

# **SOPHIE HAYES FOUNDATION**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

**REGISTERED COMPANY NUMBER: 07886303 (England & Wales)  
REGISTERED CHARITY NUMBER: 1145176**

# SOPHIE HAYES FOUNDATION

## LEGAL AND ADMINISTRATIVE INFORMATION

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### Officers and Trustees

Adam Crossley	Chair	
Lucinda Freeman		
Sara Hyde		
Leanne Maund		
John Millidge	Treasurer	
Paul Gerrard		- appointed 19/02/2020
Laura Haynes		- appointed 19/05/2020

### Registered Company Number

07886303 (England & Wales)

### Registered Charity Number

1145176

### Registered Address

107-111 Fleet Street  
London  
EC4A 2AB

### Bankers

HSBC Bank Plc  
281 Chiswick High Road  
Chiswick  
London  
W4 4HJ

### Independent Examiner

P du Cassé  
297 Godstone Road  
Whyteleafe  
Surrey  
CR3 0BD

# SOPHIE HAYES FOUNDATION

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# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT

for the Year Ending 31 December 2019

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006 present their annual report together with the financial statements of Sophie Hayes Foundation for the year ended 31 December 2019. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP).

## VISION, MISSION AND VALUES

### Vision

All women survivors of human trafficking and modern slavery shall achieve complete and sustainable freedom, through an independence that can only come with the ability to live and work without fear.

### Mission

Independence through employability for women survivors of human trafficking.

### Values

Collaboration. Confidentiality. Equality & Inclusion. Growth. Integrity. Respect.

## OBJECTIVES

We support women survivors to look to the future – renewing confidence, purpose, and employability. By adhering to best practice in coaching, facilitation and training, we support survivors in bespoke and creative ways through group workshops, one to one coaching, vocational voluntary & work placements, access to training and formal education.

The objects of the charity are to:

### Programme Delivery

Relieve the charitable need of women who may have been a victim of human trafficking or other related forms of human exploitation.

### Raise Awareness

Promote awareness of human trafficking, its causes, manifestations and adverse consequences and to assist in the reduction and eradication of human trafficking in all its aspects.

The objectives are met through:

### Survivor support

Supporting survivors of trafficking and modern-day slavery through our Employability programme. The programme builds confidence and employability, delivered in safe houses and communities across London and the South, Birmingham and the West Midlands, and Manchester and the North.

Providing long-term, discrete, safe support and survivor assistance to anyone who seeks our help.

### Research

We provide credible research on topics related to human trafficking and engage with academics and institutions specialising in human trafficking.

### Awareness

We allow survivors to tell their story if they choose to, in any way they feel comfortable, as a platform to create awareness and instigate change globally regarding human trafficking.

# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT (CONTINUED) for the Year Ending 31 December 2019

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### CHAIR'S REMARKS

As I write this statement following several months of lockdown resulting from the COVID-19 pandemic, it is easy to reflect that the world Sophie Hayes Foundation operated in during 2019 was different to the world we now encounter. Unfortunately, one thing that has not changed is the increase in modern slavery, even as this crime adapts to the new world. From this perspective our progression in 2019 takes on a new significance, not only in the sense of continually improving our capability of supporting survivors to independence, but in creating an operational and governance platform that has provided us with the agility to grow stronger through this pandemic and keep supporting survivors in new ways.

2019 saw our excellent CEO Red Godfrey-Sagoo complete her first full-year, during which she has led the charity through a step-change in the development of our people, process and systems, as well as using the Sophie Hayes Foundation brand to raise awareness of modern day slavery both in society and across the sector. Particular highlights have been her appearance in 5Star television's documentary on human trafficking called 'Snatched' and her chair-ship of the Commonwealth 8.7 Network, which is a group of civil society organisations from across the globe who share a common vision to eradicate contemporary forms of slavery and human trafficking.

Operationally our focus at Sophie Hayes Foundation has been improving the delivery of our core capability, which is the Employability programme and associated coaching and networking services. We recruited new staff and volunteers, developed new working partnerships, launched services in new geographies, and listened to the survivors we support to better tailor our services to their needs. In 2019 we are immensely proud to have worked with 164 women and seven male survivors, many of whom found their own routes to independence, progressing to further education, vocational placements and employment. We brought all this together in the November launch of our '1000 Women in 1000 Days' campaign at the Shiva hotel in London. This banner campaign will provide momentum over the coming years for all fundraising, campaigning, and survivor support activities. It is a commitment we are very proud of and motivated to deliver.

