

# WEST MIDLANDS ANTI-SLAVERY NETWORK

England & Wales · Charity number 1200309

## Details

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Other names	WEST MIDLANDS ANTI-SLAVERY NETWORK COMMUNITY INTEREST COMPANY
Status	Registered
Legal form	CIO
Registered	2022-09-08
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	Arca Temple Row Birmingham B2 5AF
Phone	07412482791
Email	<a href="mailto:info@westmidlandsantislavery.org">info@westmidlandsantislavery.org</a>
Website	<a href="https://westmidlandsantislavery.org/">https://westmidlandsantislavery.org/</a>

## Activities

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**Objects:** TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS, AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) WITHIN THE WEST MIDLANDS BY ALL OR ANY OF THE FOLLOWING MEANS.- MONITORING ABUSES OF HUMAN RIGHTS- OBTAINING REDRESS FOR VICTIMS OF HUMAN RIGHTS ABUSE- RELIEVING NEED AMONG THE VICTIMS OF HUMAN RIGHTS ABUSE- RESEARCH INTO HUMAN RIGHTS ABUSE- EDUCATING THE PUBLIC AND RAISING AWARENESS ABOUT HUMAN RIGHTS ISSUES- PROVIDING TECHNICAL ADVICE TO GOVERNMENT, LOCAL GOVERNMENT, LAW ENFORCEMENT AND OTHERS ON HUMAN RIGHTS MATTERS- COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION- PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS- PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTSIN FURTHERANCE OF THAT OBJECT, BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTS

**Activities:** West Midlands Anti-Slavery Network unites and enables partner organisations to work in collaboration to end modern slavery, human trafficking and exploitation. We do this by identifying gaps,

influencing change and facilitating solutions in order to protect and advocate for the vulnerable in society.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

## Geography

- Throughout England

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-07	£455,420	£420,558	-	-
2024-09-07	£477,822	£372,714	-	-
2023-09-07	£496,371	£341,075	-	-

## Trustees

Name	Role	Appointed
<b>Shayne Tyler</b>	Chair	2022-12-08
Geoff Jellis		2025-06-05
Klara Kula		2026-01-29
Ngozi Omisakin- adeyela		2026-01-29
SIAN THOMAS		2022-12-08
Sipiwe Takura		2024-03-07

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

England & Wales - Charity number 1200309

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# Accounts

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**  
**UNAUDITED**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 7 SEPTEMBER 2025**



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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

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<b>Trustees</b>	S Tyler, Chair S Takura S Thomas M Ansari (resigned 6 March 2025) G Jellis (appointed 5 June 2025)
<b>Charity registered number</b>	1200309
<b>Principal office</b>	Runway East Arca Temple Row Birmigham B2 5AF
<b>Executive Director</b>	R Brierley
<b>Accountants</b>	WR Partners Chartered Accountants Belmont House Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### CHAIRMAN'S STATEMENT FOR THE YEAR ENDED 7 SEPTEMBER 2025

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The chairman presents his statement for the year.

Chair's Report 2024-25

I am pleased to present this annual report for West Midlands Anti-Slavery Network (WMASN) during our third year as a registered charity.

Our organisation has made significant progress in supporting victims of modern slavery and human trafficking across the West Midlands. We've expanded our Independent Modern Slavery Advocate (IMSA) service, which has proven highly effective in identifying and supporting victims. The number of individuals we've helped has increased substantially, with our team supporting over 120 service users this year compared to 100 in the previous period.

Key achievements include:

- Successfully securing continued funding from Warwickshire PCC for a dedicated IMSA role
- Continuing our vital Modern Slavery Coordinator role with Birmingham City Council
- Securing funding for a new Slavery and Exploitation Intervention Officer role with Birmingham City Council
- Expanding our victim support services, primarily through outreach
- Delivering over 80 training and awareness raising sessions to professionals
- Contributing to academic research with approaches to modern slavery
- Attracting funding from local authorities within the West Midlands and,
- Maintaining strong financial stability at the end of our first full year as a charity.
- The setting up of a Lived Experience Consultancy Panel named VOICE – Voice of Insight Change and Empowerment
- Securing funding for a VOICE panel Manager

Our partnerships remain crucial to our success. We continue to work closely with law enforcement, local authorities, and other agencies to ensure comprehensive support for victims. The introduction of our developing 'Lived Experience Panel' this year marks an important step in ensuring survivors' voices inform our work.

Looking ahead to 2026 we are well positioned to provide an increasing level of support to even more victims of exploitation. Our support will primarily be via our Outreach support team which spans the whole of the West Midlands and Warwickshire although there are occasions when we will support victims across the UK and internationally too.

I want to thank our dedicated staff, trustees, and partners for their commitment to combating modern slavery. Their expertise and dedication continue to make a real difference in victims' lives.

Shayne Tyler  
Chair of Trustees

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT FOR THE YEAR ENDED 7 SEPTEMBER 2025

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The Trustees present their annual report together with the financial statements of the Charity for the year from 8 September 2024 to 7 September 2025.

#### **Objectives and activities**

##### **a. Policies and objectives**

Our Articles set out our mission as being.

To promote human rights (as set out in the Universal Declaration of Human Rights, and subsequent United Nations conventions and declarations) within the West Midlands by all or any of the following means. Monitoring abuses of human rights Obtaining redress for victims of human rights abuse Relieving need among the victims of human rights abuse Research into human rights abuse Educating the public and raising awareness about human rights issues Providing technical advice to Government, local government, law enforcement and others on human rights matters Commenting on proposed human rights legislation Promoting respect for human rights among individuals and corporations Promoting public support for human rights In furtherance of that object, but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects

Our Articles are underpinned by our 7 key priorities.

1. Victim Care and Support
2. Equality Diversity and Inclusion
3. Our People
4. Prevent and Protect
5. Working in Partnership
6. Organisational sustainability
7. Influence change

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

##### **b. Strategies for achieving objectives**

West Midlands Anti Slavery Network (WMASN) has an action plan to deliver our objectives. The Senior Management Team (SMT) have responsibility for the action plan with the board of trustees being accountable for the action plan.

Together with a consultant provided by Lloyds Bank Foundation we now have a financial strategy that underpins our five year strategy. In 2026 we will be looking at how we better use data for case notes, funding returns and funding applications including the use of AI with the support of another Lloyds Bank Foundation Consultant.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2025

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#### Objectives and activities (continued)

##### c. Activities undertaken to achieve objectives

We continually review our organisation and structure and have put measures in place to ensure we achieve our objectives. We have a strong Senior Management Team and are supported by an experienced Board of Trustees who provide governance, accountability, and scrutiny.

- Trustee recruitment including a treasurer
- Identifiable Senior Management Team
- An experienced Operations Manager
- Experienced Business Manager
- Board Governance, Policy, and Safeguarding Task Group Board
- Finance and Risk Task Group
- Survivor Voice Panel- VOICE

##### d. Main activities undertaken to further the Charity's purposes for the public benefit

West Midlands Anti Slavery Network is a charitable organisation underpinned by six key objectives. The organisation is responsible for bringing together all agencies in the West Midlands to build knowledge, promote partnership working, identify training requirements, provide support to frontline staff and work with all agencies to identify victims of exploitation, and provide trauma informed support ensuring long term recovery via our SafePlace and Outreach service.

The organisation is a leader in the field of post rescue care and support, including accommodation. We are seeing more UK nationals entering our service and gaining an understanding of the challenges faced by those with recourse to public funds. We recognise that the time post rescue is the golden hour and getting that right with the right care and support gives survivors the best possible chance of success long term. We aim to ensure support provides a good foundation for people to be able to avoid re exploitation and lead successful healthy lives thereafter.

Our IMSA service was redefined in September 2023 in recognition that we needed to not only provide accommodation and support, but to provide outreach for those not requiring accommodation, at that point in time. Our outreach service has grown exponentially since then and includes females receiving outreach support. We now see referrals coming from many different agencies as we spread our wings further, some people now self refer, including surprisingly via our website contact page. We have an IMSA service that covers the Warwickshire Police area too, this role has been tremendously successful also supporting around 80 people per year, with direct support to around 40 people.

We are commissioned by Birmingham City Council to provide them with a MS Coordinator whose role ensures that BCC comply with their legal obligations, provide advice and guidance to staff, provide training to relevant staff and frontline workers.

We remain passionate on taking part in academic research, especially that which informs good practice regionally and nationally. Our VOICE panel also now contributes to this aspect of our work – a recent contribution was research by The Passage on Homelessness and Exploitation

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2025

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#### Objectives and activities (continued)

2025 has seen the formation and integration of the VOICE Survivor Panel within WMASN. The Network currently has six Lived Experience Consultants on board, coordinated by an Engagement Manager, providing a structured and safeguarded approach to survivor leadership.

Over the past six months, the panel has contributed to 13 engagements across research, training, and advocacy. Collaborations have included work with Black Country NHS, Concept Housing Association, Dudley Safeguarding People Partnership, Birmingham City Council and Warwickshire County Council, demonstrating growing demand for survivor-informed input across statutory and community sectors. The panel is also promoted through its dedicated webpage on the WMASN website, which hosts the VOICE Information Pack, flyer, survivor engagement FAQ and the Expression of Interest form, helping external partners access clear guidance on ethical involvement. A regular blog series will begin shortly, with each consultant taking a turn to write a brief reflective piece, further strengthening visibility and survivor voice without reliance solely on public speaking.

