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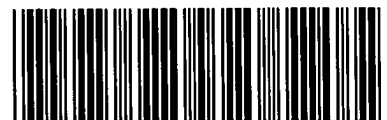
Unseen (UK)

Trustees' Report and Financial Statements

For the year ended 31 December 2022



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Letter from the Chair of Trustees, Rosey Hurst

This year has been a year of consolidation and recovery for Unseen. As we emerge from the pandemic, demand for Unseen's services has been stronger than ever. Action is needed to combat modern slavery not only in brothels and criminal enterprises, and factories and farms, but in boardrooms, police stations and Government departments across the country.

Contacts to the Unseen Modern Slavery & Exploitation Helpline have increased 15 per cent over the year, resulting in 6,516 potential victims of modern slavery being indicated. We have now worked with more than 750 women, men and children through our safehouses and outreach services; that's 750 people whose lives we have helped rebuild after they have experienced all manner of exploitation.

This was the first year of Unseen's new five-year strategy which was developed under my predecessor as Chair, Danny Morris. The strategy focuses on building on the post-pandemic recovery plan to strengthen the organisation across five areas: education, survivor support, business services and policy development – all underpinned by optimised operations. Initial indications are strong, as you will read in this report.

I'd like to thank Danny for his many years of tremendous leadership, steering the charity almost since its inception. I'd also like to thank retiring trustees Steve Daykin, Jonathan Frank and Steven Jeffries for their years of service, their wise counsel and time freely given.

I was appointed Chair in July 2022 and have been joined this year by Eric Anderson, Andrea McMahon and Nick Dutnall. Between them they bring first class business, human rights, communications and brand building skills, and I look forward to working with them.

The Board's priorities this year have been to support the Senior Leadership Team as they strengthen our operations post-pandemic, and to provide oversight on financial and governance matters.

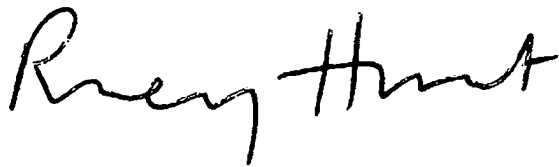
We have carried out a Trustee skills audit to understand our strengths and weaknesses and will be strengthening our capacity in the areas of human resource management, policing and finance during early 2023.

As you will read in this report, Unseen continues to make an important contribution to positive outcomes for survivors of modern slavery in this country. Our vital work in building business awareness and understanding of the risks of modern slavery – and how to address existing issues and mitigate against potential future problems – continues to grow.

Unseen's advocacy work is rooted in real world experience, via our Modern Slavery & Exploitation Helpline. This makes the organisation doubly valuable as we, as a community and a society, work to combat this greatest of social evils.

I commend this report to you.

Best wishes

A handwritten signature in black ink, reading "Remy Hunt". The signature is written in a cursive, flowing style. The first name "Remy" is written with a large, looped 'R' and a trailing 'y'. The last name "Hunt" is written with a capital 'H' and a trailing 't'.

Trustees' report

The Trustees present their report and financial statements For The Year Ended 31 December 2022. The Directors of the Charitable Company are also its Trustees.

The Accounts and Annual Report are required to comply with the requirements of Companies and Charities legislation and have therefore been prepared in accordance with the Companies Act 2006, the Charities Act 2011, and the Statement of Recommended Practice, Charities SORP (FRS 102) (effective 1 January 2019) and the provision of Part 15 of the Companies Act 2006 relating to small companies.

Objectives, activities, and public benefit

The objects for which Unseen is established are:

- Providing relief, help and assistance for anyone who may have been a victim of modern slavery, in particular by the provision of safe housing, medical care, financial support, legal advice, counselling, and life skills coaching.
- Raising awareness of trafficking and sexual exploitation in Bristol, the South West and nationally.
- Such other charitable objects and for the benefit of such other charitable bodies and institutions as the committee shall in their absolute discretion see fit.

We are currently updating our mems and arts to better reflect the work of the charity. Final approval from the charity commission is awaited and will be reflected in the 2023 accounts. The proposed objects are as follows:

- (1) providing relief, help and assistance for anyone who may have been a victim of human trafficking and/or modern slavery, in particular by the provision of safe housing, medical care, financial support, legal advice, counselling and life skills and coaching;
- (2) raising awareness of human trafficking and/or modern slavery in the United Kingdom and internationally; and
- (3) such other charitable objects and for the benefit of such other charitable bodies and institutions as the directors shall in their absolute discretion see fit.

