-08-31	£141,280	£86,301	-	-
2023-08-31	£141,280	£86,301	-	-

Trustees

Name	Role	Appointed
Rev IAN HOWARTH	Chair	2022-07-06
Lois Bosatta		2023-09-06
Rachel Elizabeth Howard McMaster		2023-06-28
Rev Neil Wharrier Johnson		2024-07-07
Rosina Susan Singleton		2025-02-24
Sharon Brown		2023-02-09

ADAVU

England & Wales - Charity number 1199391

Accounts

Annual Report for period 1/9/2024 - 31/8/2025

Adavu CIO

Charity Number: 1199391

Registered Address: Jericho Building, 196-198 Edward Road, Birmingham, B12 9LX

From the Chair of Trustees

In our third full year of operation as a CIO we have added a trustee with financial experience to our board, while one trustee has retired and another moved away.

Over the year we met regularly as trustees, as we faced the resignation of our Project Director and the failure of her successor to pass their probationary period. The trustees worked hard to ensure the ongoing work of the project and to support the case workers, so that the delivery to clients continued with no disruption.

(A permanent new director was appointed soon after the end of the reporting period).

Adavu continues to be a leader in the field of support for victims of modern slavery.

Trustees

1. Rev Ian Howarth (appointed 6/7/22). Chair.
2. Rachel McMaster (appointed 28/6/23)
3. Sharon Brown (appointed 9/2/23)
4. Rev Neil Wharrier Johnson (re-appointed 7/7/24)
5. Lois Bosatta (appointed 6/9/23)
6. Rosina Singleton (appointed 24/2/25)

The Objects of Adavu are for the public benefit:-

- the relief of victims of human trafficking and modern slavery who are in conditions of need, hardship or distress; and
- to advance the education of the public about the consequences and issues associated with human trafficking and modern slavery in such ways as the Charity Trustees may from time to time decide.

Main activities for the public benefit:

- Long term support to adult survivors of modern slavery making the transition into a life in the local community
- Advocating justice in relation to the issue of Modern Slavery
- Building partnerships to prevent and frustrate modern slavery

- Raising awareness and understanding of modern slavery amongst voluntary, community and faith groups, and enabling effective responses to it

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commissioners' general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing our objectives, in accordance with the Charities Act 2011.

Volunteers:

Adavu has 2 volunteers:

- 1 Volunteer Befriender who offers befriending support to 1 Adavu client
- 1 Volunteer who is helping develop our social media and communications policy

Summary of the main achievements of Adavu

Between August 2024 and September 2025 there have been 82 client files opened, of which 12 are still open.

- Breakdown of types of abuse (some clients have been victims of more than one)

Child marriage	1
Child sexual abuse/rape	3
Domestic abuse	25
Domestic servitude	25
Forced criminality	4
Forced labour	19
Forced marriage	1
Sexual abuse/rape	12
Sexual exploitation	43

We are developing the work of a Client Advisory Group to strengthen the voice of clients as a consultation body for Adavu's work; to make change in national and regional policy; to participate in awareness raising work from Adavu.

In partnership with the Advisory Group, we have developed a programme of client wellbeing and consultation activities and events.

Client Feedback:

- Female survivor exploited for 20 years, "You have saved my life. No, you are saving my life, I now know what support looks like."
- Female Albanian survivor: Thank you. Without you I couldn't go through of this.

- Male survivor – British “you have done more for me in two weeks than anyone has done in months, I now have hope”
- Female survivor – Nigerian “Adavu means life to me”
- Female survivor - Nigerian “You don’t understand what you have done for us; I have not known a charity before. This is charity, everyone else they want something in return, I have never seen it like this. The big ones, their support workers they don’t care, you don’t get to see them. You are angels, you have done everything for me. My life changed when I was referred to you, I thank God for this and for you.”

Plans going forward:

To consolidate our finances and work-force after a difficult period with two project directors leaving during the year.