Perhaps the most difficult challenge throughout 2019 has been that of financial management. The funding environment for charities remains extremely tough and in 2019 more than ever we had to ensure our funds were used in the most effective way for the benefit of survivors, particularly as we began to grow our services faster than our funding pipeline. Happily, through a momentous effort from the team and dedicated volunteers, we ended 2019 with many new funding lines and engagements with large corporations. Most notably, we were absolutely delighted to be named a key recipient to Liberty of London's 'Liberty of Life Charity Initiative', and we look forward to working with Liberty in 2020.

Ultimately, the success of Sophie Hayes Foundation comes from people and the shared hope for a better future. I am continually impressed by our people, their hope, and their capacity to match it with commitment, humanity, and skill. Our team and our volunteers are the only real asset we have, this is my opportunity to publicly thank them, I am humbled by what they achieve. 2019 saw the Sophie Hayes Foundation pass its 8th anniversary, and whilst I'm continually saddened by the need for our services, I'm glad to report the charity is well positioned to support survivors over the next 1000 days and beyond.

Adam Crossley  
Chair of Trustees

# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT (CONTINUED) for the Year Ending 31 December 2019

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### ACHIEVEMENTS AND PERFORMANCE

12 months, 52 weeks, 365 days, 8,760 hours – at SHF, the whole of 2019 was spent in the pursuit of our mission. The enormous scale of Modern Slavery and Human Trafficking can be daunting. How does anyone combat an organised crime industry that affects more than forty million people across the globe and over 100,000 in the UK? Our answer is one day at a time, one life at a time.

The Sophie Hayes Foundation launched in 2011 – the story of Sophie, a British woman who was trafficked from the UK to Italy for the purposes of sexual exploitation, by a boyfriend who told her he loved her. She managed to escape and move on to a better life. Most are not so lucky, and far too many of those who do escape are re-captured and trafficked again and again.

Sophie saw the desperate need for an organisation to guide those who do escape towards a life of freedom and true independence. A way to move forwards without fear of re-capture. The Sophie Hayes Foundation was born. Our journey began. Every survivor success story is another step towards the defeat of modern slavery and human trafficking.

2019 was a busy year at SHF. Here are just a few of the highlights.

#### January

- SHF expansion to the West Midlands in late 2018 continued with the first cohort of survivors entering one to one coaching.

#### February

- For the first time in SHF's history women survivors across two cities were engaged in work placements and further education.

#### March

- London team extended its programme reach with a recruitment event in Canterbury. Volunteers and partners were secured to enable the provision of the SHF programme in Kent.

#### April

- SHF got into the sporting mood with the recruitment of its first London Marathon entrant. Loudly supported by the entire Sophie Hayes team and members of their families, our runner Kirsty Branch completed the 26.2 miles distance and raised £2,059 towards the Foundation's activities.

#### May

- Began with our first survivor to receive a full scholarship to King's University after receiving SHF coaching and a placement in the hospitality industry.
- This success was followed by the opening of a men's pilot programme in the West Midlands.
- Next came a leadership development event with City University of London's students through the Common Purpose Programme.
- Finally, SHF began survivor placement training with the management staff of Shiva Hotels – an SHF partner organisation.

# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT (CONTINUED)

for the Year Ending 31 December 2019

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### ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

#### June

- By June, 'Future Forward', our men's pilot programme was in full swing, with seven male survivors taking workshops and undergoing coaching.
- The long-running SHF Employability Programme known as 'Day 46', changed its name to the 'Employability Programme' – or EP – after legal challenges forced the UK Government to abandon their 45 days survivor rehabilitation services cut-off target.

#### July

- The busy summer continued, as SHF delivered programmes through partnerships in a Kent safehouse.
- The men's pilot programme came to a successful close, with the entire class graduating and being interviewed by journalists from Thomson-Reuters Group.
- Sophie Hayes CEO, Red Godfrey-Sagoo represented the Commonwealth's European members on the 8.7 Network at Australia House for the launch of Commonwealth 8.7 – a global initiative to eradicate modern slavery.

