

# **SOPHIE HAYES FOUNDATION**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2018**

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

# SOPHIE HAYES FOUNDATION

## LEGAL AND ADMINISTRATIVE INFORMATION

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|                                  |   |                                |  |
|----------------------------------|---|--------------------------------|--|
| <b>Officers and Trustees</b>     | Adam Crossley<br>Lucinda Freeman<br>Sara Hyde<br>Leanne Maund<br>John Millidge<br>Hannah O'Brien<br>Hannah Robinson | Chair<br><br><br><br>Treasurer | - appointed 25 July 2018<br>- appointed 19 February 2018<br>- appointed 19 February 2018<br>- appointed 25 July 2018<br>- resigned 25 July 2018<br>- resigned 25 July 2018 |
| <b>Registered Company Number</b> | 07886303 (England & Wales)  |                                |  |
| <b>Registered Charity Number</b> | 1145176   |                                |  |
| <b>Registered Address</b>        | 107-111 Fleet Street<br>London<br>EC4A 2AB  |                                |  |
| <b>Bankers</b>                   | HSBC Bank Plc<br>281 Chiswick High Road<br>Chiswick<br>London<br>W4 4HJ   |                                |  |
| <b>Independent Examiner</b>      | P du Casse<br>297 Godstone Road<br>Whyteleafe<br>Surrey<br>CR3 0BD  |                                |  |

# **SOPHIE HAYES FOUNDATION**

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# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT

for the Year Ending 31 December 2018

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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 2018. 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

2018 has been a successful year for the Sophie Hayes Foundation as we have successfully navigated a lot of positive change, including transitioning CEOs from outgoing Naomi Partridge to incoming Red Godfrey-Sagoo, who has significant experience and capability across the third sector and in delivering challenging programmes. The Sophie Hayes Foundation has continued to expand our presence in the sector, increased delivery of our Day 46 and other related programmes, put several policy and governance building blocks in place, and increased our fundraising activity with significant success. 2018 is a 'foundational' year building stability and capability to continue successfully supporting survivors of human trafficking and modern slavery in the years ahead.

# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT (CONTINUED)

for the Year Ending 31 December 2018

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### Achievements and performance (continued)

In 2017 we secured our first significant programme funding with the 3 year Big Lottery Fund 'Reaching Communities' contract. 2018 saw the successful delivery of the Year 1 outcomes and increased funding into Year 2. In addition, throughout 2018 the Sophie Hayes Foundation expanded both the range and source of funding through a multi-channel fundraising effort. Key fundraising successes were:

- Circa £85k received from the Co-op, both through charity events and their Pioneer Awards;
- £15k programme funding received through the Anton Jurgens Charitable Trust;
- £20k secured through the People's Postcode Lottery;
- £5k secured through the Women's Innovation Fund;
- £1k secured through a London Catalyst Samaritan fund;
- £1k through the Bridge Partnership Body Shop Global Workshops;
- £2.5k secured from Blackbaud via the BBCONUK event;
- Circa £6k received through team and individual fundraising, such as participation in the Colour Run and our own Hope Road Gala campaign.

Further to this, during 2018 we engaged professional fundraising advice from The Funding Centre to support the Sophie Hayes Foundation in developing a sustainable fundraising strategy.

The Sophie Hayes Foundation continued to expand and deliver our Day 46 Programme, Day 46 Outreach coaching offering, and the Day 46 Survivor Network support. We invested in both staff and resource capability to provide more effective support, including establishing a small London office base, and an office in Birmingham, increasing our volunteer recruitment and support, and taking on a selection of interns.

Programmes ran predominantly through London and Greater London providing employability support, coaching and vocational placements to 100s of trafficking and modern slavery survivors, in partnership with organisations such as the Shiva Hotel Group, Hilton Hotels, Holy Trinity Brompton, and the Beulah Foundation. We also developed evaluation reviews and continual improvement interventions, as a result of which the Day 46+ Survivor Network was altered to link more closely with our Day 46 programmes and to align better with survivor needs. Looking beyond London, the Sophie Hayes Foundation began to build delivery networks and capability in Birmingham and West Midlands throughout 2018, supported by our Big Lottery Fund outcomes. We developed partnerships with Black Country Womans Aid, Adavu, Jericho, Midland Heart, West Midlands Trafficking Network and Restore. We also collaborated with Salvation Army as they began their pilot employability programme in the region. During the fourth quarter of 2018 we successfully recruited for Birmingham and West Midlands based Day 46 Manager and Day 46 Coach roles, in order to offer our programmes in the Birmingham area.