Funding:

Our key funding has been a £115,000 grant from the National Lottery and £25,000 from the Lloyds Foundation, with some other smaller grants, and private donations.

Financial Review

At the end of Adavu's financial period, it holds £96,152 in reserve.

Reserves Policy

The general reserves policy is to retain sufficient reserves:

- to ensure that the charity has sufficient funds to meet its short to medium term 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.

The above reserves policy relates only to the charity's unrestricted funds.

Restricted funds (specific grants from corporate funders) will be used for the restricted purpose for which they were given.

In constructing this policy, the trustees have paid due consideration to the Charity Commission guidance on charities and reserves.

Adavu's reserves policy aims to hold the equivalent of 6 months running costs in our reserves, currently £20,000. This has been achieved.

Structure, Governance and Management

Adavu is a Charitable Incorporated Organisation, governed by its "Constitution of a Charitable Incorporated Organisation whose only voting members are its Charity Trustees".

Apart from the first Charity Trustees, 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.

The current board of trustees includes members with skills in governance, and experience in the modern slavery and related sectors.

The CIO Board of Trustees meet at least four times a year.

Professional Advisors:

1. Sue Holder, Safeguarding Advisor (pro-bono, courtesy of the Birmingham Methodist District)
2. BVSC, payroll and book-keeping/financial reporting, submission of accounts to Charity Commission and examination of accounts
3. Peter Flowers, HR

Staff:

1. Mohinder Kaur, Casework Supervisor, 32 hrs/wk
2. Alice Lloyd, Caseworker 16 hrs/wk
3. Dava Gjini, Caseworker, 32 hrs/wk
4. Iolanda Gravagna, Volunteer Coordinator, 16 hrs/wk
5. Melanie Lynch, Wellbeing Worker, 8 hrs/w

Signed on behalf of Adavu Trustees:

Signature:

Full name: Revd Ian Howarth

Position: Adavu Chair

Date: 13/4/2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name ADAVU	No (if any) 1199391
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Receipts and payments accounts

For the period from	Period start date 1/9/2024	To	Period end date 31/8/2025
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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					
Grants	-	159,411	-	159,411	114,292
Donations	4,711	149	-	4,860	6,784
Other	2,847	-	-	2,847	1,579
Sub total (Gross income for AR)	7,558	159,560	-	167,118	122,655
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	7,558	159,560	-	167,118	122,655
A3 Payments					
Salaries	1,578	112,490	-	114,068	85,355
Client Costs	831	4,020	-	4,851	3,689
Office Rent	-	4,840	-	4,840	2,805
Telephone	-	1,674	-	1,674	831
Other Office	289	1,470	-	1,759	2,055
Training	-	1,803	-	1,803	1,879
Travel	-	1,564	-	1,564	2,330
Equipment	20	10	-	30	2,671
Marketing	-	1,598	-	1,598	836
Sundries	946	3,607	-	4,553	1,316
Professional Fees	-	5,910	-	5,910	2,181
	-	-	-	-	-
Sub total	3,664	138,986	-	142,650	105,949
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	3,664	138,986	-	142,650	105,949
Net of receipts/(payments)	3,894	20,574	-	24,468	16,706
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	31,922	39,762	-	71,684	54,978
Cash funds this year end	35,816	60,336	-	96,152	71,684

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank	35,816	60,336	-
	Petty Cash			-
		-	-	-
	Total cash funds	35,816	60,336	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Portable electronic equipment		5,000	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name		Date of approval



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Adavu

**On accounts for the year
ended**

31st August 2025

**Charity no
(if any)**

1199391

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/08/2025

**Responsibilities and
basis of report**

As the charity trustees of the Trust, 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 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:

Andy Hopkins

Date:

10/03/2026

Name:

Andrew Hopkins

BVSC Accountancy Services, Latham House, 33-34 Paradise Street, Birmingham, B1 2AJ

ADAVU

England & Wales - Charity number 1199391

Accounts

Annual Report for period 1/9/2023 - 31/8/2024

Adavu CIO

Charity Number: 1199391

Registered Address: Jericho Building, 196-198 Edward Road, Birmingham, B12 9LX

From the Chair of Trustees

In our second full year of operation as a CIO we continue to broaden the base of our Trustees, appointing one new trustee with academic expertise in the Trafficking sector, and we are in the process of appointing another with more financial experience.