Considerable focus has been placed on supporting consultants' wellbeing and skills. Two in-person development days have been held in Birmingham, and through our National Lottery funding, we are offering to fund accredited professional development courses, clinical supervision, and talking therapies, recognising that participation involves significant emotional labour and must be met with appropriate care to maintain healthy work/life balance.

A project of note is the Survivor Engagement Working Group we lead to provide recommendations on trauma-informed, inclusive engagement for the Joint Committee on Human Rights. This work is ongoing, with the objective of strengthening and expanding the existing training before Parliamentary enquiries involve people with lived experience, aiming for long-term systemic impact. Looking ahead, we have been invited by the Independent Anti-Slavery Commissioner to attend the Anti-Slavery Advisory Panels Summit in March 2026, bringing regional panels together for the first time to share priorities and help shape national projects.

#### Achievements and performance

##### a. Main achievements of the Charity

In the past 12 months, we have continued to review our SafePlace accommodation and Independent Modern Slavery Advocate Service (IMSA). The latter has proven a real success in supporting victims and/or survivors in a manner not previously experienced via the SafePlace service. The service is wholly geared around outreach, whilst the demand for post-rescue accommodation has declined significantly. The organisations and places from which referrals are made are growing and becoming more diverse as we continue to grow and word spreads of our service. This has increased demand significantly and has also resulted in being approached to support specific local authority supported activity within the West Midlands.

We continue to be commissioned to provide Birmingham City Council with a Modern Slavery Coordinator. This has proven to be very successful and evidence that a Local Authority needs a MS Coordinator. Indeed, Birmingham City Council has seen increasing demand which has resulted in us being further commissioned to provide a role akin to an IMSA, a Slavery and Exploitation Intervention Officer. Local Authorities having an MS Coordinator is key to the work of many agencies as they have a specialised point of contact. This benefits survivors too, as it means that the LA can access support for victims they identify.

Our SafePlace IMSA service was originally set up to provide immediate support for victims for around 5/10 days until they were able to access Home Office support via the victim care contract or to be sign posted to other support. 2024 saw an evolution of the accommodation offer, with the potential for victims to be accommodated for far longer periods of time. However, demand has continued to be problematic, with only 2 referrals in early 2025. Consequently, a review was undertaken, and a decision has been taken to close the SafePlace accommodation offer, to focus on the changing demand for outreach support, advice, training and awareness raising.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2025

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#### Achievements and performance (continued)

In late 2024, the IMSA service was shortlisted for a national Human Trafficking Foundation award. This unexpectedly triggered dialogue with a large MS charity, Hope for Justice (HFJ), the latter having sought a trademark for the term IMSA. During 2025, we engaged with HFJ and our commissioners, to determine whether we would participate in a national IMSA pilot being led by HFJ. Unfortunately, our opinion was that the pilot and role description were at odds with our approach and the breadth of our service offer. As such, we are now in conversations to determine a new role title for a service, a fact that is supported by our commissioners.

We also represent the human trafficking agenda on the Mayor's West Midlands Combined Authority Homeless Task Force Steering Group and we Chair their No Recourse to Public Funds Task Group. This is all in recognition that homelessness and NRPF are intrinsically linked to exploitation. We are included in their rough sleepers' task group action plan where we have a responsibility to reduce exploitation in the rough sleeping sector and provide support for those that are.

#### Financial review

##### a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

##### b. Reserves policy

Our reserves policy is in place and ensures we have a minimum of three months funding in reserve to close the organisation if required – this includes redundancy costs, paying of any debts, and closing the organisation down.

Free reserves are calculated as the unrestricted funds less any designated funds and unrestricted tagible assets. At the year end the free reserves stood figure amounted to £170,322 (2024: £153,946).

#### Structure, governance and management

##### a. Constitution

West Midlands Anti-Slavery Network is a registered charity, number 1200309, and is constituted under a Constitution.

##### b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution. We have outsourced our human resources, and they also support our recruitment of staff and trustees. Applications are received, reviewed and a 20 minute conversation is held with the applicant. If both parties are suitable the applicant is offered an interview. All successful applicants are required to provide two references and a DBS check.

Throughout 24-25 we have strengthened our board of trustees through the appointment of an additional Trustee, with a further two Trustees, including a new Treasurer, joining shortly after the year end. These appointments enhance the range of skills and experience available to the Board and further strengthen governance and financial oversight.

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WEST MIDLANDS ANTI-SLAVERY NETWORK

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INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
FOR THE YEAR ENDED 7 SEPTEMBER 2025

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**Independent examiner's statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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 in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:

*Jane Tweedie*

S J Tweedie

Dated:

*21 April 2026*

BSc FCA DChA

**WR Partners**

Chartered Accountants  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
Shropshire  
SY2 6LG

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

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**Independent examiner's report to the Trustees of West Midlands Anti-Slavery Network ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 7 September 2025.

**Responsibilities and basis of report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 2011 Act.

## WEST MIDLANDS ANTI-SLAVERY NETWORK

### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2025

#### Statement of Trustees' responsibilities

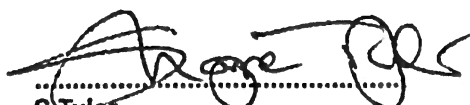
The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



S Tyler  
(Chair of Trustees)

Date: 2.3.2026

TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 7 SEPTEMBER 2025

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**Structure, governance and management (continued)**

**b. Methods of appointment or election of Trustees**

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution. We have outsourced our human resources, and they also support our recruitment of staff and trustees. Applications are received, reviewed and a 20 minute conversation is held with the applicant. If both parties are suitable the applicant is offered an interview. All successful applicants are required to provide two references and a DBS check.

Throughout 24-25 we have strengthened our board of trustees through the appointment of an additional Trustee, with a further two Trustees, including a new Treasurer, joining shortly after the year end. These appointments enhance the range of skills and experience available to the Board and further strengthen governance and financial oversight.

**c. Financial risk management**

Throughout the year, the Trustees have maintained a strong focus on sound financial management ensuring that the organisation remains resilient and well-positioned to deliver its charitable objectives. Investment in our processes, training, and digital capability, alongside the continued development of a skilled and collaborative team, has strengthened our operational effectiveness and supports our plans for ongoing improvement. In addition, the organisation has worked collaboratively to develop a three-year financial strategy alongside its business strategy, supported by external expertise, placing us in a stronger position to plan confidently for the future, with an idea of how we can diversify our funding streams.

The Trustees have assessed the major risks to which the Charity is exposed, those related to the operations and finances of the Charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

**Plans for future periods**

The coming year

We will ensure we commit to maintaining our five year strategy plan along with our financial strategy including:

- Continue to fundraise and identify diverse funding streams
- Continue to provide the best possible care and support to the ever increasing numbers of survivors in the region and beyond
- Continue to review our processes to make sure we're continually making our work efficient
- Continue to offer our lived experience advisory panel to all stakeholders and promote their work.
- Embed cultural competency in our work and influence it in the work of stakeholders
- Represent our work regionally and nationally and continue to influence change in policy procedure and legislation
- Identify academic research opportunities
- Identify staff training needs, provide support and seek innovative ways in which to attract and retain staff  
Identify ways in which AI can be used ethically to enhance our work
- Starting with an internal workshop in February 26 we will seek innovative ways in which to engage and support industry. We will also review our income streams where we provide training and support to our stakeholders

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
Donations and legacies	3	360,015	87,348	447,363	466,513
Charitable activities	4	-	6,000	6,000	11,294
Investments	5	-	2,057	2,057	15
<b>Total income</b>		<b>360,015</b>	<b>95,405</b>	<b>455,420</b>	<b>477,822</b>
<b>Expenditure on:</b>					
Raising funds	6	-	6,575	6,575	4,875
Charitable activities	7	343,942	70,041	413,983	367,839
<b>Total expenditure</b>		<b>343,942</b>	<b>76,616</b>	<b>420,558</b>	<b>372,714</b>
<b>Net movement in funds</b>		<b>16,073</b>	<b>18,789</b>	<b>34,862</b>	<b>105,108</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		103,764	156,640	260,404	155,296
Net movement in funds		16,073	18,789	34,862	105,108
<b>Total funds carried forward</b>		<b>119,837</b>	<b>175,429</b>	<b>295,266</b>	<b>260,404</b>

The Statement of financial activities includes all gains and losses recognised in the year.

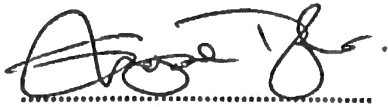
The notes on pages 13 to 26 form part of these financial statements.

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**BALANCE SHEET  
AS AT 7 SEPTEMBER 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	12	5,107	2,694
		<u>5,107</u>	<u>2,694</u>
<b>Current assets</b>			
Debtors	13	8,858	54,352
Cash at bank and in hand		293,418	212,262
		<u>302,276</u>	<u>266,614</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	14	(12,117)	(8,904)
<b>Net current assets</b>		<u>290,159</u>	<u>257,710</u>
<b>Total assets less current liabilities</b>		<u>295,266</u>	<u>260,404</u>
<b>Total net assets</b>		<u><u>295,266</u></u>	<u><u>260,404</u></u>
<b>Charity funds</b>			
Restricted funds	15	119,837	103,764
Unrestricted funds	15	175,429	156,640
<b>Total funds</b>		<u><u>295,266</u></u>	<u><u>260,404</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



S Tyler  
(Chair of Trustees)

Date: 3.03.2024

The notes on pages 13 to 26 form part of these financial statements.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 7 SEPTEMBER 2025

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#### 1. General information

West Midlands Anti-Slavery Network is a Charitable Incorporated Organisation, Charity number 1200309. It was registered with the Charity Commission 8 September 2022. The registered office is shown on page 1 of this report.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

West Midlands Anti-Slavery Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

West Midlands Anti-Slavery Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

##### 2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 7 SEPTEMBER 2025

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#### 2. Accounting policies (continued)

##### 2.3 Expenditure (continued)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

##### 2.4 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of financial activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

##### 2.5 Redundancy and termination

In cases of redundancy, statutory terms will apply. After serving 2 years and up to 12 years employees are entitled to statutory notice of 1 week for each full year worked or one month's pay, whichever is greater. Termination pay may be given in lieu of notice.