In respect of 'awareness' and influencing successes, the Sophie Hayes Foundation team has built a presence in the sector beyond that expected for a charity of our size. We developed a relationship with the Centre for the Study of Modern Slavery at St Mary's University, collaborated with the Co-op led Bright Futures initiative, submitted evidence and input to the Home Office Affairs Committee 'Inquiry into Modern Slavery' in support of the Modern Slavery Victim Support Bill, and co-signed the Guardian public advocacy letter "Support the bill to help victims of modern slavery". Furthermore our team presented or was represented on panels at a Lush Global Media event and staff conference Valentine's Day campaign, an International Women's Day event in Eastbourne, a People's Postcode Lottery event in Edinburgh, a Human Trafficking Foundation regional network meeting, a Soroptimists event in Salisbury, the GlobalNet21 even in the UK Parliament, and a Centre to End All Sexual Exploitation (CEASE) event. The Sophie Hayes Foundation has also continued to expand its online influence and presence, finishing 2018 with a community of 4610 Facebook users, 4780 Twitter followers and 395 Instagram followers.

# SOPHIE HAYES FOUNDATION

## TRUSTEES' REPORT (CONTINUED) for the Year Ending 31 December 2018

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### Achievements and performance (continued)

Finally, in terms of governance the charity welcomed 4 new additions to the Board of Trustees (Sara Hyde, Leanne Maund, Lucinda Freeman and John Millidge), bringing expertise across the accountancy, legal and human resources professions. The Sophie Hayes Foundation continued to develop its policy suite and has engaged Adam Smith International to provide pro bono policy support and input. The Sophie Hayes Foundation has also invested in Blackbaud's e-Tapestry CRM as a secure data management system housing survivor, volunteer management and fundraising records.

### 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 number of funding bids in place to provide for sufficient reserves to ensure the charity continue to operate in the same capacity. As a result, the trustees have decided it to be appropriate to adopt the going concern basis in preparing these financial statements.

### Financial review

The Sophie Hayes Foundation generated income of £144,448 in the year to 31 December 2018, and net movement in funds of £37,250 (2017 - income of £45,127 and a net loss of £1,190).

This significant increase in income was largely driven by donations and funding received from the Co-operative, as noted above. The charity also continued to diversify its funding base, creating new relationships with grant funders.

Total expenditure increased to £107,198 in the year, from £46,317 in 2017. During the year the charity has:

- invested in its staff and headcount;
- implemented new systems both at operational and governance levels;
- renewed its office infrastructure, and opened formal offices in both London and Birmingham;
- expanded its Day 46 programme, reaching more survivors in more locations across the UK; and
- invested in IT hardware and software to assist the core charity operations.

In reference to note 6 to the financial statements, this investment in the charity, its operations and charitable programme is clearly represented in all cost categories showing significant increases.

At the balance sheet date the charity reports a net asset position of £66,582 (2017 - £29,332), split between unrestricted reserves of £58,502 and restricted reserves of £8,080.

# SOPHIE HAYES FOUNDATION

TRUSTEES' REPORT (CONTINUED)  
for the Year Ending 31 December 2018

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## Structure, governance and management

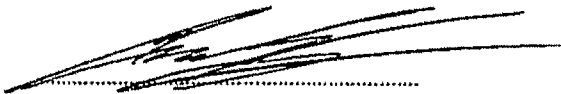
Sophie Hayes Foundation was incorporated on 19 December 2011 and is a private company limited by guarantee. The company is governed by the memorandum and articles of association under which the board of directors is appointed and the management of the charity is set out.

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.

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 21/12/19 and signed on their behalf by:



A Crossley  
Chair

# Independent Examiner's Report to the Trustees of

SOPHIE HAYES FOUNDATION  
for the Year Ending 31 December 2018

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## 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 21<sup>st</sup> December 2019 .....