We continue to meet regularly for Trustee meetings with the Director of the project. We have implemented the pay review for the whole project carried out in October 2023. We are pleased to have been able to appoint two new staff thanks to a successful bid for funding from the National Lottery.

We are happy to be able to support the development and expansion of Adavu as a centre of excellence for supporting people made vulnerable through trafficking, which support is sadly still much needed.

Trustees

1. Rev Ian Howarth (appointed 6/7/22). Chair.
2. Rachel McMaster (appointed 28/6/23)
3. Sharon Brown (appointed 9/2/23)
4. Susan Jane Morley Anderson (appointed 6/7/22)
5. Amber Cagney (appointed 6/7/22)
6. Rev Neil Wharrier Johnson (re-appointed 7/7/24)
7. Lois Bosatta (appointed 6/9/23)

The Objects of Adavu are for the public benefit:-

- the relief of victims of human trafficking and modern slavery who are in conditions of need, hardship or distress; and
- to advance the education of the public about the consequences and issues associated with human trafficking and modern slavery in such ways as the Charity Trustees may from time to time decide.

Main activities for the public benefit:

- Long term support to adult survivors of modern slavery making the transition into a life in the local community
- Advocating justice in relation to the issue of Modern Slavery
- Building partnerships to prevent and frustrate modern slavery
- Raising awareness and understanding of modern slavery amongst voluntary, community and faith groups, and enabling effective responses to it

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commissioners' general guidance on public benefit and, in

particular, to its supplementary public benefit guidance on advancing our objectives, in accordance with the Charities Act 2011.

Volunteers:

Adavu has 2 volunteers:

- 1 Volunteer Befriender who offers befriending support to 1 Adavu client
- 1 Volunteer who supports the Adavu Wellbeing Worker in developing a programme of wellbeing and co-production/Advisory Group events and meetings.

Summary of the main achievements of Adavu

During this reporting period Adavu has:

- provided long term support to 70 adult survivors of modern slavery making the transition into a life in the local community. Out of these, approximately:
 - 40% have entered education, training or employment.
 - 99% registered with a GP and receiving appropriate health care – we treat this as a priority.
 - 99% accessing eligible benefits and/or earning
 - 100% housed in suitable, eligible housing
 - 97% accessing legal representation where required or requested.
- advocated for justice in the following areas: co-chairing the West Midlands Anti Slavery Network's Care and Support Group; attending the Strategic Board for Modern Slavery and Human Trafficking in the region (Violence Reduction Unit); Birmingham Strategic Migration Partnership. Adavu was also an official partner for the West Midlands Office of the Police and Crime Commissioner (OPCC)'s Modern Slavery Conference
- strengthened and developed new partnerships with: Migrant Help, the Refugee and Migrant Council, Probation service, Coventry Womens Partnership, West Midlands Faith Alliance, Migrants@Work, Banardos, Shirley Parish (Christmas tree festival, Christmas gift parcels)
- Raised awareness of modern slavery through:
 - Designing and delivering training sessions to 2 Local Authorities, 2 Churches, a supported housing company, 2 charities
 - Regular social media posts
 - Publishing online articles on the link between homelessness and modern slavery with a local homelessness charity; and on modern slavery with the UK Methodist Church
 - Contributed reflections and quotes that were displayed in a modern slavery museum exhibition in Bristol
- Developed a client Advisory Group to strengthen the voice of clients as a consultation body for Adavu's work; to make change in national and regional policy; to participate in awareness raising work from Adavu. The Advisory Group undertook training in peer-led research and carried out consultations with Adavu clients on their experiences with Adavu.