Aims

Unseen is working towards a world without slavery. We do this by:

- **Empowering survivors and vulnerable people.** Through specialist services, we can enable them to recover safely and develop resilient, independent lives.
- **Equipping stakeholders.** Through the provision of training, advice, and resources we can better identify and support actual and potential victims of slavery.
- **Influencing society.** Through systemic change, we can use our practical experience, research, and survivor stories to inspire change in legislation, policy, and consumer choices.

Mission statement

Unseen is working towards a world without slavery.

Public benefit

The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and planning its activities.

Addressing modern slavery through supporting survivors, working with businesses, educating and influencing society, and ensuring organisational sustainability are in the public interest as they:

- support the most vulnerable
- help tackle the reasons slavery exists.

2022 in focus – Support Services

Supporting people who have experienced the horrors of modern slavery will always be at the heart of what we do, and in 2022 our Frontline Services team, who provide daily support and guidance to survivors, passed an important milestone.

We have now worked with more than 500 people through our Outreach service and over 250 residents have stayed at one of our safehouses.

In 2022 alone, our Casework team worked with more than 250 women and men.

Our support ranges from practical assistance, such as helping survivors navigate the health system and get legal support for issues linked to trafficking, such as asylum claims; to group activities such as cooking, sports, trips to the beach and wellbeing sessions.

These wellbeing activities are a key service for us, giving survivors a safe space to meet new people and build their confidence as they work to overcome the trauma of their experiences.

Our support includes ordinary things that many of us take for granted, such as being able to open a bank account or visit the dentist. In 2022, for example, we worked with the charity Dentaaid to organise check-ups and essential dental work for some survivors.

Unseen women's and men's safehouses

Our safehouses provide support to survivors who have experienced a high level of trauma and continue to be at risk from their exploiters. Some have experienced homelessness while other challenges include insecure immigration status, physical and mental health issues, and substance dependency.

We can provide high-level support for up to ten female and six male survivors of human trafficking at one time.

Support is provided by a team of Caseworkers and Accommodation Support Officers. This means we have a flexible team that have experience of providing high-quality support in both accommodation-based and outreach services.

Our Accommodation Support Officers support the work of the Caseworkers while ensuring that we maintain good accommodation standards and provide holistic support to residents at the safehouses.

At the women's safehouse, we have supported 13 survivors in 2022. Three survivors this year were new referrals into the service, with eight survivors receiving support since 2021, and one survivor since 2020.

One survivor who has been with us since 2019 moved on to live independently after a long asylum and National Referral Mechanism (NRM)¹ process finally ended.

Forced labour was the highest reported type of exploitation experienced, with survivors at the safehouse also reporting sexual exploitation, domestic servitude, criminal and financial exploitation.

We supported survivors of 11 different nationalities, the most common being Pakistani and Albanian.

The age of survivors supported ranged from 27 to 70, with an average age of 41.

Women's safehouse in numbers

Year	Number of clients
2011	17
2012	25
2013	28
2014	30
2015	33
2016	23
2017	22
2018	20
2019	21
2020	13 (5 new referrals) ²
2021	19 (10 new referrals)
2022	13 (3 new referrals) ²
Total ³	195

In 2022, the men's safehouse supported 14 survivors of exploitation in total, eight of whom were new referrals, bringing the total number supported since the project launched in 2011 to 80.

We supported residents of 11 different nationalities, the most common being Vietnamese. Ages ranged from 20 to 56, with an average age of 33.7.

Survivors had been exploited in forced labour, criminal and sexual exploitation and domestic servitude.

¹ The NRM is the Government system for supporting survivors of modern slavery.

² Due to the Covid-19 lockdowns and ongoing impacts on other services we saw a high number of clients unable to move on from the safehouse. This explains why there is a drop in numbers we accommodated at the safehouse in 2020 and 2022.

³ Some survivors were supported across more than one year, so the total is less than the sum of the numbers supported per year.

Men's safehouse in numbers

Year	Number of clients
2016	14
2017	21
2018	14
2019	17
2020	20
2021	16 (11 new referrals)
2022	14 (8 new referrals)
Total⁴	80

Outreach service

The Outreach Service provides support to survivors in the community. Some survivors may move from a safehouse into the community where they are supported in the next stage of their recovery.

Others may already be living independently in the community, in asylum accommodation, with friends or family or, in some cases, they might be homeless.