# SOPHIE HAYES FOUNDATION

## STATEMENT OF FINANCIAL ACTIVITIES for the Year Ending 31 December 2018

|  | Notes | Unrestricted<br>Fund<br>£ | Restricted<br>Fund<br>£ | 2018<br>Total<br>£ | 2017<br>Total<br>£ |
|--|-------|---------------------------|-------------------------|--------------------|--------------------|
| <b>INCOME FROM</b>                       |       |                           |                         |                    |                    |
| Donations                                | 2     | 92,089                    | -                       | 92,089             | 14,615             |
| Grant income                             | 3     | 774                       | 51,585                  | 52,359             | 28,982             |
| Other income                             | 4     | -                         | -                       | -                  | 1,530              |
|  |       | <u>92,863</u>             | <u>51,585</u>           | <u>144,448</u>     | <u>45,127</u>      |
| <b>EXPENDITURE ON</b>                    |       |                           |                         |                    |                    |
| Raising funds                            | 5     | 5,147                     | 517                     | 5,664              | 3,200              |
| Charitable activities                    | 6     | 53,174                    | 48,360                  | 101,534            | 43,117             |
|  |       | <u>58,321</u>             | <u>48,877</u>           | <u>107,198</u>     | <u>46,317</u>      |
| <b>NET INCOME / (EXPENDITURE)</b>        |       | 34,542                    | 2,708                   | 37,250             | (1,190)            |
| Gross transfers between funds            |       | (2,874)                   | 2,874                   | -                  | -                  |
|  |       | <u>31,668</u>             | <u>5,582</u>            | <u>37,250</u>      | <u>(1,190)</u>     |
| <b>NET MOVEMENT IN FUNDS</b>             |       | 31,668                    | 5,582                   | 37,250             | (1,190)            |
| Fund balances at 1 January 2018          |       | 26,834                    | 2,498                   | 29,332             | 30,522             |
| <b>Fund balances at 31 December 2018</b> |       | <u>58,502</u>             | <u>8,080</u>            | <u>66,582</u>      | <u>29,332</u>      |

All income and expenditure has arisen from continuing activities.

The notes on pages 8 to 14 form part of these financial statements.

**SOPHIE HAYES FOUNDATION (REGISTERED NUMBER: 07886303)**

**BALANCE SHEET**  
At 31 December 2018

|  |    | 2018           |                      | 2017          |                      |
|--|----|----------------|----------------------|---------------|----------------------|
|  |    | £              | £                    | £             | £                    |
| <b>FIXED ASSETS</b>                          |    |                |                      |               |                      |
| Tangible assets                              | 11 |                | 3,072                |               | -                    |
|  |    |                | <u>3,072</u>         |               | <u>-</u>             |
| <b>CURRENT ASSETS</b>                        |    |                |                      |               |                      |
| Debtors                                      | 12 | 20,746         |                      | 290           |                      |
| Cash at bank and in hand                     |    | 118,521        |                      | 49,700        |                      |
|  |    | <u>139,267</u> |                      | <u>49,990</u> |                      |
| Creditors: amounts falling due within 1 year | 13 |                | 75,757               |               | 20,658               |
|  |    |                | <u>63,510</u>        |               | <u>29,332</u>        |
| <b>Net current assets</b>                    |    |                |                      |               |                      |
|  |    |                | <u>66,582</u>        |               | <u>29,332</u>        |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b> |    |                |                      |               |                      |
|  |    |                | <u><u>66,582</u></u> |               | <u><u>29,332</u></u> |
| <b>FUNDS</b>                                 |    |                |                      |               |                      |
| Unrestricted funds                           | 15 |                | 58,502               |               | 26,834               |
| Restricted funds                             | 15 |                | 8,080                |               | 2,498                |
|  |    |                | <u>66,582</u>        |               | <u>29,332</u>        |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b> |    |                |                      |               |                      |
|  |    |                | <u><u>66,582</u></u> |               | <u><u>29,332</u></u> |

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2018.

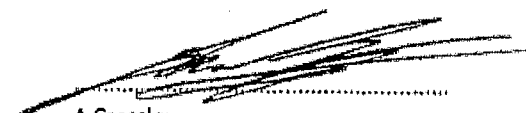
The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2018 in accordance with Section 476 of the Companies Act 2006.

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 21/12/19 and were signed on its behalf by:

  
A Crossley  
Chair

  
J Millidge  
Treasurer

The notes on pages 8 to 14 form part of these financial statements.

# SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS  
for the Year Ending 31 December 2018

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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 number of funding bids in place to provide for sufficient reserves to ensure the charity continue to operate in the same capacity. 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 2018

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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 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.