##### 2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

##### 2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £100 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	25%
Computer equipment	-	25%

##### 2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025

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**2. Accounting policies (continued)**

**2.9 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**2.10 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**2.11 Financial instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.12 Pensions**

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

**2.13 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

**3. Income from donations and legacies**

	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
<b>Donations</b>				
Other donations	-	-	-	6,410
<b>Donations subtotal</b>	-	-	-	6,410
Donation from WMASN CIC	-	177	177	-
Grants	216,577	84,691	<b>301,268</b>	220,212
Government grants	143,438	1,680	<b>145,118</b>	238,391
Similar incoming resources	-	800	<b>800</b>	1,500
<b>Subtotal</b>	360,015	87,348	<b>447,363</b>	460,103
	360,015	87,348	<b>447,363</b>	466,513
<i>Total 2024</i>	<i>417,503</i>	<i>49,010</i>	<i>466,513</i>	

Government grants received in the year include grants from the Warwickshire Police and Crime Commissioner, West Midlands Police and Crime Commissioner and Birmingham City Council.

The donations figure includes the use of a building as a safe house, provided by Birmingham City Council. This is included within donations and expenditure at the value stated in the lease agreement.

**4. Income from charitable activities**

	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Income from charitable activities	-	6,000	<b>6,000</b>	11,294
<i>Total 2024</i>	<i>6,714</i>	<i>4,580</i>	<i>11,294</i>	

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

**5. Investment income**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Interest received	2,057	<b>2,057</b>	15
	<u>2,057</u>	<u>2,057</u>	
<i>Total 2024</i>	<u>15</u>	<u>15</u>	

**6. Expenditure on raising funds**

**Costs of raising voluntary income**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Fundraising consultant	6,575	<b>6,575</b>	4,875
	<u>6,575</u>	<u>6,575</u>	
<i>Total 2024</i>	<u>4,875</u>	<u>4,875</u>	

**7. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total 2025 £</b>	<i>Total 2024 £</i>
Charitable Activities	343,942	70,041	<b>413,983</b>	367,839
	<u>343,942</u>	<u>70,041</u>	<u>413,983</u>	
<i>Total 2024</i>	<u>346,702</u>	<u>21,137</u>	<u>367,839</u>	

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

**8. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2025 £</b>	<b>Support costs 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Charitable Activities	203,181	210,802	<b>413,983</b>	367,839
<i>Total 2024</i>	<u>204,985</u>	<u>162,854</u>	<u>367,839</u>	

**Analysis of direct costs**

	<b>Activities 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Staff costs	183,919	<b>183,919</b>	169,676
Service user costs	2,942	<b>2,942</b>	6,204
Safehouse rent, furnishings and equipment	1,211	<b>1,211</b>	6,998
Evaluation	7,429	<b>7,429</b>	-
Interpreting	1,489	<b>1,489</b>	651
Utilities	4,850	<b>4,850</b>	2,513
Miscellaneous	1,341	<b>1,341</b>	1,812
Forum	-	-	17,131
	<u>203,181</u>	<u>203,181</u>	<u>204,985</u>
<i>Total 2024</i>	<u>204,985</u>	<u>204,985</u>	

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Activities 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Staff costs	99,001	<b>99,001</b>	84,979
Depreciation	1,596	<b>1,596</b>	766
Communications	1,586	<b>1,586</b>	796
Other staff costs	22,314	<b>22,314</b>	8,047
Staff training, seminars & conferences	4,420	<b>4,420</b>	4,685
Travel & subsistence	1,888	<b>1,888</b>	1,254
Office costs	7,833	<b>7,833</b>	4,349
Professional fees	6,800	<b>6,800</b>	4,573
Information technology	1,480	<b>1,480</b>	5,190
Health and Safety	2,450	<b>2,450</b>	1,814
Bank charges	180	<b>180</b>	175
Promotional material	280	<b>280</b>	697
Miscellaneous	13,956	<b>13,956</b>	502
Insurance	6,492	<b>6,492</b>	6,108
Subcontractors	40,526	<b>40,526</b>	38,919
	<u>210,802</u>	<u><b>210,802</b></u>	<u>162,854</u>
<i>Total 2024</i>	<u>162,854</u>	<u>162,854</u>	

**9. Independent examiner's remuneration**

	<b>2025 £</b>	<i>2024 £</i>
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<b>2,964</b>	2,880
Fees payable to the Charity's independent examiner in respect of: All other services not included above	<b>180</b>	353

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

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**14. Creditors: Amounts falling due within one year**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade creditors	<b>3,265</b>	-
Other taxation and social security	<b>1,601</b>	1,538
Pension creditor	<b>876</b>	773
Other creditors	<b>4,232</b>	3,713
Accruals and deferred income	<b>2,143</b>	2,880
	<u><b>12,117</b></u>	<u><b>8,904</b></u>
	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Deferred income at 8 September 2024	-	56,296
Amounts released from previous periods	-	(56,296)
	<u>-</u>	<u>-</u>
	<u><b>-</b></u>	<u><b>-</b></u>

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

**15. Statement of funds**

**Statement of funds - current year**

	Balance at 8 September 2024 £	Income £	Expenditure £	Balance at 7 September 2025 £
<b>Unrestricted funds</b>				
General Funds - all funds	156,640	95,405	(76,616)	175,429
<b>Restricted funds</b>				
Operations Manager / SASCC	-	33,980	(32,476)	1,504
Staff funding	43,480	123,652	(67,333)	99,799
National Lottery Community grant	9,729	44,286	(111,737)	(57,722)
Core costs	-	24,414	(22,025)	2,389
Independent Modern Slavery Advocate - West Midlands	28,313	36,193	(37,131)	27,375
Independent Modern Slavery Advocate - Warwickshire	13,296	48,851	(39,111)	23,036
Lived Experience Panel	4,746	28,639	(30,159)	3,226
Modern Slavery Policy and Evidence Centre	4,200	-	-	4,200
Awards for all	-	20,000	(3,970)	16,030
	<u>103,764</u>	<u>360,015</u>	<u>(343,942)</u>	<u>119,837</u>
<b>Total of funds</b>	<u><u>260,404</u></u>	<u><u>455,420</u></u>	<u><u>(420,558)</u></u>	<u><u>295,266</u></u>

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

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**15. Statement of funds (continued)**

**Restricted funds comprise of:**

Operations Manager / SASCC - Operations Manager salary and costs funded by the West Midlands Police and Crime Commissioner

Staff funding - Birmingham City Council Modern Slavery Coordinator funded by Birmingham City Council

National Lottery Community Grant - Funding from The National Lottery Community Fund to run a Safe House for victims of slavery and trafficking including salaries, costs, and all house expenses. The negative fund balance is due to timing differences between income and expenditure of this 4 year grant.

Core Costs - Funding for West Midlands Anti Slavery Network covering part of the salary for the Executive Director and Business Manager, and accountancy and rent costs. Funded by the West Midlands Police and Crime Commissioner .

Independent Modern Slavery Advocate - West Midlands - Funding for the IMSA role from the West Midlands Police and Crime Commissioner.

Safehouse rent - gift in kind

Independent Modern Slavery Advocate - Warwickshire - Funding for the IMSA role from the Warwickshire Police and Crime Commissioner

Lived Experience Panel - to advise on Slavery and Trafficking from a lived experience perspective

Modern Slavery Policy and Evidence Centre - funding for research into professionals experience in slavery and trafficking

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

**15. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 September 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 7 September 2024 £</i>
<b>Unrestricted funds</b>					
General Funds	133,084	53,605	(26,012)	(4,037)	156,640
<b>Restricted funds</b>					
Operations Manager / SASCC	2,866	37,260	(42,142)	2,016	-
Staff funding	4,179	85,400	(46,099)	-	43,480
National Lottery Community grant	-	144,073	(134,344)	-	9,729
Core costs	-	23,305	(25,326)	2,021	-
Independent Modern Slavery Advocate - West Midlands	15,167	43,541	(30,395)	-	28,313
Safehouse rent	-	6,400	(6,400)	-	-
Independent Modern Slavery Advocate - Warwickshire	-	48,885	(35,589)	-	13,296
Lived Experience Panel	-	28,639	(23,893)	-	4,746
Modern Slavery Policy and Evidence Centre	-	6,714	(2,514)	-	4,200
	<u>22,212</u>	<u>424,217</u>	<u>(346,702)</u>	<u>4,037</u>	<u>103,764</u>
<b>Total of funds</b>	<u><u>155,296</u></u>	<u><u>477,822</u></u>	<u><u>(372,714)</u></u>	<u><u>-</u></u>	<u><u>260,404</u></u>

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2025**

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**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Tangible fixed assets	-	5,107	<b>5,107</b>
Current assets	119,837	182,439	<b>302,276</b>
Creditors due within one year	-	(12,117)	<b>(12,117)</b>
<b>Total</b>	<u>119,837</u>	<u>175,429</u>	<u><b>295,266</b></u>

**17. Pension commitments**

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £5,248. Of this £773 was payable to the fund at the balance sheet date and is included in creditors.

