

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

Sophie Hayes Foundation

**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2017**

SOPHIE HAYES FOUNDATION

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for the Year Ended 31 December 2017**

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SOPHIE HAYES FOUNDATION

REFERENCE AND ADMINISTRATIVE DETAILS for the Year Ended 31 December 2017

Officers and Trustees	Adam Crossley Hannah O'Brien Hannah Robinson Sara Hyde Leanne Maund John Millidge Lucinda Freeman	Chair Treasurer	- resigned 25 July 2018 - resigned 25 July 2018 - appointed 19 February 2018 - appointed 19 February 2018 - appointed 25 July 2018 - appointed 25 July 2018
Registered Company Number	07886303 (England & Wales)		
Registered Charity Number	1145176		
Registered Address	4 Old Park Lane Mayfair London W1K 1QW		
Bankers	HSBC Bank Plc Chiswick High Road 281 Chiswick High Road Chiswick London W4 4HJ		
Independent Examiner	P Du Casse 297 Godstone Road Whyteleafe Surrey CR3 0BD		
Staff	Naomi Telfer Red Godfrey-Sagoo Liv Taylor Lucy Ferguson Sara Cottingham Lorraine McIntyre	CEO CEO Day 46 Outreach Manager Day 46 Programme Manager Day 46 Outreach Manager Day 46 Outreach Coach	- resigned 31 August 2018 - appointed 3 September 2018 - resigned 8 September 2017 - appointed 1 October 2017 - appointed 4 September 2017 - appointed 18 September 2017

Note from the Chair of Trustees

If 2016 was a year of 'transition and growth' as I described in my note to the 2016 annual report, then 2017 has been a 'milestone' year as we successfully secured our first significant programme funding: a three-year Big Lottery Fund 'Reaching Communities' contract funding the expansion of our Day 46 and Day 46 Outreach programmes both in London and in other locations. This will provide income totalling more than £130,000 over the contract period and will allow us the privilege of working with hundreds of survivors with the aim of positively impacting their lives.

Thus, as well as continuing to run Day 46 programmes, outreach coaching, awareness campaigns and fundraising activities throughout the year, 2017 has seen a huge focus on preparing to deliver our obligations under this new Big Lottery contract. This has included recruiting two new paid staff members, Lucy Ferguson (Day 46 Programme Manager) and Sara Cottingham (Day 46 Outreach Manager), enhancing our safeguarding procedures and thinking about the organisational implications of scaling up beyond London. Also, importantly, as part of the funding mechanism we undertook a Big Lottery Organisational Strengths Review which has provided excellent recommendations for us to continually improve our effectiveness over the coming years, with particular focus on increasing the diversity of skill sets on both the leadership team and Board of Trustees.

We finish 2017 having put in place many building blocks that will allow us to be more effective in supporting survivors of trafficking and modern slavery. This puts us in an excellent position heading into 2018 as we prepare for our first full year delivering against the Big Lottery contract, through which we will be able to positively impact many more survivors of trafficking. Being in this position is the result of a monumental effort from the entire Sophie Hayes Foundation team: staff, interns and volunteers alike, for which the Trustees would like to convey a heartfelt message of thanks and admiration. The Trustees would like to particularly acknowledge Liv Taylor (Day 46 Outreach Manager), who moved on during 2017 but made a large contribution during her time with us, and to recognise the efforts and impact of our CEO Naomi Partridge (nee Telfer), without whom none of the above would have been possible, and who always keeps survivors at the centre of everything we do.

Adam Crossley
Chair

SOPHIE HAYES FOUNDATION

TRUSTEES' REPORT

for the Year Ended 31 December 2017

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 2017. 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).

Objectives and activities

We empower survivors of human trafficking to build hope-filled futures, and enable them to build independent, purposeful lives following their experience as a modern day slave. The objects of the charity are to:

1. Relieve the charitable need of anyone who may have been a victim of human trafficking or other related forms of human exploitation; and
2. 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.