- Contributed to long-term research of the impact of national policy on survivor support with the University of Nottingham; and to the West Midlands NRPF Best Practice Charter published by Brushstrokes Community Project.
- In partnership with the Advisory Group, developed a programme of 30 client wellbeing and consultation activities and events
- Became a member of the national Digital Inclusion Network (Goodthings Foundation) where we have received and distribute free data SIMs in addition to 10 smartphones for eligible clients. We also distributed 12 Chromebook devices from Birmingham City Council's Connecting Communities Programme.

Case-studies

- "Alice" (not real name) was referred to us having recently fled 20 years of labour exploitation, domestic servitude (beginning when she was a young child), child sexual abuse and physical violence. She had reported the exploitation and a NRM referral had been submitted but refused. We helped Alice challenge this decision and gather relevant evidence and a result she was able to start receiving support under the NRM. We also secured legal representation to challenge the Police investigation, helped her open a bank account, provided much emotional support and validated her experiences. She said,
 - *"you don't understand what you have done for me, you have saved my life. I now know what good support is and what I should have had and didn't get. I want to go forward helping as many people as possible. Because the system is nefarious... I finally feel safe, heard and understood and you don't know what that means to me. I have been waiting my whole life to get a bank account"*
- "Laura" (not real name) is a survivor of sexual exploitation and her asylum claim had been repeatedly refused. We helped her to understand her situation and to liaise with her solicitor who then successfully helped her receive Leave to Remain. With access to public funds, we then helped Laura secure benefits, appropriate accommodation and then relocate to another part of the UK to be closer to her family. She received our wellbeing calls and attended activities. Laura is now settled in her new home, having secured a job, a home and being near her son who is studying at university.

Plans going forward

- Continue to expand our work:
 - to increase the number of survivors supported towards a fulfilled life of freedom in the long-term
 - increase the breadth of support through developing its volunteer base
- to diversify its management
- to increase our organisational stability and long-term sustainability
- to develop a genuine, meaningful survivor voice by working with survivors to help make change and raise awareness

Fundraising

Adavu has raised a total of £122,655 in this period, with a carry-over to the next year of £71,684. This includes the following grants:

- National Lottery Community Fund for £294,000 to run for 3 years from Sep 23 to Aug 26 (£79,000 received for this reporting period)
- Joseph Rank Trust for £30,000 to run for 3 years from Sep 23 to Aug 26 (£10,000 received for this reporting period)
- Lloyds Foundation for £75,000 (£25,000 received for this reporting period)
- Cole Charitable Trust £1500
- Sparkhill Trust £592
- Harry Payne Fund £1000
- Shirley Lions Club £200

Adavu has 8 regular donors that totals approximately £170/month. Adavu has also been commissioned to deliver quarterly training sessions to a regional anti-slavery network in the UK at £350/session.

Adavu has secured the following grants for subsequent years, but payment has not yet been received:

- Eveson Trust £9,000 to deliver counselling sessions to clients

Fundraising activities for this reporting period include sponsored 10k race, Body Shop sales event, Birmingham Community Lottery and an online auction.

It is developing further income diversification, including a commission to deliver training to First Responders to another regional anti-slavery partnership.

Financial Review

At the end of Adavu's financial period, it holds £71,684

Reserves Policy

The general reserves policy is to retain sufficient reserves:

- to ensure that the charity has sufficient funds to meet its short to medium term financial commitments
- to demonstrate that the charity is sustainable into the future
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- to ensure that excessive funds are not held without any identifiable reason or for any identifiable purpose.

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Adavu's reserves policy aims to hold the equivalent of two months running costs in our reserves, currently £20,000. This has been achieved.

Structure, Governance and Management

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Apart from the first Charity Trustees, 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.

The current board of trustees includes members with skills in governance, and experience in the modern slavery and related sectors.

The CIO Board of Trustees meet at least four times a year.