**18. Related party transactions**

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 7 September 2025.

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

England & Wales - Charity number 1200309

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# Accounts

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Charity number: 1200309

**WEST MIDLANDS ANTI-SLAVERY NETWORK**  
**UNAUDITED**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 7 SEPTEMBER 2024**



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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

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<b>Trustees</b>	S Tyler, Chair S Takura (appointed 7 March 2024) A Booth (resigned 24 June 2024) S Thomas M Ansari (appointed 7 March 2024)
<b>Charity registered number</b>	1200309
<b>Principal office</b>	Landmark Space 2 Snowhill Birmingham B4 6GA
<b>Executive Director</b>	R Brierley
<b>Accountants</b>	WR Partners Chartered Accountants Belmont House Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### CHAIRMAN'S STATEMENT FOR THE YEAR ENDED 7 SEPTEMBER 2024

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The chairman presents his statement for the year.

#### **Chair's Report 2023-24**

I am pleased to present this annual report for West Midlands Anti-Slavery Network (WMASN) during our second year as a registered charity.

Our organisation has made significant progress in supporting victims of modern slavery and human trafficking across the West Midlands. We've expanded our Independent Modern Slavery Advocate (IMSA) service, which has proven highly effective in identifying and supporting victims. The number of individuals we've helped has increased substantially, with our team supporting over 100 service users this year compared to 65 in the previous period.

Key achievements include:

- Successfully securing funding from Warwickshire PCC for a dedicated IMSA role
- Continuing our vital Modern Slavery Coordinator role with Birmingham City Council
- Expanding our victim support services and safe accommodation provision
- Contributing to academic research with approaches to modern slavery
- Maintaining strong financial stability at the end of our first full year as a charity.

Our partnerships remain crucial to our success. We continue to work closely with law enforcement, local authorities, and other agencies to ensure comprehensive support for victims. The introduction of our developing 'Lived Experience Panel' this year marks an important step in ensuring survivors' voices inform our work.

Looking ahead, we're well-positioned to support an estimated 150 victims in 2024. Our focus remains on prevention, identification, and long-term support for survivors, while adapting to emerging challenges in human trafficking patterns.

I want to thank our dedicated staff, trustees, and partners for their commitment to combating modern slavery. Their expertise and dedication continue to make a real difference in victims' lives.

Shayne Tyler  
Chair of Trustees

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT FOR THE YEAR ENDED 7 SEPTEMBER 2024

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The Trustees present their annual report together with the financial statements of the Charity for the year from 8 September 2023 to 7 September 2024.

#### **Objectives and activities**

##### **a. Policies and objectives**

Our Articles set out our mission as being.

To promote human rights (as set out in the Universal Declaration of Human Rights, and subsequent United Nations conventions and declarations) within the West Midlands by all or any of the following means. Monitoring abuses of human rights Obtaining redress for victims of human rights abuse Relieving need among the victims of human rights abuse Research into human rights abuse Educating the public and raising awareness about human rights issues Providing technical advice to Government, local government, law enforcement and others on human rights matters Commenting on proposed human rights legislation Promoting respect for human rights among individuals and corporations Promoting public support for human rights In furtherance of that object, but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects

Our Articles are underpinned by our 7 key priorities.

1. Victim Care and Support
2. Equality Diversity and Inclusion
3. Our People
4. Prevent and Protect
5. Working in Partnership
6. Organisational sustainability
7. Influence change

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

##### **b. Strategies for achieving objectives**

West Midlands Anti Slavery Network (WMASN) has an action plan to deliver our objectives. The Senior Management Team (SMT) have responsibility for the action plan with the board of trustees being accountable for the action plan.

Together with a consultant provided by Lloyds Bank Foundation the organisation, including Trustees, Team, and our lived experience panel recently held a development day to formulate a five year strategy. This will be developed over the coming months and will assist the organisation to remain focussed, inform decision making, and enhance growth.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2024

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#### Objectives and activities (continued)

##### c. Activities undertaken to achieve objectives

We continually review our organisation and structure and have put measures in place to ensure we achieve our objectives. We have a strong Senior Management Team and are supported by an experienced Board of Trustees who provide governance, accountability, and scrutiny.

- Trustee recruitment including a treasurer
- Identifiable Senior Management Team
- An experienced Operations Manager
- Experienced Business Manager
- Board Governance, Policy, and Safeguarding Task Group
- Board Finance Task Group
- Survivor Voice Panel

##### d. Main activities undertaken to further the Charity's purposes for the public benefit

West Midlands Anti Slavery Network is a charitable organisation underpinned by six key objectives. The organisation is responsible for bringing together all agencies in the West Midlands to build knowledge, promote partnership working, identify training requirements, provide support to frontline staff and work with all agencies to identify victims of exploitation, and provide trauma informed support ensuring long term recovery via our SafePlace and Outreach service.

The organisation is a leader in the field of post rescue care and support, including accommodation. We have the only post rescue male SafePlace in the UK and the need for this service has grown year on year since inception five years ago. We are seeing more UK nationals entering our service and gaining an understanding of the challenges faced by those with recourse to public funds. We recognise that the time post rescue is the golden hour and getting that right with the right care and support gives survivors the best possible chance of success long term. We aim to ensure support provides a good foundation for people to be able to avoid re exploitation and lead successful healthy lives thereafter.

Our IMSA service was redefined in September 2023 in recognition that we needed to not only provide accommodation and support, but to provide outreach for those not requiring accommodation, at that point in time. Our outreach service has grown exponentially since then and includes females receiving outreach support. We now see referrals coming from many different agencies as we spread our wings further, some people now self refer, including surprisingly via our website contact page. We have an IMSA service that covers the Warwickshire Police area too, this role has been tremendously successful also supporting around 80 people per year, with direct support to around 40 people.

We are commissioned by Birmingham City Council to provide them with a MS Coordinator whose role ensures that BCC comply with their legal obligations, provide advice and guidance to staff, provide training to relevant staff and frontline workers.

We remain passionate on taking part in academic research, especially that which informs good practice regionally and nationally. Our recent research with the Modern Slavery Policy and Evidence Centre together with Shiva Foundation, North Wales Police, Cleveland Police and Hull University was focussed on Cultural Competency in UK Response to Modern Slavery.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2024

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#### Objectives and activities (continued)

At the end of 2023 we successfully applied for Commonwealth Legacy funding to set up and manage a lived experience panel of survivors to inform our work, and that of all our stakeholders. In the latter part of 2024, we started on the foundations including a recruitment process, safeguarding including providing clinical supervision, referral processes, IT and training. We have two current members with a further five/six to join us very soon. They will be able to advise on training, awareness, policy, procedures, strategies, speak at events and conferences. They are very much part of our team and have almost doubled the size of our charity. The team took time to think of a name for our survivor panel and its now named VOICE – Voice of Insight, Compassion and Empowerment

#### Achievements and performance

##### a. Main achievements of the Charity

In October 2022 we transitioned from a CIC to a CIO to enable us amongst other things to be able to access more diverse funding streams. This did mean we were very much restricted in applying for funding until we had our first year's accounts published with the Charities Commission. We were able to maintain our work during this period due to close financial management and intelligent use of what funds we had.

One of our main achievements is the review of our SafePlace accommodation and Independent Modern Slavery Advocate Service (IMSA). This was a game changer and demonstrated our ability to adjust our service in line with the changing environment needs of service users. Our Operations Manager reviewed the service where we were originally providing support and accommodation. They then implemented change so that our revised service could provide outreach service to those who did not require accommodation at the time of rescue. The service is growing, and numbers continue to rise despite challenges that the sector are facing to budgets. The organisations and places from which referrals are made are growing and becoming more diverse as we continue to grow and word spreads of our service. We probably underestimated how long it takes to embed a new service but now we are seeing the fruits of our hard work and diligence and survivors are benefitting from this in the region and beyond.

We continue to be commissioned to provide Birmingham City Council with a Modern Slavery Coordinator. This has proven to be very successful and evidence that a Local Authority needs a MS Coordinator exists now that Coventry has followed suit. Local Authorities having a MS Coordinator is key to the work of many agencies as they have a specialised point of contact. This benefits survivors too, as it means that the LA can access support for victims they identify.

Our SafePlace IMSA service originally was set up to provide immediate support for victims for around 5/10 days until they were able to access Home Office support via the victim care contract or to be sign posted to other support. This has now changed and adapted to provide support for those not eligible for HO accommodation (with recourse to public funds) and those with complex needs. Both cohorts are becoming more common. To continue to provide comprehensive support post rescue and ensure long term success we have not put a limit on how long someone may stay with us. 5/10 days has now become months in some circumstances, but we are seeing high levels of successful outcomes and feedback from survivors brings a tear to your eye seeing the impact we have had on their lives.

We also represent the human trafficking agenda on the Mayor's West Midlands Combined Authority Homeless Task Force Steering Group and we Chair their No recourse to public funds task group. This is all in recognition that homelessness and NRPF are intrinsically linked to exploitation. We are included in their rough sleepers' task group action plan where we have a responsibility to reduce exploitation in the rough sleeping sector and provide support for those that are.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2024

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#### Achievements and performance (continued)

We will complete work on our five year strategy which we see as including the following.