We do this in the following ways:

- **Survivor support:** Supporting survivors of trafficking and modern day slavery through:
 - Day 46 Programme: our confidence-building and employability programme, delivered in safe houses and communities across London, Birmingham and beyond.
 - Providing long-term, discrete 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.

Achievements and performance

Survivor support

The Day 46 Programme is a blend of workshops, coaching and bespoke opportunities for training, meaningful volunteering and education, alongside opportunities to connect with fellow programme alumni and form community relationships. During 2017 the Sophie Hayes Foundation delivered eight Day 46 Programmes reaching 39 female survivors of trafficking. Through post-programme impact evaluations survivors self-reported significant improvements in confidence and employability. As a result of programme feedback and normal continual course improvement, during the year we made steps to enhance facilitator training and to add virtual training resources and other improved facilitation materials into the course package. During 2017 we also explored further partnerships across London with additional referral partners, such as Migrant Help, Rahab and Red Cross.

The Day 46 Outreach programme, which provides follow-on coaching and support outside of a formal programme, helped 29 survivors benefit from training placements, 25 survivors into education and three survivors to employment

30 Sophie Hayes Foundation survivors attended our inaugural Day 46+ alumni programme, which attempts to facilitate a self-led survivor community, allowing Day 46 participants to remain connected with each other and to the Sophie Hayes Foundation should they wish.

SOPHIE HAYES FOUNDATION

TRUSTEES' REPORT

for the Year Ended 31 December 2017

Achievements and performance (continued)

Sophie Hayes Foundation also began to explore opportunities for supporting survivors outside of the London base region, through piloting a series of Day 46 Programme workshops with Black Country Woman's Aid in Birmingham in view of exploring a potential future expansion, alongside continuing a partnership with Bramber Bakery through two Day 46 programmes delivered in Eastbourne.

Research

Unlike previous years, during 2017 we did not publish or engage in any significant research activities due to an exercise of matching our resources to our priorities, which in 2017 were Survivor Support and Awareness. Providing trafficking research with a particular focus on the issues of survivor support and the experience of survivors continues to be a long-term strategic objective for Sophie Hayes Foundation.

Awareness

The Sophie Hayes Foundation views awareness activities as both part of *preventing* future trafficking through raising public consciousness and campaigning to enhance standards of service, and of *protecting* survivors of trafficking, through advocacy to increase support to survivors post-slavery.

2017 was a very active and impactful year for awareness activities. In partnership with the Human Trafficking Foundation, Sophie Hayes Foundation facilitated the creation of key 'asks' for survivor support from key referral agencies which significantly contributed to the Work and Pensions Committee Report and Lord McColl's Free For Good Campaign. These reports together advocated for better rights for victims of trafficking following their entry and exit into the NRM (National Referral Mechanism). Representatives of the Sophie Hayes Foundation spoke at the Human Trafficking Foundation in May 2017 to present the outcomes. Following this, members of the Sophie Hayes Foundation also spoke at two key events with Members of Parliament: The APPG (All Party Parliamentary Group) for Modern Day Slavery regarding the important role of employability in supporting survivors of trafficking to reduce risk of exploitation, and a House of Commons 'Tackling Slavery on our Streets' collaborative working session.

For general public awareness, we used a campaign called 'Play Your Part' to engage the public in simple steps that could be taken to fight slavery. This involved speaking at many events such as the Poole Safer Partnership Conference, where over 1,000 members of the public, local government, police and NGO's gathered. We also held several events to raise the public's awareness of slavery - such as a Lush 'Charity Party' held in Oxford Circus to mark Anti-Slavery Day, where members of the public tracked their slavery footprint and contributed to an evolving mural about their commitment to playing their part in working against slavery. We involved survivors of trafficking through asking for their recommendations on how they would play their part and what they believed needed to be changed to tackle trafficking, and shared these on social media.