Professional Advisors:

1. Sue Holder, Safeguarding Advisor (pro-bono, courtesy of the Birmingham Methodist District)
2. BVSC, payroll and book-keeping/financial reporting, submission of accounts to Charity Commission and examination of accounts
3. Peter Flowers, HR

Staff:

1. Liisa Wiseman, Director, 30 hrs/week
2. Mohinder Kaur, Casework Supervisor, 32 hrs/wk
3. Dava Gjini, Caseworker, 32 hrs/wk
4. Melanie Lynch, Wellbeing Worker, 8 hrs/wk

Signed on behalf of Adavu Trustees:

Signature: 

Full name: Revd Ian Howarth

Position: Adavu Chair

Date: 30/9/24



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
ADAVU

No (if any)
1199391

Receipts and payments accounts

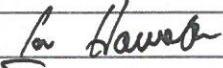

CC16a

For the period from 1/9/2023 To 31/8/2024

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					
Grants	-	114,292	-	114,292	80,031
Donations	6,784	-	-	6,784	8,116
Other	1,579	-	-	1,579	53,133
Sub total (Gross income for AR)	8,363	114,292	-	122,655	141,280
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	8,363	114,292	-	122,655	141,280
A3 Payments					
Salaries	19,452	65,903	-	85,355	70,120
Client Costs	444	3,245	-	3,689	3,322
Office Rent	-	2,805	-	2,805	1,980
Telephone	-	831	-	831	1,436
Other Office	720	1,335	-	2,055	2,219
Training	-	1,879	-	1,879	2,214
Travel	17	2,313	-	2,330	1,348
Equipment	92	2,579	-	2,671	386
Marketing	10	825	-	836	1,074
Sundries	43	1,273	-	1,316	1,029
Professional Fees	-	2,181	-	2,181	1,173
	-	-	-	-	-
Sub total	20,779	85,169	-	105,949	86,301
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	20,779	85,169	-	105,949	86,301
Net of receipts/(payments)	- 12,416	29,123	-	16,706	54,979
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	44,339	10,639	-	54,978	-
Cash funds this year end	31,923	39,762	-	71,684	54,979

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank	31,395	39,762	-
	Petty Cash	528		-
		-	-	-
	Total cash funds	31,923	39,762	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £	
B2 Other monetary assets	Details	-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
	Portable electronic equipment		5,000	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		I. HOWARTH	30/9/24	
		S. ANDERSON	30/5/24	



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Adavu

**On accounts for the year
ended**

31st August 2024

**Charity no
(if any)**

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Set out on pages

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**Responsibilities and
basis of report**

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**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:

Andy Hopkins

Date:

6/11/24

Name:

Andrew Hopkins

BVSC Accountancy Services, Latham House, 33-34 Paradise Street, Birmingham, B1 2AJ

ADAVU

England & Wales - Charity number 1199391

Accounts

Annual Report for period 21/6/22-31/8/23

Adavu CIO

Charity Number: 1199391

Registered Address: Jericho Building, 196-198 Edward Road, Birmingham, B12 9LX

From the Chair of Trustees

In our first year operating as a CIO we have sought to widen the base of the Trustee body and are appointing three new trustees with a range of skills, some with particular experience of the trafficking and/or refugee sector, and one with more general trustee experience to strengthen our governance base.

We meet regularly, receiving reports from the Project Manager and reviewing policies, and setting overall strategy. We are in the process of planning and implementing a review of the employment structure and consequent salary changes.

Trustees

1. Rev Ian Howarth (appointed 6/7/22). Chair.
2. Rachel McMaster (appointed 28/6/23)
3. Sharon Brown (appointed 9/2/23)
4. Susan Jane Morley Anderson (appointed 6/7/22)
5. Amber Cagney (appointed 6/7/22)
6. Rev Neil Wharrier Johnson (appointed 6/7/22)

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- the relief of victims of human trafficking and modern slavery who are in conditions of need, hardship or distress; and
- to advance the education of the public about the consequences and issues associated with human trafficking and modern slavery in such ways as the Charity Trustees may from time to time decide.