#### August

- SHF CEO Red Godfrey-Sagoo and an SHF survivor take part in the TV documentary 'Snatched and Sold for Sex'. Airing on the 5Star channel, this one-hour film provides a no-holds barred look at the tragedy of women enslaved for the purposes of sexual exploitation.

#### September

- 15 Survivors started further education as part of their journey in our Employability Programme.
- Sophie Hayes CEO, Red Godfrey-Sagoo appointed Chair of the Commonwealth 8.7 Network.

#### October

- On the biggest day of the year for all those fighting human trafficking in the UK– Anti-Slavery Day – Sophie Hayes team members and volunteers raised awareness and donations at Vertex Pharmaceuticals, Barclays Bank and United Utilities. SHF survivors supported these events with their stories.

#### November

- SHF launched its major long-term campaign '1000 Women, 1000 Days' with a premium event at Shiva Hotels Canary Wharf. Over 65 guests included partners, funders, supporters, team members and board members. SHF survivors shared their journeys of lost freedom and hope. We were proud to announce the expansion of our Board of Trustees with the appointment of Co-ops Campaigns & Public Affairs Director, Paul Gerrard.

#### December

- The year finished on a high note, as world famous retailer Liberty of London confirmed that Sophie Hayes would be their partner charity and recipient of support in 2020. Their plan included major fund-raising, awareness events in-store branding.

# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT (CONTINUED)

for the Year Ending 31 December 2019

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### ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

#### Key statistics

Sophie Hayes Foundation gave support to 164 women and seven male survivors in 2019. Their stories were as varied as their nationalities, ethnicities, and religions, but their statistics made it clear – modern slavery knows no boundaries. It can afflict anyone, anywhere.

#### The trafficking hotspots – where did most SHF survivors come from?

61% of the 171 male and female survivors supported by SHF in 2019 came from just five nations:

- Nigeria: 45
- Albania: 37
- Philippines: 8
- India: 8
- Ghana: 6

#### Human trafficking does not respect age

The youngest survivor in the 2019 SHF Programme was 18 years old. The eldest was 67.

The survivors who gave their age revealed vulnerabilities across the full adult life span:

- Age 18-24: 21 survivors
- Age 25-34: 45 survivors
- Age 35 -54: 49 survivors
- Age 55-64: 7 survivors
- Age 65-74: 1 survivor

#### Ethnicity was no defence

African, Asian, European, Caribbean, Middle-Eastern - the victims of Human Trafficking reflect the multi-cultural world. Many of the survivors that SHF worked with in 2019 defined their ethnicity as Black. The second most common ethnic definition was White. These figures mirror the nations where so many came from – Nigeria and Albania.

- Black: 66
- White: 40
- Asian: 26
- Mixed: 9
- Caribbean: 3
- Other: 4
- No Data: 23



# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT (CONTINUED)

for the Year Ending 31 December 2019

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### ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

#### Key statistics (continued)

##### All religious groups represented

SHF survivors followed all religious faiths. The largest group identified as Christian/Catholic; the smallest was Rastafarian. The variety of religious beliefs debunks the myth that victims all follow one faith.

- Christian: 85
- Muslim: 42
- Hindu: 2
- Sikh: 2
- Rastafarian: 1
- None: 8
- No Data: 31

##### The suffering and miseries were spread across many different roles

Sexual exploitation of the victims of Human trafficking is common - almost half the 2019 SHF survivor group had faced this ordeal. However, it is not the only reason people are enslaved. Victims also face domestic servitude, forced labour, forced begging, forced marriage and other brutalities. Often, these crimes are combined.