A key and unique aspect to Sophie Hayes Foundation's awareness activities is our ability to facilitate survivors of trafficking to share their stories, inspiring the public, communities and organisations to play their part in fighting trafficking and support survivors to build hope-filled futures. During 2017 we:

- Partnered with Equality Now on an innovative campaign in Soho to build awareness of the Survivor Voice in challenging influencers to tackle sexual exploitation in prostitution;
- Provided creative self-expression opportunities for survivors through a unique collaboration with the JAM Network, where survivors crafted conceptual self-portraits and poetry to build awareness of their story alongside musicians writing songs focused on the experiences of survivors of trafficking.

In addition to the above, the Sophie Hayes Foundation also invested in and developed increased communications content and output across multiple communications channels, including video, social media and traditional platforms.

SOPHIE HAYES FOUNDATION

**TRUSTEES' REPORT
for the Year Ended 31 December 2017**

Financial Review

The Sophie Hayes Foundation reports revenue of £45,127 in the year to 31 December 2017, an increase of 18% from 2016.

During the year we have invested heavily in our operations and staff count to further meet our charitable objects and significantly increase the number of survivors we have provided support to. In addition, funds have been invested in obtaining new revenue grants and donations which is expected to return significant success over coming years. As such, total expenditure has increased to £46,317 for the year, against £21,792 for 2016, resulting in a £1,190 loss for the year (2016 – profit of £16,285). Despite this, the Sophie Hayes Foundation reports net assets of £29,332 as at 31 December 2017, the majority of which are unrestricted.

The Trustees continue to monitor the reserves of the charity closely and it is the policy of the Trustees to seek to maintain a level of reserves on unrestricted funds at a level sufficient to cover three to six months anticipated expenditure.

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 is 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.

In November – December 2017 the Sophie Hayes Foundation underwent a review and evaluation in service of improving sustainability for the future, resulting in several recommendations which will be implemented during 2018.

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 26/09/18 and signed on their behalf by:


.....
A Crossley
Chair

**Independent Examiner's Report to the Trustees of
SOPHIE HAYES FOUNDATION**

for the Year Ended 31 December 2017

Respective responsibilities of trustees and examiner

The Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

The Trustees consider that an audit is not required for this year under Part 16 of the 2006 Act and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Act,
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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 Casse
297 Godstone Road
Whyteleafe
Surrey
CR3 0BD

Date: 26/9/18

SOPHIE HAYES FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 December 2017

		Unrestricted 31.12.17	Restricted 31.12.17	Total 31.12.17	Total 31.12.16 Restated
	Notes	£	£	£	£
INCOME FROM					
Donations	3	14,615	-	14,615	17,186
Grant income		-	28,982	28,982	20,891
Other income		1,530	-	1,530	-
Total		<u>16,145</u>	<u>28,982</u>	<u>45,127</u>	<u>38,077</u>
EXPENDITURE ON					
Charitable activities	4	19,833	26,484	46,317	21,792
NET INCOME / (EXPENDITURE)		<u>(3,688)</u>	<u>2,498</u>	<u>(1,190)</u>	<u>16,285</u>
RECONCILIATION OF FUNDS					
Total funds brought forward	10	30,522	-	30,522	14,237
Total funds carried forward	10	<u>26,834</u>	<u>2,498</u>	<u>29,332</u>	<u>30,522</u>

All income and expenditure has arisen from continuing activities.

The notes on pages 9 to 14 form part of these financial statements.