The Casework team takes a comprehensive approach to supporting survivors through our Outreach Service – from support with mental and physical health issues to immigration claims, to accessing legal assistance, to sourcing opportunities for further education and training.

The team aims to support people to independence, where they are empowered to make their own choices. We take time to understand the needs of those we support by building a trusting and respectful relationship. We celebrate progress and achievements, whether that is getting a job or attending an appointment alone for the first time.

⁴ Some survivors were supported across more than one year, so the total is less than the sum of the numbers supported per year.

Outreach Service in numbers

Year	Number of clients
2013	16
2014	38
2015	40
2016	49
2017	59
2018	74
2019	87
2020	89
2021	184 (113 new referrals)
2022	270 (132 new referrals)
Total ⁵	521

Access to statutory support

People in the Government's Modern Slavery Victim Care Contract can access general health care, mental health care and legal support as part of their statutory entitlement, and we support all our clients to do this if they want to.

In addition to statutory entitlements, Unseen provides several services and opportunities in-house, tailored to the needs of each individual, to give survivors the extra support they need.

In 2022 we helped survivors in our safehouses and Outreach service access physical and mental health and legal support, develop independent living and personal safety skills, and access education, employment and training.

Reach-In service

Our Reach-In service is an additional support avenue available for survivors who have received a positive Conclusive Grounds decision (recognised as a victim of modern slavery by the UK Government) and have exited NRM support.

Survivors can self-refer into this service for light-touch support and signposting advice.

In 2022 we supported 20 survivors within the service, providing suitable advice and guidance as required, making a total of 22 survivors since launching in 2021.

⁵ Some survivors were supported across more than one year, so the total is less than the sum of the numbers supported per year.

Unseen accompaniment on police operations and as a First Responder

Unseen provides support during police operations, to talk to potential victims about the services they might be eligible to access and to explain the National Referral Mechanism (NRM) referral process.

We believe close partnership working is key to better identification of victims. This has been a highly effective partnership over the past six years, and we have been able to support improved practice between NGOs and the police while safeguarding potential victims.

We also provide information to other organisations that might have concerns about an individual they suspect to be a potential victim.

Unseen is a First Responder for the NRM, meaning we can enter people into the Government's framework for the support of victims of modern slavery.

We continue to work with local police on welfare operations to potential sites of exploitation, completing safeguarding checks on more than 12 visits in 2022, and talking to 65 possible at-risk individuals on sites of potential sexual exploitation, forced labour and criminal exploitation.

None of the individuals spoken to on our police operations consented to enter the NRM in 2022. However, they were signposted to various other support services, such as the Modern Slavery & Exploitation Helpline, in case they wanted to access support in the future.

UK Modern Slavery & Exploitation Helpline

2022 was the sixth full year of operation for the UK-wide Modern Slavery & Exploitation Helpline, which was originally set up in October 2016.

Over the past six years, we have consistently provided a confidential and independent channel for potential victims, businesses, statutory agencies and the public to seek information, get advice and support, or report concerns.

We remained open 24 hours a day, 365 days a year throughout the Covid-19 pandemic of the past three years.

Following key efforts in 2022, the Helpline is on a more stable financial footing, despite the many challenges lingering from the global pandemic. One fundraising highlight was our Big Give appeal: including Gift Aid, we raised over £95,000.

Retaining the Helpline's independence from the Government and law enforcement agencies means that it continues to provide a safe haven for callers to speak in confidence to a trained Helpline Advisor, knowing the Helpline will not pass on any details to Immigration Enforcement.

The Helpline remains free to anyone calling from within the UK.

Calls, emails, webforms and Unseen app submissions are received from across the UK and, in some circumstances, from overseas.

Aside from the UK, the Helpline received calls from a further 22 different countries in 2022. In total, the Helpline received information indicating exploitation/modern slavery in 66 different countries overseas.

When a caller contacts the Helpline from outside the UK, we respond by providing advice, information and support, based on their circumstances.

This might be signposting the caller to services available in the relevant country, identifying NGOs or other stakeholders who might be able to support the individual, or taking information to inform a report to the relevant law enforcement agency in the UK.

In 2022 the Helpline provided 2,207 referrals to agencies, including the police, local authorities, HMRC, the Gangmasters' and Labour Abuse Authority and other NGOs – as well as instigating law enforcement action and providing support services to those in need. We made 77% more referrals in 2022 than in 2021.

Potential victims accessing the Helpline are offered help to consider their options: accessing crisis assistance; safety planning; emotional support; help with access to critical social and legal services and help to connect with law enforcement agencies to get out of a situation and stay safe.