- Sexual exploitation: 70
- Domestic servitude/and with other crimes: 49
- Forced labour/and with other crimes: 25
- Other: 2
- No data: 25

#### The SHF Programme

##### Sophie Hayes Employability Programme

The Employability Programme, (previously the Day 46 Programme), offered workshops, one to one coaching sessions and placements into industry, education, and life enrichment experiences. Skills learned included:

- Compiling a CV
- Educational/Vocational Qualifications
- Employment
- Entry to College or University
- IT Skills
- Self-Reliance and Confidence
- Social Skills
- Work Experience

The positive impact of these opportunities can be life changing. Survivors who felt lost and vulnerable to further abuse were given recognition and a new beginning. Where there once was uncertainty, there was now confidence and resilience. The Sophie Hayes Employability Programme gave survivors more than independence. It gave them hope.

# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT (CONTINUED) for the Year Ending 31 December 2019

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### ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

#### Key statistics (continued)

##### The results speak for themselves

- Hours of Workshops: 215
- Workshops Attendances: 491
- Hours of Coaching Sessions: 363
- Placements Secured: 44
- Entrants into Education: 13
- Enrichment Opportunities Attended: 20
- Potential Unlocked: Limitless

##### The Men's Programme

SHF conducted a men's pilot programme in 2019. Even though it was outside the SHF mission, this small pilot was operated as a 'one-off' to obtain core data and share the outcome with the sector. From the onset, it was notable that the male survivors shared many of the same concerns as their female classmates.

They typically had matching fears, anxieties and concerns and were seeking the same support mechanisms. The harsh realities of Human Trafficking are not limited by gender. We are pleased to report that all members of the men's group graduated from the Employability Programme.

Survivors in the men's pilot ranged in ages from 20 to 54 and had been exploited for sex and or forced labour.

All had been abused and trafficked to the UK from 5 countries:

- Afganistan
- Nigeria
- China
- Albania
- Romania

#### Female Employability Programme Graduates' Feedback

##### Amie greeting guests

Amie had always wanted to work in the hotel and hospitality industry, and she was keen to expand her customer service experience. Working with her Sophie Hayes Coach, she completed a six week work experience placement with an international hotel chain.

In her placement she learnt all aspects of running a front desk and the many other skills required to work as part of a team. By the finish, she had obtained a Certificate of Completion in the Adult Learning Programme.

"I really loved this placement, the opportunity was different, but specific to what I wanted to do."

##### Priya found her future

"Sophie Hayes helped me understand what I have to do. If I hadn't talked to them, I would have stuck with hotel management rather than finding other courses. It's important to know where I'm heading. Sophie Hayes have been really helpful."

# SOPHIE HAYES FOUNDATION

TRUSTEES' REPORT (CONTINUED)  
for the Year Ending 31 December 2019

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## ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

### Female Employability Programme Graduates' Feedback (continued)

#### Tina's route to college

Tina passed her Functional Skills & Health & Social Care - Level II course with distinction.

"I was always nervous about going to college. Having coaching with Sophie Hayes helped me to overcome that fear. I am so happy that I passed. It proves that all the effort has been worthwhile."

#### Audrey learnt online

Audrey applied for a certificate in Hair and Beauty with an ESOL course. Since she was accepted onto the course, she has also signed up to an online IT syllabus to develop her computer skills.

"I am so thankful for your IT lessons. Without them, I could not finish my online assignments."

#### Mary gained her confidence

"I feel that my life is coming together, I have made new friends that I met through the programme with Sophie Hayes. The one to one support they have given me has really boosted my confidence to believe that I can achieve things. I now know I can find a way to be successful."

#### Angin reached out

"The coaching sessions were most valuable. I learned how to properly communicate through email and the phone for the first time."

All names of the survivors have been changed to protect their identities.

### Looking forward to 2020

Human trafficking does not respect age, gender, ethnicity, religion, borders, or status. Worldwide, more than 45 million people are currently the victims of modern slavery. An estimated 136,000 are in the UK.

In 2020 Sophie Hayes Foundation will continue to drive for independence through employability for women survivors of human trafficking. The mission journey remains the same: Hope > Confidence > Renewal > Independence > Freedom.

### GOING CONCERN

The charity met its operational liabilities through grant income and donations from individuals and corporate bodies. The trustees prepare annual budgets and forecasts to ensure the charity has sufficient reserves to meet its liabilities as they fall due. Due to the current national health situation, the board are updating these forecasts on a regular basis.

The Covid-19 pandemic has had an immediate impact on the charity's operations, with all offices being closed throughout the period of the UK government enforced lockdown. Throughout this period the charity has innovated and has still been able to support their survivors remotely.