- Continue to provide the best possible care and support to the ever increasing numbers of survivors in the region and beyond
- Continue to fundraise and identify diverse funding streams
- Trustee recruitment to enhance our Board
- Continue to offer our lived experience advisory panel to all stakeholders and promote their work
- Evaluate and review the need for a service providing support and accommodation to females and seek funding appropriately
- Embed cultural competency in our work and influence it in the work of stakeholders
- Represent our work regionally and nationally and continue to influence change in policy procedure and legislation
- Identify academic research opportunities
- Identify staff training needs, provide support and seek innovative ways in which to attract and retain staff
- Identify ways in which AI can be used ethically to enhance our work

#### Financial review

##### a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

##### b. Reserves policy

Our reserves policy is in place and ensures we have a minimum of three months funding in reserve to close the organisation if required – this includes redundancy costs, paying of any debts, and closing the organisation down.

Free reserves are calculated as the unrestricted funds less any designated funds and unrestricted tagible assets. At the year end the free reserves stood figure amounted to £153,946 (2023: £131,941).

#### Structure, governance and management

##### a. Constitution

West Midlands Anti-Slavery Network is a registered charity, number 1200309, and is constituted under a Constitution.

##### b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution. We have outsourced our human resources, and they also support our recruitment of staff and trustees. Applications are received, reviewed and a 20 minute conversation is held with the applicant. If both parties are suitable the applicant is offered an interview. All successful applicants are required to provide two references and a DBS check.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2024

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#### Structure, governance and management (continued)

##### c. Financial risk management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

##### Plans for future periods

The coming year

We will complete work on our five-year strategy which we see as including the following.

- Continue to provide the best possible care and support to the ever-increasing numbers of survivors in the region and beyond
- Continue to fundraise and identify diverse funding streams
- Trustee recruitment to enhance our Board
- Continue to offer our lived experience advisory panel to all stakeholders and promote their work
- Evaluate and review the need for a service providing support and accommodation to females and seek funding appropriately
- Embed cultural competency in our work and influence it in the work of stakeholders
- Represent our work regionally and nationally and continue to influence change in policy procedure and legislation
- Identify academic research opportunities
- Identify staff training needs, provide support and seek innovative ways in which to attract and retain staff
- Identify ways in which AI can be used ethically to enhance our work

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WEST MIDLANDS ANTI-SLAVERY NETWORK

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 7 SEPTEMBER 2024

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**Statement of Trustees' responsibilities**

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....  
**S Tyler**  
(Chair of Trustees)

Date: 9.12.2024

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

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**Independent examiner's report to the Trustees of West Midlands Anti-Slavery Network ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 7 September 2024.

**Responsibilities and basis of report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 2011 Act.

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

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**Independent examiner's statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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 in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: *S J Tweedie*

S J Tweedie

Dated: *9 December 2024*

BSc FCA DChA

**WR Partners**  
Chartered Accountants  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
Shropshire  
SY2 6LG

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>					
Donations and legacies	3	417,503	49,010	466,513	480,641
Charitable activities	4	6,714	4,580	11,294	15,730
Investments	5	-	15	15	-
<b>Total income</b>		<b>424,217</b>	<b>53,605</b>	<b>477,822</b>	<b>496,371</b>
<b>Expenditure on:</b>					
Raising funds	6	-	4,875	4,875	2,350
Charitable activities	7	346,702	21,137	367,839	338,725
<b>Total expenditure</b>		<b>346,702</b>	<b>26,012</b>	<b>372,714</b>	<b>341,075</b>
<b>Net income</b>		<b>77,515</b>	<b>27,593</b>	<b>105,108</b>	<b>155,296</b>
Transfers between funds	15	4,037	(4,037)	-	-
<b>Net movement in funds</b>		<b>81,552</b>	<b>23,556</b>	<b>105,108</b>	<b>155,296</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		22,212	133,084	155,296	-
Net movement in funds		81,552	23,556	105,108	155,296
<b>Total funds carried forward</b>		<b>103,764</b>	<b>156,640</b>	<b>260,404</b>	<b>155,296</b>

The Statement of financial activities includes all gains and losses recognised in the year.

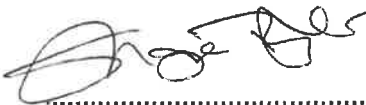
The notes on pages 13 to 26 form part of these financial statements.

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**BALANCE SHEET  
AS AT 7 SEPTEMBER 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	12	2,694	1,143
		2,694	1,143
<b>Current assets</b>			
Debtors	13	54,352	9,423
Cash at bank and in hand		212,262	208,700
		266,614	218,123
Creditors: amounts falling due within one year	14	(8,904)	(63,970)
<b>Net current assets</b>		<b>257,710</b>	<b>154,153</b>
<b>Total assets less current liabilities</b>		<b>260,404</b>	<b>155,296</b>
<b>Total net assets</b>		<b>260,404</b>	<b>155,296</b>
<b>Charity funds</b>			
Restricted funds	15	103,764	22,212
Unrestricted funds	15	156,640	133,084
<b>Total funds</b>		<b>260,404</b>	<b>155,296</b>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

  
 .....  
**S Tyler**  
 (Chair of Trustees)

Date: 9.12.2024

The notes on pages 13 to 26 form part of these financial statements.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 7 SEPTEMBER 2024

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#### 1. General information

West Midlands Anti-Slavery Network is a Charitable Incorporated Organisation, Charity number 1200309. It was registered with the Charity Commission 8 September 2022. The registered office is shown on page 1 of this report.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

West Midlands Anti-Slavery Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

##### 2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 7 SEPTEMBER 2024

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#### 2. Accounting policies (continued)

##### 2.4 Government grants

Government grants are recognised in the Statement of Financial activity on receipt and entitlement to the funds. The government grant income is allocated to the appropriate fund on receipt.

##### 2.5 Redundancy and termination

In cases of redundancy, statutory terms will apply. After serving 2 years and up to 12 years employees are entitled to statutory notice of 1 week for each full year worked or one month's pay, whichever is greater. Termination pay may be given in lieu of notice.

##### 2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

##### 2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £100 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	25%
Computer equipment	-	25%

##### 2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

##### 2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 7 SEPTEMBER 2024

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## 2. Accounting policies (continued)

### 2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

### 2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

### 2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

### 2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

**3. Income from donations and legacies**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
<b>Donations</b>				
Donation from WMASN CIC	-	-	-	166,777
Other donations	6,400	10	<b>6,410</b>	5,700
<b>Donations subtotal</b>	<b>6,400</b>	<b>10</b>	<b>6,410</b>	<b>172,477</b>
<b>Grants</b>				
Grants	172,712	47,500	<b>220,212</b>	165,398
Government grants	238,391	-	<b>238,391</b>	140,696
Similar incoming resources	-	1,500	<b>1,500</b>	2,070
<b>Subtotal</b>	<b>411,103</b>	<b>49,000</b>	<b>460,103</b>	<b>308,164</b>
	<b>417,503</b>	<b>49,010</b>	<b>466,513</b>	<b>480,641</b>
<i>Total 2023</i>	<i>289,794</i>	<i>190,847</i>	<i>480,641</i>	

Government grants received in the year include grants from the Warwickshire Police and Crime Commissioner, West Midlands Police and Crime Commissioner and Birmingham City Council.

The donations figure includes the use of a building as a safe house, provided by Birmingham City Council. This is included within donations and expenditure at the value stated in the lease agreement.

**4. Income from charitable activities**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Income from charitable activities	6,714	4,580	<b>11,294</b>	15,730
<i>Total 2023</i>	<i>-</i>	<i>15,730</i>	<i>15,730</i>	

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

**5. Investment income**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Interest received	15	15	-

**6. Expenditure on raising funds**

**Costs of raising voluntary income**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Fundraising consultant	4,875	4,875	2,350
<i>Total 2023</i>	<i>2,350</i>	<i>2,350</i>	

**7. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total 2024 £</b>	<i>Total 2023 £</i>
Charitable Activities	346,702	21,137	367,839	338,725
<i>Total 2023</i>	<i>268,499</i>	<i>70,226</i>	<i>338,725</i>	

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

**8. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2024 £</b>	<b>Support costs 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Charitable Activities	204,985	162,854	<b>367,839</b>	338,725
<i>Total 2023</i>	<i>193,791</i>	<i>144,934</i>	<i>338,725</i>	

**Analysis of direct costs**

	<b>Activities 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Staff costs	169,676	<b>169,676</b>	179,163
Service user costs	6,204	<b>6,204</b>	3,554
Safehouse rent, furnishings and equipment	6,998	<b>6,998</b>	6,845
Interpreting	651	<b>651</b>	1,555
Utilities	2,513	<b>2,513</b>	2,578
Miscellaneous	1,812	<b>1,812</b>	96
Forum	17,131	<b>17,131</b>	-
	<b>204,985</b>	<b>204,985</b>	<i>193,791</i>
<i>Total 2023</i>	<i>193,791</i>	<i>193,791</i>	