The Helpline also provides technical advice and support to health professionals, police, local authority personnel, businesses and other NGOs who support vulnerable people.

We continue to grow our internal database and relationships to ensure that, as new local, regional and national services are established, we can signpost contacts quickly to the services most appropriate for them.

In 2022, the Helpline made 6,180 signposts. We made 45% more signposts than in 2021.

Callers can also contact the Helpline if they cannot speak English. We have access to telephone interpreters who work in more than 200 different languages in real-time.

In 2022 the Helpline dealt with 7,315 calls and 2,464 webforms and app submissions – an increase of 15% in the number of incoming calls, app contacts and web forms compared to 2021.

Callers reported 2,588 situations of modern slavery, indicating 6,516 potential victims. Additionally, the Helpline responded to 464 situations of reported labour abuse, indicating 1,767 potential victims.

Our desire to partner with diverse organisations and businesses continues. The Helpline remains the single point of contact for many Government-led and partner-led modern slavery-related campaigns.

Increasingly, more businesses also recognise the expertise offered by the Helpline in complex modern slavery cases. The Helpline is now routinely mentioned in the modern slavery statements of large businesses, such as Sainsbury's, Tesco, BT and Nationwide.

Collaboration remains paramount in Helpline operations. To increase seamless reporting in partnership with other organisations, we use advanced technological solutions to enable secure sharing of data and reports directly to the Helpline.

In 2022, the Helpline also presented to 14 regional Anti-Slavery Partnerships, a 40% increase from 2021, to highlight findings from our data for each region and review Helpline services available in the area.

The Helpline also delivered expert training to local, regional and national partners, as well as offering webinars and key input at events across the UK.

A key part of the Helpline's mission is providing an evidence base on Helpline data for use across the sector, to better inform modern slavery responses.

To this end, in 2022, we completed work on enriching our data analysis as part of the Tech Against Trafficking Accelerator programme, a unique opportunity to benefit from expert support from leading technologists, data scientists and business leaders. Amazon Web Services, BT, Salesforce, Microsoft and BSR were involved in the initiative.

Due to the high number of labour abuse situations indicated to the Helpline, in 2022 we changed the way we capture this information. Similarly to the way the Helpline records modern slavery cases, we began recording the number of labour abuse cases and associated potential victims.

Modern Slavery & Exploitation Helpline – published statistics

	Incoming Calls	Webforms/ App	Modern Slavery PVs	Modern Slavery cases	Labour Abuse PVs	Labour Abuse cases	Referrals/ signposts
2022	7,315	2,464	6,516	2,588	1,767	464	8,387
2021	6,302	2,166	3,019	1,526	NA	NA	5,504
2020	6,052	1,924	3,481	1,742	NA	NA	3,080
2019	7,073	2,163	4,739	1,812	NA	NA	3,844
2018	6,012	1,393	7,121	1,849	NA	NA	3,382
2017	3,710	710	4,886	1,271	NA	NA	2,483
2016	468	13	620	165	NA	NA	175
Total	36,932	10,833	30,382	10,953	1,767	464	26,855

2022 in focus – Business Services

2022 has been an exciting year for Unseen's Business Services team, despite the backdrop of a challenging global economic climate, and a deepening cost-of-living crisis in the UK.

Our team has expanded to keep up with increasing demand for its services, ensuring future sustainability and scalability of our offer.

In March we launched the Unseen Business Hub, a collaborative, educational platform for the businesses we work with.

Through the Business Hub we deliver expert webinars on modern slavery and its context in wider issues, such as climate change and financial crime. We also offer a 12-month rolling premium membership providing training and consultancy.

We are delighted that we now have 27 premium and associate members.

Our Hub members are kept informed of current trends through data shared from the Modern Slavery & Exploitation Helpline, as well as understanding in the local and global landscape, and deepening awareness and understanding of risks.

We have a growing number of long-term and strategic partners, with new business partnerships including Ocado, Thatchers, AS Watson and Morgan Sindall Group.

The Helpline Business Portal, which provides invaluable intelligence regarding situations reported to the Helpline, continued to grow throughout 2022 and we welcomed five new members.

To further increase our interaction and influence, in 2022 we strengthened partnerships within key sectors. We now sit as a member of the SCAPE group, which represents a construction public sector spend of over £7 billion.

We also established a Financial Hub, bringing together key organisations within the financial sector to provide a confidential environment to discuss, share and seek solutions that will strengthen the sector's commitment to tackling modern slavery and labour exploitation.