### 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 2018

## 2 DONATIONS AND LEGACIES

|                      | Unrestricted<br>2018<br>£ | Restricted<br>2018<br>£ | Total<br>2018<br>£ | Total<br>2017<br>£ |
|----------------------|---------------------------|-------------------------|--------------------|--------------------|
| Individual donations | 17,913                    | -                       | 17,913             | 6,639              |
| Corporate donations  | 74,176                    | -                       | 74,176             | 7,976              |
|                      | <u>92,089</u>             | <u>-</u>                | <u>92,089</u>      | <u>14,615</u>      |

## 3 GRANT INCOME

|              | Unrestricted<br>2018<br>£ | Restricted<br>2018<br>£ | Total<br>2018<br>£ | Total<br>2017<br>£ |
|--------------|---------------------------|-------------------------|--------------------|--------------------|
| Grant income | 774                       | 51,585                  | 52,359             | 28,982             |
|              | <u>774</u>                | <u>51,585</u>           | <u>52,359</u>      | <u>28,982</u>      |

## 4 OTHER INCOME

|               | Unrestricted<br>2018<br>£ | Restricted<br>2018<br>£ | Total<br>2018<br>£ | Total<br>2017<br>£ |
|---------------|---------------------------|-------------------------|--------------------|--------------------|
| Donated goods | -                         | -                       | -                  | 1,250              |
| Other income  | -                         | -                       | -                  | 280                |
|               | <u>-</u>                  | <u>-</u>                | <u>-</u>           | <u>1,530</u>       |

In the prior year, donated goods included three laptops, stationery and second hand clothes. All donated goods were distributed to survivors attending the Day 46 programme during the year.

## 5 COSTS OF RAISING FUNDS

|               | Unrestricted<br>2018<br>£ | Restricted<br>2018<br>£ | Total<br>2018<br>£ | Total<br>2017<br>£ |
|---------------|---------------------------|-------------------------|--------------------|--------------------|
| Raising funds | 5,147                     | 517                     | 5,664              | 3,200              |
|               | <u>5,147</u>              | <u>517</u>              | <u>5,664</u>       | <u>3,200</u>       |

# SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
for the Year Ending 31 December 2018

## 6 CHARITABLE EXPENDITURE

|                                     | Unrestricted<br>2018<br>£ | Restricted<br>2018<br>£ | Total<br>2018<br>£ | Total<br>2017<br>£ |
|-------------------------------------|---------------------------|-------------------------|--------------------|--------------------|
| Staff costs                         | 28,315                    | 40,641                  | 68,956             | 33,132             |
| Programme costs                     | 2,352                     | 4,774                   | 7,126              | 6,447              |
| Travel and subsistence              | 3,950                     | 923                     | 4,873              | 792                |
| Consultancy costs                   | 4,258                     | -                       | 4,258              | 1,518              |
| Rent and rates                      | 3,539                     | -                       | 3,539              | -                  |
| Insurance                           | 296                       | -                       | 296                | 299                |
| Other staff costs                   | 2,254                     | 412                     | 2,666              | 74                 |
| Office costs                        | 2,169                     | 842                     | 3,011              | -                  |
| Administrative costs                | 5,721                     | 768                     | 6,489              | 855                |
|                                     | <u>52,854</u>             | <u>48,360</u>           | <u>101,214</u>     | <u>43,117</u>      |
| Share of support costs (see note 7) | 320                       | -                       | 320                | -                  |
| Share of governance costs           | -                         | -                       | -                  | -                  |
|                                     | <u>53,174</u>             | <u>48,360</u>           | <u>101,534</u>     | <u>43,117</u>      |

## 7 SUPPORT COSTS

|              | Support<br>costs<br>£ | Governance<br>costs<br>£ | Total<br>2018<br>£ | Total<br>2017<br>£ |
|--------------|-----------------------|--------------------------|--------------------|--------------------|
| Depreciation | 320                   | -                        | 320                | -                  |

## 8 STAFF COSTS

|                       | Unrestricted<br>2018<br>£ | Restricted<br>2018<br>£ | Total<br>2018<br>£ | Total<br>2017<br>£ |
|-----------------------|---------------------------|-------------------------|--------------------|--------------------|
| Wages and Salaries    | 25,581                    | 40,641                  | 66,222             | 33,132             |
| Social Security Costs | 956                       | -                       | 956                | -                  |
| Pensions              | 1,778                     | -                       | 1,778              | -                  |
|                       | <u>28,315</u>             | <u>40,641</u>           | <u>68,956</u>      | <u>33,132</u>      |

The average monthly number of employees during the year was 4 (2017 - 2).

There were no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 in the year (2017 - none).