To support ongoing cash flow, the charity successfully applied for emergency funding, and has also taken steps to utilise the various support mechanisms instigated by the UK government.

# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT (CONTINUED) for the Year Ending 31 December 2019

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### GOING CONCERN (CONTINUED)

Shortly before the financial year end, the charity launched the 1000 Women campaign, resulting in an uplift of grant funding and donations. The charity has also secured a strategic partnership with a leading London department store.

The trustees consider that the level of funding received since the year end will enable the charity to continue to operate in the same capacity and meet its liabilities as they fall due for a period of at least 12 months from the date these financial statements were authorised for issue. As a result, the trustees have decided it is appropriate to adopt the going concern basis in preparing these financial statements.

### FINANCIAL REVIEW

The charity generated income of £136,335 in the year to 31 December 2019 (2018 - £144,448) and reports a net loss of £55,808 (2018 – net surplus of £37,250).

The charity invested heavily in its operations in the year, revolutionising the way it works and how it supports its survivors. This is represented in a rise in charitable expenditure to £192,143 in the year, from £107,198 in 2018. Staff costs represent the most significant cost increase in the year as the charity's team grew both in number and contracted hours.

At the balance sheet date, the charity reports a net asset position of £10,774 (2018 - £66,582).

Looking forward the charity has continued to grow, increasing the size of its teams in London, Birmingham, and Manchester to meet the aims and objectives as set out within the new 1000 Women campaign. As noted above, the charity reports an uplift in the funding received against this campaign following the year end.

### STRUCTURE, GOVERNANCE AND MANAGEMENT

Sophie Hayes Foundation was incorporated on 19 December 2011 and is a private company limited by guarantee. The company is governed by the memorandum and articles of association under which the board of directors are appointed, and the management of the charity is set out.

Sophie Hayes Foundation is governed by a board of directors (Trustees). In selecting persons to be appointed, the Trustees consider the skills, experience and commitment of potential trustees and the contributions they can make to complement the existing board of trustees.

Each trustee is appointed for a period of 2 years, after which they must be reappointed by the board.

In preparing this report, the trustees have taken advantage of the small companies' exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Trustees on 28 October 2020 and signed on their behalf by:



.....  
A Crossley  
Chair of Trustees

# Independent Examiner's Report to the Trustees of

**SOPHIE HAYES FOUNDATION**  
for the Year Ending 31 December 2019

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## Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Charity") for the year ended 31 December 2019.

☐

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

☐

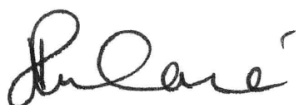
I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

## Independent examiner's statement

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

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

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



.....  
**P du Cassé**

297 Godstone Road  
Whyteleafe  
Surrey  
CR3 0BD

28 October 2020

# SOPHIE HAYES FOUNDATION

## STATEMENT OF FINANCIAL ACTIVITIES for the Year Ending 31 December 2019

	Notes	Unrestricted Fund £	Restricted Fund £	2019 Total £	2018 Total £
<b>INCOME FROM</b>					
Donations	2	13,015	2,592	<b>15,607</b>	92,089
Grant income	3	31,830	87,898	<b>119,728</b>	52,359
Other income	4	1,000	-	<b>1,000</b>	-
		<u>45,845</u>	<u>90,490</u>	<b>136,335</b>	144,448
<b>EXPENDITURE ON</b>					
Raising funds	5	9,895	-	<b>9,895</b>	5,664
Charitable activities	6	89,959	92,289	<b>182,248</b>	101,534
		<u>99,854</u>	<u>92,289</u>	<b>192,143</b>	107,198
<b>NET INCOME / (EXPENDITURE)</b>		(54,009)	(1,799)	<b>(55,808)</b>	37,250
Gross transfers between funds		-	-	-	-
		<u>(54,009)</u>	<u>(1,799)</u>	<b>(55,808)</b>	37,250
<b>NET MOVEMENT IN FUNDS</b>		(54,009)	(1,799)	<b>(55,808)</b>	37,250
Fund balances at 1 January 2019		58,502	8,080	<b>66,582</b>	29,332
<b>Fund balances at 31 December 2019</b>		<u><b>4,493</b></u>	<u><b>6,281</b></u>	<u><b>10,774</b></u>	<u>66,582</u>