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Activities 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Staff costs	84,979	<b>84,979</b>	58,204
Depreciation	766	<b>766</b>	295
Communications	796	<b>796</b>	1,547
Other staff costs	8,047	<b>8,047</b>	4,022
Staff training, seminars & conferences	4,685	<b>4,685</b>	6,222
Travel & subsistence	1,254	<b>1,254</b>	656
Office costs	4,349	<b>4,349</b>	5,075
Professional fees	4,573	<b>4,573</b>	21,522
Information technology	5,190	<b>5,190</b>	3,087
Health and Safety	1,814	<b>1,814</b>	2,227
Bank charges	175	<b>175</b>	120
Promotional material	697	<b>697</b>	491
Miscellaneous	502	<b>502</b>	424
Insurance	6,108	<b>6,108</b>	3,973
Subcontractors	38,919	<b>38,919</b>	37,069
	<u>162,854</u>	<u><b>162,854</b></u>	<u>144,934</u>
<i>Total 2023</i>	<u>144,934</u>	<u>144,934</u>	

**9. Independent examiner's remuneration**

	<b>2024 £</b>	<b>2023 £</b>
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<b>2,880</b>	2,700
Fees payable to the Charity's independent examiner in respect of: All other services not included above	<u><b>353</b></u>	<u>960</u>

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WEST MIDLANDS ANTI-SLAVERY NETWORK

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024

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**10. Staff costs**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>231,115</b>	214,325
Social security costs	<b>18,292</b>	15,737
Contribution to defined contribution pension schemes	<b>5,248</b>	7,305
	<b>254,655</b>	<b>237,367</b>

The average number of persons employed by the Charity during the year was as follows:

	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Employees	<b>7</b>	<b>8</b>

No employee received remuneration amounting to more than £60,000 in either year.

The Executive Director is paid as a contractor rather than an employee. Remuneration during the year amounted to £42,096 (2023: £37,069) and is included within subcontractors costs.

**11. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 7 September 2024, no Trustee expenses have been incurred (2023 - NIL.)

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

**12. Tangible fixed assets**

	Office equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>			
At 8 September 2023	149	1,289	1,438
Additions	143	2,174	2,317
At 7 September 2024	<u>292</u>	<u>3,463</u>	<u>3,755</u>
<b>Depreciation</b>			
At 8 September 2023	37	258	295
Charge for the year	73	693	766
At 7 September 2024	<u>110</u>	<u>951</u>	<u>1,061</u>
<b>Net book value</b>			
At 7 September 2024	<u>182</u>	<u>2,512</u>	<u>2,694</u>
At 7 September 2023	<u>112</u>	<u>1,031</u>	<u>1,143</u>

**13. Debtors**

	2024 £	2023 £
<b>Due within one year</b>		
Trade debtors	48,698	3,150
Prepayments and accrued income	5,654	6,273
	<u>54,352</u>	<u>9,423</u>

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

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**14. Creditors: Amounts falling due within one year**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Other taxation and social security	<b>1,538</b>	1,211
Pension creditor	<b>773</b>	731
Other creditors	<b>3,713</b>	2,981
Accruals and deferred income	<b>2,880</b>	59,047
	<b>8,904</b>	63,970
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Deferred income at 8 September 2023	<b>56,296</b>	-
Resources deferred during the year	-	56,296
Amounts released from previous periods	<b>(56,296)</b>	-
	<b>-</b>	56,296

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

**15. Statement of funds**

**Statement of funds - current year**

	Balance at 8 September 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 7 September 2024 £
<b>Unrestricted funds</b>					
General Funds	133,084	53,605	(26,012)	(4,037)	156,640
<b>Restricted funds</b>					
Operations Manager / SASCC	2,866	37,260	(42,142)	2,016	-
Staff funding	4,179	85,400	(46,099)	-	43,480
National Lottery Community grant	-	144,073	(134,344)	-	9,729
Core costs	-	23,305	(25,326)	2,021	-
Independent Modern Slavery Advocate - West Midlands	15,167	43,541	(30,395)	-	28,313
Safehouse rent	-	6,400	(6,400)	-	-
Independent Modern Slavery Advocate - Warwickshire	-	48,885	(35,589)	-	13,296
Lived Experience Panel	-	28,639	(23,893)	-	4,746
Modern Slavery Policy and Evidence Centre	-	6,714	(2,514)	-	4,200
	<u>22,212</u>	<u>424,217</u>	<u>(346,702)</u>	<u>4,037</u>	<u>103,764</u>
<b>Total of funds</b>	<u><u>155,296</u></u>	<u><u>477,822</u></u>	<u><u>(372,714)</u></u>	<u><u>-</u></u>	<u><u>260,404</u></u>

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

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**15. Statement of funds (continued)**

**Restricted funds comprise of:**

Operations Manager / SASCC - Operations Manager salary and costs funded by the West Midlands Police and Crime Commissioner

Staff funding - Birmingham City Council Modern Slavery Coordinator funded by Birmingham City Council

National Lottery Community Grant - Funding from The National Lottery Community Fund to run a Safe House for victims of slavery and trafficking including salaries, costs, and all house expenses.

Core Costs - Funding for West Midlands Anti Slavery Network covering part of the salary for the Executive Director and Business Manager, and accountancy and rent costs. Funded by the West Midlands Police and Crime Commissioner .

Independent Modern Slavery Advocate - West Midlands - Funding for the IMSA role from the West Midlands Police and Crime Commissioner.

Safehouse rent - gift in kind

Independent Modern Slavery Advocate - Warwickshire - Funding for the IMSA role from the Warwickshire Police and Crime Commissioner

Lived Experience Panel - to advise on Slavery and Trafficking from a lived experience perspective

Modern Slavery Policy and Evidence Centre - funding for research into professionals experience in slavery and trafficking

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

**15. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers in/out</i> £	<i>Balance at 7 September 2023</i> £
<b>Unrestricted funds</b>				
General Funds	206,577	(72,576)	(917)	133,084
<b>Restricted funds</b>				
Operations Manager / SASCC	36,795	(33,929)	-	2,866
Staff funding	51,544	(47,365)	-	4,179
National Lottery Community grant	119,258	(119,258)	-	-
Core costs	23,022	(23,939)	917	-
Independent Modern Slavery Advocate - West Midlands	53,475	(38,308)	-	15,167
Safehouse rent	5,700	(5,700)	-	-
	<u>289,794</u>	<u>(268,499)</u>	<u>917</u>	<u>22,212</u>
<b>Total of funds</b>	<u><u>496,371</u></u>	<u><u>(341,075)</u></u>	<u><u>-</u></u>	<u><u>155,296</u></u>

**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

	<b>Restricted funds 2024</b> £	<b>Unrestricted funds 2024</b> £	<b>Total funds 2024</b> £
Tangible fixed assets	-	2,694	2,694
Current assets	103,764	162,850	266,614
Creditors due within one year	-	(8,904)	(8,904)
<b>Total</b>	<u><u>103,764</u></u>	<u><u>156,640</u></u>	<u><u>260,404</u></u>

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2024**

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**17. Pension commitments**

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £5,248. Of this £773 was payable to the fund at the balance sheet date and is included in creditors.

**18. Related party transactions**

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 7 September 2024.

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

England & Wales - Charity number 1200309

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# Accounts

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Charity number: 1200309

**WEST MIDLANDS ANTI-SLAVERY NETWORK**  
**UNAUDITED**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 7 SEPTEMBER 2023**



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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

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<b>Trustees</b>	S Tyler, Chair (appointed 8 September 2022) C Alexander (appointed 8 September 2022, resigned 1 April 2023) A Booth (appointed 8 September 2022) S Thomas (appointed 8 September 2022)
<b>Charity registered number</b>	1200309
<b>Principal office</b>	Landmark Space 2 Snowhill Birmingham B4 6GA
<b>Executive Director</b>	R Brierley
<b>Accountants</b>	WR Partners Chartered Accountants Belmont House Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT FOR THE YEAR ENDED 7 SEPTEMBER 2023

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The Trustees present their annual report together with the financial statements of the Charity for the year 8 September 2022 to 7 September 2023.

#### **Objectives and activities**

##### **a. Policies and objectives**

Our Articles set out our mission as being.

To promote human rights (as set out in the Universal Declaration of Human Rights, and subsequent United Nations conventions and declarations) within the West Midlands by all or any of the following means.- Monitoring abuses of human rights- Obtaining redress for victims of human rights abuse- Relieving need among the victims of human rights abuse- Research into human rights abuse- Educating the public and raising awareness about human rights issues- Providing technical advice to Government, local government, law enforcement and others on human rights matters- Commenting on proposed human rights legislation- Promoting respect for human rights among individuals and corporations- Promoting public support for human rights In furtherance of that object, but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects

Our Articles are underpinned by our 7 key priorities.

1. Victim Care and Support
2. Equality Diversity and Inclusion
3. Our People
4. Prevent and Protect
5. Working in Partnership
6. Organisational sustainability
7. Influence change

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

##### **b. Strategies for achieving objectives**

West Midlands Anti-Slavery Network has an action plan to deliver our objectives. The SMT management team have responsibility for the action plan with the board of trustees being accountable for the action plan.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2023

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#### Objectives and activities (continued)

##### c. Activities undertaken to achieve objectives

We have reviewed our structure and have put measures in place to ensure we achieve our objectives.

- Trustee recruitment including a treasurer.
- Identifiable Senior Management Team
- Redefining a role to now include Operations Manager
- A revised set of objectives with underpinning action plan
- A readiness to now engage with business and industry.
- Clear funding strategy.
- Policy review.