SOPHIE HAYES FOUNDATION (REGISTERED NUMBER: 07886303)

BALANCE SHEET
At 31 December 2017

	Notes	Unrestricted 31.12.17 £	Restricted 31.12.17 £	Total 31.12.17 £	Total 31.12.16 Restated £
CURRENT ASSETS					
Debtors	8	290	-	290	-
Cash at bank and in hand		29,392	20,308	49,700	54,462
		<u>29,682</u>	<u>20,308</u>	<u>49,990</u>	<u>54,462</u>
CREDITORS					
Amounts falling due within one year	9	2,848	17,810	20,658	23,940
		<u>26,834</u>	<u>2,498</u>	<u>29,332</u>	<u>30,522</u>
NET ASSETS					
FUNDS					
Unrestricted funds	10			26,834	30,522
Restricted funds	10			2,498	-
				<u>29,332</u>	<u>30,522</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2017.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2017 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 26/09/18 and were signed on its behalf by:


A Crossley
Chair


J Millidge
Treasurer

The notes on pages 9 to 14 form part of these financial statements.

1 General information

Sophie Hayes Foundation is a company limited by guarantee, incorporated in England and Wales. The registered office is 4 Old Park Lane, Mayfair, London, W1K 1QW.

2 Accounting policies

Basis of preparation of financial statements

The financial statements have been prepared 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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Sophie Hayes Foundation 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.

Change in accounting policies

In prior periods to 31 December 2016, the charity recognised income from grants and donations when the income was received, and also accounted for costs when paid. These policies have been amended in the year to 31 December 2017 to the policies as set out below in this note. Details of prior period restatement are included within Note 12 to the 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.

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 10 to the financial statements.

2 Accounting policies (continued)

Donated goods and services

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so. Where goods are donated for distribution to beneficiaries of the charity, the goods are recognised on receipt at fair value. When distributed, they are recognised as an expense at the carrying amount of the goods at distribution.

No amounts are included in the financial statements for services donated by volunteers.

Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probably that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes staff costs, programme costs, development costs and communication costs, undertaken to further the purposes of the charity and its activities.

Debtors

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

Cash at bank and in hand

Cash at bank and in hand include 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.

Pensions

The charity has arranged a defined contribution scheme for its employees. Pension costs charged to the Statement of Financial Activities represent the contributions payable by the charity in the period.

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2017

3 Income	Unrestricted 31.12.17	Restricted 31.12.17	Total 31.12.17	Total 31.12.16 Restated
	£	£	£	£
Donations				
Individual donations	6,639	-	6,639	10,186
Corporate donations	7,976	-	7,976	7,000
	<u>14,615</u>	<u>-</u>	<u>14,615</u>	<u>17,186</u>
Grant income				
People's Postcode	-	8,925	8,925	1,767
Blackbaud	-	-	-	10,000
Comic Relief	-	866	866	9,124
Merchant Taylor	-	10,000	10,000	-
Woodward	-	1,000	1,000	-
Big Lottery	-	8,191	8,191	-
	<u>-</u>	<u>28,982</u>	<u>28,982</u>	<u>20,891</u>
Other income				
Donated goods	1,250	-	1,250	-
Other income	280	-	280	-
	<u>1,530</u>	<u>-</u>	<u>1,530</u>	<u>-</u>
TOTAL INCOME	<u>16,145</u>	<u>28,982</u>	<u>45,127</u>	<u>38,077</u>

Donated goods include three laptops, stationery and second hand clothes. All donated goods were distributed as gifts to survivors attending the Day 46 programme during the year.

4 Expenditure	Unrestricted 31.12.17	Restricted 31.12.17	Total 31.12.17	Total 31.12.16
	£	£	£	£
Charitable expenditure				
Salaries, social security and pension	15,560	17,572	33,132	19,326
Day 46 programme costs	2,758	4,607	7,365	1,593
Events and external communications	400	2,800	3,200	-
Service development	92	1,500	1,592	330
Other expenditure	1,023	5	1,028	543
	<u>19,833</u>	<u>26,484</u>	<u>46,317</u>	<u>21,792</u>
TOTAL EXPENDITURE	<u>19,833</u>	<u>26,484</u>	<u>46,317</u>	<u>21,792</u>

5 Trustee remuneration and expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2016 - £Nil), nor did any receive reimbursed expenses (2016 - £Nil).