# SOPHIE HAYES FOUNDATION (REGISTERED NUMBER: 07886303)

## BALANCE SHEET at 31 December 2019

	Notes	2019		2018	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	11		3,041		3,072
			<u>3,041</u>		<u>3,072</u>
<b>CURRENT ASSETS</b>					
Debtors	12	7,126		20,746	
Cash at bank and in hand		40,114		118,521	
		<u>47,240</u>		<u>139,267</u>	
<b>Creditors: amounts falling due within 1 year</b>	13	39,507		75,757	
Net current assets			<u>7,733</u>		<u>63,510</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>10,774</u>		<u>66,582</u>
<b>FUNDS</b>					
Unrestricted funds	15		4,493		58,502
Restricted funds	15		6,281		8,080
<b>TOTAL FUNDS</b>			<u>10,774</u>		<u>66,582</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2019.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2019 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

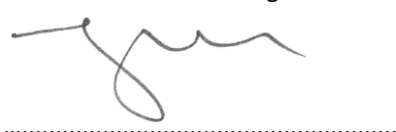
- ensuring the charitable company keeps accounting records that comply with Section 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to the financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the board of trustees on 28 October 2020 and were signed on its behalf by:



A Crossley  
Chair of Trustees



J Millidge  
Treasurer

The notes on pages 13 to 20 form part of these financial statements.

# SOPHIE HAYES FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS for the Year Ending 31 December 2019

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### 1 ACCOUNTING POLICIES

#### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

#### **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. This expectation is based on the level of unrestricted reserves the charity has at the date these financial statements were authorised for issue, and a significant uplift in funding received since the year end. This will enable the charity to continue to operate in the same capacity and meet its liabilities as they fall due for a period of at least 12 months from the date these financial statements were authorised for issue. As a result, the trustees have decided it to be appropriate to adopt the going concern basis in preparing these financial statements.

#### **Income**

Income is recognised in the Statement of Financial Activities once the charity has entitlement to the income, it is probable that the income will be receivable, any performance conditions attached to the item(s) of income have been met and the amount of income can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

#### **Resources expended**

Expenditure is recognised as soon as there is a legal or constructive obligation committing the charitable company to that expenditure, it is probable that a transfer of economic benefit will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise the costs associated with attracting voluntary income and costs of fundraising.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.



# SOPHIE HAYES FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) for the Year Ending 31 December 2019

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### 1 ACCOUNTING POLICIES (CONTINUED)

#### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

#### **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.

Designated funds are unrestricted funds that are earmarked for a particular purpose by the Trustees.

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 aim and use of each restricted fund is set out in Note 15 to the financial statements.

#### **Debtors**

Short term debtors are measured at transaction price, less any impairment.

#### **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.

#### **Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

#### **Basic financial instruments**

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Balance Sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### **Pension costs and other post-retirement benefits**

The charity has arranged a defined contribution scheme for its employees. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

# SOPHIE HAYES FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) for the Year Ending 31 December 2019

### 2 DONATIONS AND LEGACIES

	Unrestricted 2019 £	Restricted 2019 £	Total 2019 £	Total 2018 £
Individual donations	12,467	2,592	15,059	17,913
Corporate donations	548	-	548	74,176
	<u>13,015</u>	<u>2,592</u>	<u>15,607</u>	<u>92,089</u>

### 3 GRANT INCOME

	Unrestricted 2019 £	Restricted 2019 £	Total 2019 £	Total 2018 £
Grant income	31,830	87,898	119,728	52,359
	<u>31,830</u>	<u>87,898</u>	<u>119,728</u>	<u>52,359</u>

### 4 OTHER INCOME

	Unrestricted 2019 £	Restricted 2019 £	Total 2019 £	Total 2018 £
Other income	1,000	-	1,000	-
	<u>1,000</u>	<u>-</u>	<u>1,000</u>	<u>-</u>

During the year the charity was in receipt of donated consultancy services, valued at £1,000 (2018 - £Nil).