Main activities for the public benefit:

- Long term support to adult survivors of modern slavery making the transition into a life in the local community
- Advocating justice in relation to the issue of Modern Slavery
- Building partnerships to prevent and frustrate modern slavery
- Raising awareness and understanding of modern slavery amongst voluntary, community and faith groups, and enabling effective responses to it

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commissioners' general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing our objectives, in accordance with the Charities Act 2011.

Volunteers:

Adavu has 3 volunteers:

- 1 Volunteer Befriender who offers befriending support to 1 Adavu client
- 1 Volunteer who helps create social media posts
- 1 Volunteer who supports the Adavu Wellbeing Worker in developing a programme of wellbeing and co-production/Advisory Group events and meetings.

Summary of the main achievements of Adavu

During this reporting period Adavu has:

- provided long term support to 70 adult survivors of modern slavery making the transition into a life in the local community.
- Out of these, approximately:
 - 94% have life aspirations and identify future possibilities
 - 46% are in education or training
 - 21% are in either paid employment or are volunteering
 - 94% report increased confidence, independence and are making choices for their lives
 - 91% are active in support networks, groups and friendships
 - 97% are engaging with health services
 - 96% are making positive choices for health
- advocated for justice in the following areas: co-chairing the West Midlands Anti Slavery Network's Care and Support Group; attending the Strategic Board for Modern Slavery and Human Trafficking in the region (Violence Reduction Unit);
- strengthened and developed new partnerships with: Big Momma's Housing; Migrant Help; RMC; Sandwell and Coventry Councils; The Body Shop
- Raised awareness of modern slavery through:
 - Designing and delivering training sessions to 2 Local Authorities, 2 Churches, a supported housing company, a NHS Perinatal Team
 - Regular social media posts
 - Speaking at a modern slavery conference organised by 'It's a Penalty'
 - Attending the regional Faith Alliance
- Adavu's Casework Supervisor was shortlisted for an award with the Human Trafficking Foundation under its Rebuilding Lives (Frontline Award) category
- Developed a client Advisory Group to strengthen the voice of clients as a consultation body for Adavu's work; to make change in national and regional policy; to participate in awareness raising work from Adavu.
- Developed a programme of client wellbeing and consultation activities and events

Case-study

'Noreen' is a survivor of sexual exploitation in another part of the UK and was referred as a refused asylum seeker with very poor physical and mental health arising from her exploitation. Over the past 3 years we have supported Noreen as her solicitor challenged an

inaccuracy in her asylum claim that now resulted in her being granted 5 years Leave to Remain. Once her status was confirmed we were able to help her find safe, supported accommodation from where she is bidding for a long-term Council property. We helped her apply for benefits including Universal Credit (and Limited Capability for Work) and Personal Independence Payments. Due to concerns about her significant health issues not being addressed sufficiently, we helped her move to a new GP where she has now been thoroughly assessed and treated. She is active in our client Advisory Group, planning and regularly attending our wellbeing and social events. She volunteers for a faith-based organisation supporting asylum seekers, for her Church and attends a Salvation Army social group for survivors of modern slavery each week.

Plans going forward

- Continue to expand our work:
 - to increase the number of survivors supported towards a fulfilled life of freedom in the long-term
 - increase the breadth of support through developing its volunteer base
- to diversify its management
- to increase our organisational stability and long-term sustainability
- to develop a genuine, meaningful survivor voice by working with survivors to help make change and raise awareness

Fundraising

Adavu has raised a total of £141,120 in this period, with a carry-over to the next year of £54,819. This includes the following grants:

- Birmingham Methodist District £25,000
- Lloyds Foundation £33,333
- Harry Payne Trust £2,000
- Eveson Trust £7,000

Adavu has 7 regular donors that totals approximately £150/month. Adavu has also been commissioned to deliver quarterly training sessions to a regional anti-slavery network in the UK at £350/session.

