

Charity number: 1200309

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



WEST MIDLANDS ANTI-SLAVERY NETWORK

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WEST MIDLANDS ANTI-SLAVERY NETWORK

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

Trustees 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)

**Charity registered
number** 1200309

Principal office Landmark Space
2 Snowhill
Birmingham
B4 6GA

Executive Director R Brierley

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

WEST MIDLANDS ANTI-SLAVERY NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 7 SEPTEMBER 2023

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.

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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.

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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.

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

Statement of Trustees' responsibilities

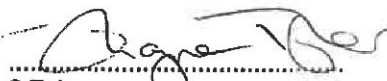
The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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: 7th December 2023.

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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.

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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

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

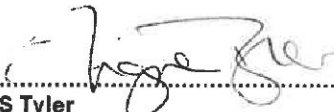
The notes on pages 12 to 22 form part of these financial statements.

WEST MIDLANDS ANTI-SLAVERY NETWORK

**BALANCE SHEET
AS AT 7 SEPTEMBER 2023**

	Note	2023 £
Fixed assets		
Tangible assets	11	1,143
		<u>1,143</u>
Current assets		
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>
Net current assets		<u>154,153</u>
Total assets less current liabilities		<u>155,296</u>
Total net assets		<u><u>155,296</u></u>
Charity funds		
Restricted funds	14	22,212
Unrestricted funds	14	133,084
		<u>155,296</u>
Total funds		<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: 7th Dec 2023.

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

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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.

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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

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

	Unrestricted funds 2023 £	Total funds 2023 £
Income from charitable activities	15,730	15,730

5. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2023 £	Total funds 2023 £
Fundraising consultant	2,350	2,350

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total 2023 £
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

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

Analysis of direct costs

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

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

	Activities 2023 £	Total funds 2023 £
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
	144,934	144,934

8. Independent examiner's remuneration

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

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

9. Staff costs

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

	2023 No.
Employees	<hr/> 8 <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

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

12. Debtors

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

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

13. Creditors: Amounts falling due within one year

	2023 £
Other taxation and social security	1,211
Pension creditor	731
Other creditors	2,981
Accruals and deferred income	59,047
	<hr/> 63,970 <hr/>
	2023 £
Resources deferred during the year	56,296
	<hr/> 56,296 <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 £
Unrestricted funds				
General Funds	206,577	(72,576)	(917)	133,084
Restricted funds				
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>
Total of funds	<u>496,371</u>	<u>(341,075)</u>	<u>-</u>	<u>155,296</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.

WEST MIDLANDS ANTI-SLAVERY NETWORK

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

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

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

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.