### 5 COSTS OF RAISING FUNDS

	Unrestricted 2019 £	Restricted 2019 £	Total 2019 £	Total 2018 £
Raising funds	9,895	-	9,895	5,664
	<u>9,895</u>	<u>-</u>	<u>9,895</u>	<u>5,664</u>

# SOPHIE HAYES FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) for the Year Ending 31 December 2019

### 6 CHARITABLE ACTIVITIES

	Unrestricted 2019 £	Restricted 2019 £	Total 2019 £	Total 2018 £
Staff costs	38,372	86,460	124,832	68,956
Programme costs	6,877	2,013	8,890	7,126
Travel and subsistence	7,437	593	8,030	4,873
Consultancy costs	1,546	-	1,546	4,258
Rent and rates	17,318	2,500	19,818	3,539
Insurance	247	-	247	296
Other staff costs	4,727	-	4,727	2,666
Office costs	7,710	577	8,287	3,011
Administrative costs	4,258	146	4,404	6,489
	<u>88,492</u>	<u>92,289</u>	<u>180,781</u>	101,214
Share of support costs (see note 7)	1,467	-	1,467	320
	<u>89,959</u>	<u>92,289</u>	<u>182,248</u>	<u>101,534</u>

### 7 SUPPORT COSTS

	Support costs £	Governance costs £	Total 2019 £	Total 2018 £
Depreciation	1,467	-	1,467	320
	<u>1,467</u>	<u>-</u>	<u>1,467</u>	<u>320</u>

### 8 STAFF COSTS

	Unrestricted 2019 £	Restricted 2019 £	Total 2019 £	Total 2018 £
Wages and salaries	32,043	86,460	118,503	66,222
Social security costs	2,824	-	2,824	956
Pensions	3,505	-	3,505	1,778
	<u>38,372</u>	<u>86,460</u>	<u>124,832</u>	<u>68,956</u>

The average monthly number of employees during the year was 5 (2018 - 4). There were no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 in the year (2018 - none).

### 9 TRUSTEES

None of the trustees (or any persons connected with them) received any remuneration during the year. No trustees were reimbursed for expenses during the year (2018 - no trustees).

# SOPHIE HAYES FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) for the Year Ending 31 December 2019

### 10 COMPARATIVE FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	<b>Unrestricted 2018 £</b>	<b>Restricted 2018 £</b>	<b>Total 2018 £</b>
<b>INCOME FROM</b>			
Donations	92,089	-	92,089
Grant income	774	51,585	52,359
	<hr/> 92,863	<hr/> 51,585	<hr/> 144,448
<b>EXPENDITURE ON</b>			
Raising funds	5,147	517	5,664
Charitable activities	53,174	48,360	101,534
	<hr/> 58,321	<hr/> 48,877	<hr/> 107,198
<b>NET INCOME / (EXPENDITURE)</b>	34,542	2,708	37,250
Gross transfers between funds	(2,874)	2,874	-
	<hr/> 31,668	<hr/> 5,582	<hr/> 37,250
<b>NET MOVEMENT IN FUNDS</b>	31,668	5,582	37,250
Fund balances at 1 January 2018	26,834	2,498	29,332
	<hr/> <b>58,502</b>	<hr/> <b>8,080</b>	<hr/> <b>66,582</b>

### 11 TANGIBLE FIXED ASSETS

	<b>Computer equipment £</b>	<b>Total £</b>
<b>Cost or valuation</b>		
At 1 January 2019	3,392	3,392
Additions	2,312	2,312
Disposals	(1,237)	(1,237)
	<hr/> 4,467	<hr/> 4,467
At 31 December 2019	4,467	4,467
<b>Depreciation and impairment</b>		
At 1 January 2019	320	320
Depreciation charged in the year	1,467	1,467
Disposals	(361)	(361)
	<hr/> 1,426	<hr/> 1,426
At 31 December 2019	1,426	1,426
<b>Carrying amount</b>		
At 1 January 2019	3,072	3,072
	<hr/> 3,041	<hr/> 3,041
At 31 December 2019	<hr/> <b>3,041</b>	<hr/> <b>3,041</b>