##### d. Main activities undertaken to further the Charity's purposes for the public benefit

West Midlands Anti-Slavery Network is a charitable organisation underpinned by six key objectives. The organisation is responsible for bringing together all agencies in the West Midlands to build knowledge, promote partnership working, identify training requirements, provide frontline support staff to work with all agencies to identify victims of exploitation, and to provide trauma informed support ensuring long term recovery.

The organisation has been key in forming a new structure in the West Midlands to take the Public Health approach to modern slavery. This is based on research we carried out with Sheffield University, Independent Anti-Slavery Commissioner, and Public Health England. It's very much community focussed and is aimed at prevention based on a data driven approach. There are five pillars to the PH approach one of which is care and support which we lead on. This brings together all NGOs who provide support to victims and enables a joined-up approach for example between NGOs who provide different services but are interlinked.

The organisation is a leader in the field of post rescue care and support, including accommodation. We have featured in several national publications including ones by Justice and Care and the Human Trafficking Foundation.

We work closely with all agencies to support and lead when required to promote good practice, provide training that leads to victims being identified, and then to support victims upon rescue. We recognise that the immediate time after rescue is a golden hour in terms of long-term survival and that we provide a wraparound service to survivors when its needed most. We provide a safety blanket in terms of long-term support and step in when statutory sector is either unable or doesn't for some reason provide adequate support. This could be at any time in their recovery post rescue.

Our new IMSA service recognises the need for organisations to work within the community to identify victims of trafficking, they are then able to provide much-needed support post rescue and further support to ensure victims are equipped for long-term recovery and free from re-exploitation.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2023

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#### Achievements and performance

##### a. Main achievements of the Charity

We converted to a Charity in October 2022 from a CIC, we had been a CIC for five years. One key reason for converting to a charity was to enable us to widen our funding ability whilst our organisation continues to grow. Prior to being able to apply for funding applicable to charities we had to wait a year until our charity accounts were filed with the Charity Commission

Our achievements include successfully tendering for an Independent Modern Slavery Advocacy role in Warwickshire funded by the Police and Crime Commissioner – our member of staff has made a significant difference and is providing expertise and support to the police and partners as well as working on the ground identifying and supporting victims of human trafficking.

We continue to be commissioned to provide Birmingham City Council with a Modern Slavery Coordinator. The coordinator is doing an amazing job and brings a wealth of victim care experience to the role ensuring BCC fulfil their commitments under the Modern Slavery Act with a victim focus.

We have also revised our service from shorter term support i.e., post rescue/pre NRM only, to now include longer term support for victims of trafficking. We have recruited new members of staff, and their job titles are now Independent Modern Slavery Advocates – the IMSAs work with statutory and non-statutory partners and work on the ground to identify victims of trafficking and to then provide essential care and support so that either the victim is referred into the national referral mechanism or an alternative victim care pathway.

Our focus is supporting male and female victims of human trafficking and ensuring they receive the correct support for their long-term successful recovery. This includes providing wrap around advocacy at the point of rescue whilst engaging with statutory sector partners. It includes advocacy, accessing healthcare, legal advice, housing, liaison with statutory and non-statutory services.

We are now adapting our service to meet the needs and the ever-changing landscape. The typology of victim exploitation has changed post Brexit and Covid. We are now seeing more victims who are British nationals who have recourse to public funds and aren't eligible for care under the Home Office contract. These are often victims of cuckooing and county lines drug dealing – we need to ensure we look ahead and foresee future change in trends of trafficking based on data to start to prevent exploitation via our IMSAs working in the community.

We represent the trafficking agenda on the Mayor's West Midlands Combined Authority Homeless Task Force Steering Group and we Chair their No recourse to public funds task group. This is all in recognition that homelessness and NRPF are intrinsically linked to exploitation.

We are also very keen on carrying out academic research to contribute to the modern slavery agenda and improvement for victim care and support. Two examples are our research on the Public Health approach to modern slavery together with Sheffield University and the Independent Anti-Slavery Commissioner, and another research project with MS PEC and Hull University on Cultural Competencies due to be published in January 2024

Our SafePlace opened in November 2019 but just as we were getting the service established Covid and lockdown presented in March of 2020. We adapted our service immediately ensuring the accommodation was safe for service users and staff and fortunately didn't have to close the service. We received funding for PPE equipment and staff prepared the house for social distancing and deep cleaning if required.

Referring agencies rightly had to focus on the pandemic which meant a drop in numbers of referrals, but they slowly picked up once the pandemic ended. Focus on trafficking and exploitation by all agencies dropped during the pandemic but our organisation ensured it stayed on the radar by continuing our multi agency partnership meetings and other activities and moving online via Zoom and Teams

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2023

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#### Achievements and performance (continued)

Much the same as the way we all worked pre pandemic including working from the office five days a week, it has taken a time to return to pre pandemic status quo, but the typology of trafficking and slavery has changed. Brexit has also had a huge impact on this. We are seeing far more British national victims now.

But we have adapted well, we have reviewed the service and have introduced an Independent Modern Slavery Advocate (IMSA) role. We also now have an operation manager who is vastly experienced, previously the Modern Slavery and Public Protection Lead for West Midlands Police. The IMSAs replace our previous Advice and Advocacy roles and our IMSAs work on the ground supporting and working with statutory and non-statutory partners to identify and support victims of trafficking. The IMSAs now can provide outreach support and safe accommodation as required. The numbers of victims have risen dramatically now we have introduced this model, and we see this continuing to rise in 2024. In 2024 we estimate providing support for around 300 male and female victims of exploitation in the West Midlands

Our table below shows the numbers of survivors we looked after during the pandemic, post pandemic and the period where we adapted to the IMSA model in August 2019.

This table represents the work of our organisation in terms of victim care and support. Identification, care and support is provided by a number of different roles within the organisation as described below.

1. Slavery Adult Safeguarding Case Coordinator/Ops Manager – funded predominantly by the West Midlands Police and Crime Commissioner providing support and management to the team and managing multi agency case conferences.
2. Independent Modern Slavery Advocate – funded by the West Midlands Police and Crime Commissioner and provides an IMSA service across the West Midlands
3. Two Independent Modern Slavery Advocates – funded by the Lottery and providing an IMSA service across the West Midlands and management of a Safe House for victims of trafficking.
4. Independent Modern Slavery Advocate – funded by the Warwickshire Police and Crime Commissioner providing an IMSA service in Warwickshire and working alongside the West Midlands IMSA with access to the Safe House
5. Birmingham City Council Modern Slavery Coordinator – funded by Birmingham City Council providing Modern Slavery expertise and a Coordinator function to the Local Authority including victim identification and support.

Dates	Service users requiring care support and accommodation	Service users requiring care and support only	Total
Nov 2019 – May 23 (incl Covid lockdown) SafePlace only	46	19	65
Sept 22 – Sept 23 Across all our services	22	81	103

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 7 SEPTEMBER 2023

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#### Financial review

##### a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

##### b. Reserves policy

Our reserves policy is in place and ensures we have a minimum of three months funding in reserve to close the organisation if required – this includes redundancy costs, paying of any debts, and closing the organisation down.

Free reserves are calculated as the unrestricted funds less any designated funds and unrestricted tangible assets. At the year end the free reserves stood figure amounted to £131,941.

#### Structure, governance and management

##### a. Constitution

West Midlands Anti-Slavery Network is a registered charity, number 1200309, and is constituted under a Constitution.

##### b. Methods of appointment or election of Trustees

The management of the charity is the responsibility of the trustees who are elected and co opted under the terms of the trust deed. We have outsourced our human resources, and they also support our recruitment of staff and trustees. Applications are received, reviewed and a 20-minute conversation with the applicant. If both parties are suitable the applicant is offered an interview. All successful applicants are required to provide two references and a DBS check.

##### c. Financial risk management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

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WEST MIDLANDS ANTI-SLAVERY NETWORK

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 7 SEPTEMBER 2023

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**Statement of Trustees' responsibilities**

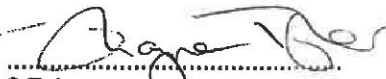
The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



S Tyler  
(Chair of Trustees)

Date: 7<sup>th</sup> December 2023.

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

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**Independent examiner's report to the Trustees of West Midlands Anti-Slavery Network ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 7 September 2023.

**Responsibilities and basis of report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 2011 Act.

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

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**Independent examiner's statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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 in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:

*Jane Tweedie*

S J Tweedie

Dated:

*13 December 2023*

BSc FCA DChA

**WR Partners**

Chartered Accountants  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
Shropshire  
SY2 6LG

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

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	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
<b>Income from:</b>				
Donations and legacies	3	289,794	190,847	480,641
Charitable activities	4	-	15,730	15,730
<b>Total income</b>		<b>289,794</b>	<b>206,577</b>	<b>496,371</b>
<b>Expenditure on:</b>				
Raising funds	5	-	2,350	2,350
Charitable activities	6	268,499	70,226	338,725
<b>Total expenditure</b>		<b>268,499</b>	<b>72,576</b>	<b>341,075</b>
<b>Net income</b>		<b>21,295</b>	<b>134,001</b>	<b>155,296</b>
Transfers between funds	14	917	(917)	-
<b>Net movement in funds</b>		<b>22,212</b>	<b>133,084</b>	<b>155,296</b>
<b>Reconciliation of funds:</b>				
Net movement in funds		22,212	133,084	155,296
<b>Total funds carried forward</b>		<b>22,212</b>	<b>133,084</b>	<b>155,296</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 12 to 22 form part of these financial statements.