# SOPHIE HAYES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
for the Year Ending 31 December 2018

## 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 (2017 - no trustees).

## 10 COMPARATIVE FOR THE STATEMENT OF FINANCIAL ACTIVITIES

|                                   | Unrestricted<br>2017<br>£ | Restricted<br>2017<br>£ | Total<br>2017<br>£ |
|-----------------------------------|---------------------------|-------------------------|--------------------|
| <b>INCOME FROM</b>                |                           |                         |                    |
| Donations                         | 14,615                    | -                       | 14,615             |
| Grant income                      | -                         | 28,982                  | 28,982             |
| Other income                      | 1,530                     | -                       | 1,530              |
|                                   | <u>16,145</u>             | <u>28,982</u>           | <u>45,127</u>      |
| <b>EXPENDITURE ON</b>             |                           |                         |                    |
| Charitable activities             | 19,833                    | 26,484                  | 46,317             |
|                                   | <u>(3,688)</u>            | <u>2,498</u>            | <u>(1,190)</u>     |
| <b>NET INCOME / (EXPENDITURE)</b> |                           |                         |                    |
| Fund balances at 1 January 2017   | 30,522                    | -                       | 30,522             |
| Fund balances at 31 December 2017 | <u>26,834</u>             | <u>2,498</u>            | <u>29,332</u>      |

## 11 TANGIBLE FIXED ASSETS

|                                    | Computer<br>equipment<br>£ | Total<br>£   |
|------------------------------------|----------------------------|--------------|
| <b>Cost or valuation</b>           |                            |              |
| At 1 January 2018                  | -                          | -            |
| Additions                          | 3,392                      | 3,392        |
| At 31 December 2018                | <u>3,392</u>               | <u>3,392</u> |
| <b>Depreciation and impairment</b> |                            |              |
| At 1 January 2018                  | -                          | -            |
| Depreciation charged in the year   | 320                        | 320          |
| At 31 December 2018                | <u>320</u>                 | <u>320</u>   |
| <b>Carrying amount</b>             |                            |              |
| At 1 January 2018                  | -                          | -            |
| At 31 December 2018                | <u>3,072</u>               | <u>3,072</u> |

# SOPHIE HAYES FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) for the Year Ending 31 December 2018

### 12 DEBTORS

|                                | 2018          | 2017       |
|--------------------------------|---------------|------------|
|                                | £             | £          |
| Trade debtors                  | 16,156        | -          |
| Other debtors                  | 3,825         | 290        |
| Prepayments and accrued income | 765           | -          |
|                                | <u>20,746</u> | <u>290</u> |

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

|                              | 2018          | 2017          |
|------------------------------|---------------|---------------|
|                              | £             | £             |
| Trade creditors              | 7,217         | -             |
| Taxation and social security | 5,500         | -             |
| Deferred income              | 60,136        | 14,019        |
| Other creditors              | 2,425         | -             |
| Accruals                     | 479           | 6,639         |
|                              | <u>75,757</u> | <u>20,658</u> |

The deferred income of £34,560 (2017 - £14,019) 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 £1,778 (2017 - £Nil).

### 15 MOVEMENT IN FUNDS

|                           | At<br>01/01/2018 | Incoming<br>resources | Resources<br>expended | Transfers | At<br>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 2018

## 15 MOVEMENT IN FUNDS (CONTINUED)

### 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.

## 16 COMPARATIVE MOVEMENT IN FUNDS

|                           | At<br>01/01/2018 | Incoming<br>resources | Resources<br>expended | At<br>31/12/2018 |
|---------------------------|------------------|-----------------------|-----------------------|------------------|
|                           | £                | £                     | £                     | £                |
| <b>Unrestricted funds</b> |                  |                       |                       |                  |
| General fund              | 30,522           | 16,145                | 19,833                | 26,834           |
| <b>Restricted funds</b>   |                  |                       |                       |                  |
| Day 46 Programme Fund     | -                | 28,982                | 26,484                | 2,498            |
|                           | <u>30,522</u>    | <u>45,127</u>         | <u>46,317</u>         | <u>29,332</u>    |

## 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

|  | Unrestricted<br>funds | Restricted<br>funds | Total         |
|--|-----------------------|---------------------|---------------|
|  | £                     | £                   | £             |
| Tangible assets                              | 3,072                 | -                   | 3,072         |
| Debtors                                      | 18,226                | 2,520               | 20,746        |
| Cash at bank and in hand                     | 74,655                | 43,866              | 118,521       |
| Creditors: amounts falling due within 1 year | (37,451)              | (38,306)            | (75,757)      |
|  | <u>58,502</u>         | <u>8,080</u>        | <u>66,582</u> |

## 18 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year (2017 - none).