# SOPHIE HAYES FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) for the Year Ending 31 December 2019

### 12 DEBTORS

	2019	2018
	£	£
Trade debtors	730	16,156
Other debtors	4,531	3,825
Prepayments and accrued income	1,865	765
	<u>7,126</u>	<u>20,746</u>

### 13 CREDITORS: AMOUNTS FALLING DUE WITHIN 1 YEAR

	2019	2018
	£	£
Trade creditors	3,042	7,217
Taxation and social security	5,985	5,500
Deferred income	30,337	60,136
Other creditors	143	2,425
Accruals	-	479
	<u>39,507</u>	<u>75,757</u>

The deferred income of £30,337 (2018 - £60,136) relates to grant income received in advance.

### 14 RETIREMENT BENEFIT SCHEMES

#### Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £3,505 (2018 - £1,778).

### 15 MOVEMENT IN FUNDS

	At 01/01/2019	Incoming resources	Resources expended	At 31/12/2019
	£	£	£	£
<b>Unrestricted funds</b>				
General fund	58,502	45,845	99,854	4,493
<b>Restricted funds</b>				
Employability Programme fund*	8,080	87,898	92,289	3,689
1000 Women fund	-	2,592	-	2,592
	<u>66,582</u>	<u>136,335</u>	<u>192,143</u>	<u>10,774</u>

\* - The Employability Programme fund was formerly named The Day 46 Programme fund.

# SOPHIE HAYES FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) for the Year Ending 31 December 2019

### 15 MOVEMENT IN FUNDS (CONTINUED)

#### Restricted funds

##### The Employability Programme Fund

Up to the summer of 2019, the UK government's provision of support for survivors of human trafficking was 45 days. This insufficient time frame was successfully challenged in the UK courts, resulting in the government's reversal of 45 days to the new provision of support as needed with no cut-off target.

Before the challenge, The Sophie Hayes Foundation fund was called the Day 46 Programme fund, at which point it became the Employability programme.

The Employability Programme fund is used to continue the charity's comprehensive programme, comprising workshops, coaching, vocational placements, training, education and formal learning designed to support women survivors of human trafficking and modern day slavery, as they transition from emergency care through long term support and sustainable freedom. The Employability Programme fund also includes the Survivor Network, which supports women survivors in a peer to peer environment for long term leadership development and socialisation.

##### The 1000 Women, 1000 Days, £1,000 per Woman Campaign Fund

Of the 100,000 people enslaved across the UK today 70% are women. 1000's of women are in need of support to sustainable freedom through independence, and a life without fear. This devastating need has led to SHF's first initiative "1000 Women 1000 Days, £1,000 per Woman".

SHF's goal over 1000 days is to support 400 women survivors in London and the South, 350 in Manchester and the North and 250 across Birmingham and the West Midlands. This ambitious plan will require hundreds of employability workshops, thousands of hours of coaching sessions, 1000's of work - volunteer placements and further education opportunities to empower each woman towards a future which is sustainable.

The core programme cost to successfully deliver 1000 Women in 1000 Days, per woman equates to £1,000. SHF is committed to raising the first £1,000,000 over 3 years, before transitioning to the next 1000 women and the 1000's that will still need support thereafter. Until a time at which there are no victims and slavery has been eradicated, SHF will continue to support each woman and raise awareness to this crime against humanity.

### 16 COMPARATIVE MOVEMENT IN FUNDS

	At 01/01/2018 £	Incoming resources £	Resources expended £	Transfers £	At 31/12/2018 £
<b>Unrestricted funds</b>					
General fund	26,834	92,863	58,321	(2,874)	58,502
<b>Restricted funds</b>					
Day 46 Programme fund	2,498	51,585	48,877	2,874	8,080
	<u>29,332</u>	<u>144,448</u>	<u>107,198</u>	<u>-</u>	<u>66,582</u>

# SOPHIE HAYES FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) for the Year Ending 31 December 2019

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### 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Tangible assets	3,041	-	3,041
Debtors	6,396	730	7,126
Cash at bank and in hand	4,226	35,888	40,114
Creditors: amounts falling due within 1 year	(9,170)	(30,337)	(39,507)
	<u>4,493</u>	<u>6,281</u>	<u>10,774</u>

### 18 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year (2018 - none).