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

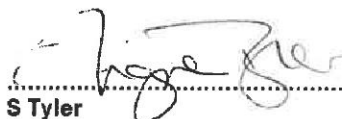
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**BALANCE SHEET  
AS AT 7 SEPTEMBER 2023**

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	Note	2023 £
<b>Fixed assets</b>		
Tangible assets	11	1,143
		<u>1,143</u>
<b>Current assets</b>		
Debtors	12	9,423
Cash at bank and in hand		208,700
		<u>218,123</u>
Creditors: amounts falling due within one year	13	(63,970)
		<u>154,153</u>
<b>Net current assets</b>		<u>154,153</u>
<b>Total assets less current liabilities</b>		<u>155,296</u>
<b>Total net assets</b>		<u><u>155,296</u></u>
<b>Charity funds</b>		
Restricted funds	14	22,212
Unrestricted funds	14	133,084
		<u>155,296</u>
<b>Total funds</b>		<u><u>155,296</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

  
.....

**S Tyler**  
(Chair of Trustees)

Date: 7<sup>th</sup> Dec 2023.

The notes on pages 12 to 22 form part of these financial statements.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 7 SEPTEMBER 2023

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#### 1. General information

West Midlands Anti-Slavery Network is a Charitable Incorporated Organisation, Charity number 1200309. It was registered with the Charity Commission 8 September 2022. The registered office is shown on page 1 of this report.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

West Midlands Anti-Slavery Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

##### 2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

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## WEST MIDLANDS ANTI-SLAVERY NETWORK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 7 SEPTEMBER 2023

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#### 2. Accounting policies (continued)

##### 2.4 Government grants

Government grants are recognised in the Statement of Financial activity on receipt and entitlement to the funds. The government grant income is allocated to the appropriate fund on receipt.

##### 2.5 Redundancy and termination

In cases of redundancy, statutory terms will apply. After serving 2 years and up to 12 years employees are entitled to statutory notice of 1 week for each full year worked or one month's pay, whichever is greater. Termination pay may be given in lieu of notice.

##### 2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £100 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	25%
Computer equipment	-	25%

##### 2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

##### 2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### 2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

## WEST MIDLANDS ANTI-SLAVERY NETWORK

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 7 SEPTEMBER 2023

#### 2. Accounting policies (continued)

##### 2.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

##### 2.11 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

##### 2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

#### 3. Income from donations and legacies

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
<b>Donations</b>			
Donation from WMASN CIC	-	166,777	<b>166,777</b>
Other donations	5,700	-	<b>5,700</b>
<b>Donations subtotal</b>	<b>5,700</b>	<b>166,777</b>	<b>172,477</b>
Grants	143,398	22,000	<b>165,398</b>
Government grants	140,696	-	<b>140,696</b>
Similar incoming resources	-	2,070	<b>2,070</b>
<b>Subtotal</b>	<b>284,094</b>	<b>24,070</b>	<b>308,164</b>
	<b>289,794</b>	<b>190,847</b>	<b>480,641</b>

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

**3. Income from donations and legacies (continued)**

Government grants received in the year include grants from the Warwickshire Police and Crime Commissioner, West Midlands Police and Crime Commissioner and Birmingham City Council.

**4. Income from charitable activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Income from charitable activities	15,730	15,730

**5. Expenditure on raising funds**

**Costs of raising voluntary income**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Fundraising consultant	2,350	2,350

**6. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Charitable Activities	268,499	70,226	338,725

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

**7. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2023 £</b>	<b>Support costs 2023 £</b>	<b>Total funds 2023 £</b>
Charitable Activities	193,791	144,934	<b>338,725</b>

**Analysis of direct costs**

	<b>Activities 2023 £</b>	<b>Total funds 2023 £</b>
Staff costs	179,163	<b>179,163</b>
Service user costs	3,554	<b>3,554</b>
Safehouse rent, furnishings and equipment	6,845	<b>6,845</b>
Interpreting	1,555	<b>1,555</b>
Utilities	2,578	<b>2,578</b>
Miscellaneous	96	<b>96</b>
	<u>193,791</u>	<u><b>193,791</b></u>

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

**7. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Activities 2023 £</b>	<b>Total funds 2023 £</b>
Staff costs	58,204	58,204
Depreciation	295	295
Communications	1,547	1,547
Other staff costs	4,022	4,022
Staff training, seminars & conferences	6,222	6,222
Travel & subsistence	656	656
Office costs	5,075	5,075
Professional fees	21,522	21,522
Information technology	3,087	3,087
Health and Safety	2,227	2,227
Bank charges	120	120
Promotional material	491	491
Miscellaneous	424	424
Insurance	3,973	3,973
Subcontractors	37,069	37,069
	<u>144,934</u>	<u>144,934</u>

**8. Independent examiner's remuneration**

	<b>2023 £</b>
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<b>2,700</b>
Fees payable to the Charity's independent examiner in respect of: All other services not included above	<b>960</b>

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

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**9. Staff costs**

	<b>2023 £</b>
Wages and salaries	<b>214,325</b>
Social security costs	<b>15,737</b>
Contribution to defined contribution pension schemes	<b>7,305</b>
	<hr/> <b>237,367</b> <hr/>

One employee received a settlement payment for the termination of their contract. The payment amounted to £10,768 and was fully paid at year end.

The average number of persons employed by the Charity during the year was as follows:

	<b>2023 No.</b>
Employees	<hr/> <b>8</b> <hr/>

No employee received remuneration amounting to more than £60,000 in either year.

The Executive Director is paid as a contractor rather than an employee. Remuneration during the year amounted to £37,069.

**10. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits.

During the year ended 7 September 2023, no Trustee expenses have been incurred.

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

**11. Tangible fixed assets**

	<b>Office equipment £</b>	<b>Computer equipment £</b>	<b>Total £</b>
<b>Cost or valuation</b>			
Additions	149	1,289	1,438
At 7 September 2023	149	1,289	1,438
<b>Depreciation</b>			
Charge for the year	37	258	295
At 7 September 2023	37	258	295
<b>Net book value</b>			
At 7 September 2023	112	1,031	1,143

**12. Debtors**

	<b>2023 £</b>
<b>Due within one year</b>	
Trade debtors	3,150
Prepayments and accrued income	6,273
	9,423

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

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**13. Creditors: Amounts falling due within one year**

	<b>2023 £</b>
Other taxation and social security	1,211
Pension creditor	731
Other creditors	2,981
Accruals and deferred income	<b>59,047</b>
	<hr/> <b>63,970</b> <hr/>
	<b>2023 £</b>
Resources deferred during the year	<b>56,296</b>
	<hr/> <b>56,296</b> <hr/>

The deferred income relates to grant monies received for use in the 2023/24 year.

**WEST MIDLANDS ANTI-SLAVERY NETWORK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

**14. Statement of funds**

**Statement of funds - current year**

	Income £	Expenditure £	Transfers in/out £	Balance at 7 September 2023 £
<b>Unrestricted funds</b>				
General Funds	206,577	(72,576)	(917)	133,084
<b>Restricted funds</b>				
SASCC	36,795	(33,929)	-	2,866
Staff funding	51,544	(47,365)	-	4,179
National Lottery Community grant	119,258	(119,258)	-	-
Core costs	23,022	(23,939)	917	-
Independent Modern Slavery Advocate	53,475	(38,308)	-	15,167
Safehouse rent	5,700	(5,700)	-	-
	<u>289,794</u>	<u>(268,499)</u>	<u>917</u>	<u>22,212</u>
<b>Total of funds</b>	<u><u>496,371</u></u>	<u><u>(341,075)</u></u>	<u><u>-</u></u>	<u><u>155,296</u></u>

**Restricted funds comprise of:**

SASCC - Victim Safeguarding Pathways Coordinator salary and cost funded by the West Midlands Police and Crime Commissioner.

Staff funding - Birmingham City Council Modern Slavery Coordinator and Sifa Fireside Anti-Slavery and Homelessness Officer salary and costs (funded by Birmingham City Council and Sifa Fireside respectively).

National Lottery Community Grant - Funding from The National Lottery Community Fund to run a Safe House for victims of slavery and trafficking including salaries, costs, and all house expenses.

Core Costs - Funding for West Midlands Anti Slavery Network covering part of the salary for the Executive Director and Business Manager, and accountancy and rent costs. Funded by the West Midlands Police and Crime Commissioner .

Independent Modern Slavery Advocate - Funding for the West Midlands Independent Modern Slavery Advocate funded by the West Midlands Police and Crime Commissioner, and funding for an Independent Modern Slavery Advocate in Warwickshire funded by the Warwickshire Police and Crime Commissioner.

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**WEST MIDLANDS ANTI-SLAVERY NETWORK**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 7 SEPTEMBER 2023**

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**15. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Tangible fixed assets	-	1,143	<b>1,143</b>
Current assets	31,258	186,865	<b>218,123</b>
Creditors due within one year	-	(63,970)	<b>(63,970)</b>
Difference	(9,046)	9,046	-
<b>Total</b>	<u>22,212</u>	<u>133,084</u>	<u><b>155,296</b></u>

**16. Pension commitments**

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted £7,305. Of this £731 was payable to the fund at the balance sheet date and is included in creditors.

**17. Related party transactions**

During the year HR consultants, BVSC, carried out work for the charity at a cost of £2,965. The Trustee C Alexander was an employee of BVSC.