SOPHIE HAYES FOUNDATION

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2017**

6 Staff costs

The average monthly number of employees during the year was 3 (2016 - 2).

There were no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 in the year (2016 - none).

7 Comparatives for the Statement of Financial Activities	Unrestricted 31.12.16 Restated £	Restricted 31.12.16 Restated £	Total 31.12.16 Restated £
INCOME FROM			
Donations	17,186	-	17,186
Grant income	-	20,891	20,891
Total	17,186	20,891	38,077
EXPENDITURE ON			
Charitable activities	901	20,891	21,792
NET INCOME / (EXPENDITURE)	16,285	-	16,285
RECONCILIATION OF FUNDS			
Total funds brought forward	14,237	-	14,237
Total funds carried forward	30,522	-	30,522

8 Debtors	Total 31.12.17 £	Total 31.12.16 £
Other debtors	290	-

9 Creditors - amounts falling due within one year	Total 31.12.17 £	Total 31.12.16 Restated £
Accrued expenses	6,639	3,149
Deferred income	14,019	20,791
	20,658	23,940

SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2017

10 Movement in funds	At 01.01.2017 £	Incoming Resources £	Resources Expended £	At 31.12.17 £
Unrestricted funds				
General Fund	30,522	16,145	19,833	26,834
Restricted funds				
Day 46 Programme Fund	-	28,982	26,484	2,498
TOTAL FUNDS	30,522	45,127	46,317	29,332

Restricted funds

The Day 46 Programme Fund is used to continue the charity's comprehensive programme, comprising of workshops, vocational placements, coaching, training, education and formal learning designed to support survivors of trafficking and modern day slavery as they transition from the '45 days' of statutory emergency care (via National Referral Mechanism). It includes the Outreach Programme that supports our 1:1 coaching sessions designed to assist survivors make the final push into college, training or other educational programmes to help them secure work at the right time.

11 Comparative movement in funds	At 01.01.2016 £	Incoming Resources Restated £	Resources Expended Restated £	At 31.12.16 Restated £
Unrestricted funds				
General fund	14,237	17,186	901	30,522
Restricted funds				
Day 46 Programme Fund	-	20,891	20,891	-
TOTAL FUNDS	14,237	38,077	21,792	30,522

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 December 2017

12 Prior year restatement

Per note 2 of the financial statements, the charity has adopted new accounting policies in the year and has adopted an accruals basis of accounting, having previously accounted for income and expenditure on a cost basis.

As such, the charity has applied this change retrospectively and has restated its income, expenditure, deferred income and funds for 2016 as set out in the below table. The Trustees have considered accounting periods prior to 2016 and do not consider any further restatements necessary.

	At 31.12.16 £	Increase / (Decrease) £	At 31.12.16 Restated £
Balance Sheet (extract)			
Cash at bank and in hand	54,462	-	54,462
Deferred income	-	(20,791)	(20,791)
Accrued expenses	-	(3,149)	(3,149)
	<u>54,462</u>	<u>(23,940)</u>	<u>30,522</u>
NET ASSETS	54,462	(23,940)	30,522
Unrestricted funds	(54,462)	23,940	(30,522)
Restricted funds	-	-	-
	<u>(54,462)</u>	<u>23,940</u>	<u>(30,522)</u>
TOTAL FUNDS	(54,462)	23,940	(30,522)
	At 31.12.16 £	Profit Increase / (Decrease) £	At 31.12.16 Restated £
Statement of Financial Activities (extract)			
Donations	17,186	-	17,186
Grant income	41,682	(20,791)	20,891
Total expenditure	(18,643)	(3,149)	(21,792)
	<u>40,225</u>	<u>(23,940)</u>	<u>16,285</u>
PROFIT FOR THE YEAR	40,225	(23,940)	16,285

13 Related party transactions

There were no related party transactions in the year (2016 - none).