Adavu has secured the following grants for subsequent years:

- National Lottery for £294,000 to run for 3 years from Sep 23 to Aug 26
- Joseph Rank Trust for £30,000 to run for 3 years from Sep 23 to Aug 26.

It is developing further income diversification, including developing a training package to sell. Planned fundraising activities include sponsored 10k race, Body Shop event and an online auction.

Financial Review

At the end of Adavu's financial period, it holds **£54,978**

Reserves Policy

The general reserves policy is to retain sufficient reserves:

- to ensure that the charity has sufficient funds to meet its short to medium term 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.

The above reserves policy relates only to the charity's unrestricted funds.

Restricted funds (specific grants from corporate funders) will be used for the restricted purpose for which they were given.

In constructing this policy, the trustees have paid due consideration to the Charity Commission guidance on charities and reserves.

Adavu's reserves policy aims to hold the equivalent of two months running costs in our reserves, currently £20,000.

Structure, Governance and Management

Adavu is a Charitable Incorporated Organisation, governed by its "Constitution of a Charitable Incorporated Organisation whose only voting members are its Charity Trustees".

Apart from the first Charity Trustees, 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.

The current board of trustees includes members with skills in governance, and experience in the modern slavery and related sectors.

The CIO Board of Trustees meet at least four times a year.

Professional Advisors:

1. Sue Holder, Safeguarding Advisor (pro-bono, courtesy of the Birmingham Methodist District)
2. BVSC, payroll and book-keeping/financial reporting, submission of accounts to Charity Commission and examination of accounts
3. Peter Flowers, HR

Staff:

1. Liisa Wiseman, Manager, 30 hrs/week

2. Mohinder Kaur, Casework Supervisor, 32 hrs/wk
3. Dava Gjini, Caseworker, 32 hrs/wk
4. Melanie Lynch, Wellbeing Worker, 8 hrs/wk

Signed on behalf of Adayu Trustees:

Signature: *Ian Howarth*

Full name: *IAN HOWARTH*

Position: *Chair of Trustees*

Date: *6/4/2023*



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name ADAVU	No (if any) 1199391
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Receipts and payments accounts

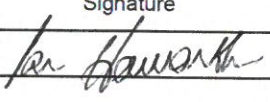
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For the period from	Period start date 21/6/2022	To	Period end date 31/8/2023
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Section A Receipts and payments

	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					
Grants	-	80,031	-	80,031	-
Donations	2,951	5,165	-	8,116	-
Other	450	52,683	-	53,133	-
Sub total (Gross income for AR)	3,401	137,879	-	141,280	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	3,401	137,879	-	141,280	-
A3 Payments					
Salaries	-	70,120	-	70,120	-
Client Costs	17	3,305	-	3,322	-
Office Rent	165	1,815	-	1,980	-
Telephone	-	1,436	-	1,436	-
Other Office	-	2,219	-	2,219	-
Training	-	2,214	-	2,214	-
Travel	16	1,332	-	1,348	-
Equipment	-	386	-	386	-
Marketing	-	1,074	-	1,074	-
Sundries	17	1,012	-	1,029	-
Professional Fees	-	1,173	-	1,173	-
	-	-	-	-	-
Sub total	215	86,086	-	86,301	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	215	86,086	-	86,301	-
Net of receipts/(payments)	3,186	51,792	-	54,978	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	3,186	51,792	-	54,978	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank	3,186	51,527	-
	Petty Cash	-	265	-
		-	-	-
	Total cash funds	3,186	51,792	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
	Portable electronic equipment		5,000	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
			IAN HOWARTH	8/11/23



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Adavu

**On accounts for the year
ended**

31st August 2023

**Charity no
(if any)**

1199391

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/08/2023

**Responsibilities and
basis of report**

As the charity trustees of the Trust, 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 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:

11/11/2023

Name:

Andrew Hopkins

Address:

BVSC, First Floor, Livery Place

35 Livery Street

Birmingham, B3 2PB