A further focus has been to engage existing clients' suppliers and increase transparency in their supply chains. We've undertaken several activities including providing supplier risk assessments and engagement projects involving on-site worker wellbeing interviews.

2022 in focus – Policy and Research

In 2022 Unseen began developing our first dedicated Policy and Research team (launched at the end of 2021).

Our policy and research work enables us to build on the unique position Unseen occupies as a First Responder organisation to the National Referral Mechanism, a sub-contractor to the MSVCC⁶, operators of the UK's Modern Slavery & Exploitation Helpline and through our work with businesses and statutory partners.

Unseen staff have contributed to policy and developed research historically (most notably through the development of the Modern Slavery Act 2015, the Children's Safehouse pilot in 2017, and the BT Smartphone project of 2021). However, we now have a dedicated team to bolster our insights and contribution to the UK's anti-slavery agenda.

The team is focused on closing the gap between decision makers, those working to disrupt modern slavery and human trafficking, and people with lived experience. We do this by partnering academia with in-practice situations to develop evidence-based research for use in Government policy and other anti-slavery strategies.

As exploitation changes, prevention efforts must change with it. In 2022 our research included immigration policy, online safety and procurement policies.

In January 2022 we launched our programme of supporting lived experience in research through the creation of a survivor newsletter which, among other things, provides key policy updates that affect those in our services.

We also supported survivors who wanted to speak out about the modern slavery elements of the controversial Nationality & Borders Act, which came into law in 2022.

In April 2022 we released our report "How to Prevent Modern Slavery" using a combination of statistical evidence from Unseen's Helpline and lived experience views from survivors we work with.

⁶ Modern Slavery Victim Care Contract

Unseen has long had ambitions for survivors of modern slavery to help guide and inform what we do. As a result, in 2022 we launched a Survivor Consultants Group, which meets regularly with staff to ensure survivors are regularly inputting into the many areas of our work.

Throughout the year we have worked on developing our pool of academic partners and have contributed to many conversations with statutory strategic partners about how to respond to modern slavery and human trafficking.

We completed our first partnered research project with the British Institute of International and Comparative Law on Lived Experiences of Legal support.

Work also began on a year-long project with the University of Leicester exploring adult services websites and exploitation, to be published in summer 2023.

As part of embedding our insights in wider anti-slavery strategies and influencing policy, legislation and operational practice, we work closely with others in the anti-slavery sector and advocate at the highest levels of government and business. Some examples in 2022 include the following:

- We took part in many Westminster and Government briefings and input to various policy and legislative reviews.
- We are a member of all the Home Office's Modern Slavery Strategy and Implementation Groups (MSSIG), which bring together key stakeholders to support the implementation of the Government's modern slavery strategy, and we are the chair of the MSSIG Business Transparency Group.
- We are part of a coalition of international NGOs that has persuaded the G7 to commit to doing more to tackle forced labour in supply chains, and that work continued to progress through 2022. The EU, for example, brought forward legislation to make businesses and their suppliers carry out mandatory due diligence.
- We worked with other anti-slavery organisations to bring about an amendment in the Health Care Act so that the NHS cannot buy products tainted by forced labour.
- We continue to have high-level engagement with the devolved governments of Scotland, Northern Ireland, and Wales to improve their response to modern slavery and human trafficking.
- Our CEO is an expert advisor to Competent Boards, where we continued to help educate C-suite board members around the world on modern slavery and human rights issues.

- Our CEO sits on the advisory board of the Modern Slavery and Human Rights Policy and Evidence Centre.

2022 in focus – Educate Society

We know how important it is to raise awareness and educate others on the risks of modern slavery, so we are committed to increasing everyone's understanding of the issue and of how they can ensure they are not, knowingly or unwittingly, contributing to it.

We do this through:

- Training frontline professionals, schools, partners and individuals so they know what to do and are victim aware.
- Raising awareness among the wider public and informing them how their choices affect others.
- Sharing our knowledge and expertise with anti-slavery partnerships and national and international stakeholders.

Training

Training remains a core offering and in 2022 we delivered 50 CPD-accredited training sessions to more than 70 businesses, statutory agencies, NGOs and others.

We have also developed bespoke e-learning training modules and updated our Spotlight programme for schoolchildren and teachers in line with the National Curriculum in 2022.

Altogether our training has reached more than 50,000 individuals.

Public awareness

Our awareness raising activities in 2022 included the following:

- After the Russian invasion of Ukraine and the subsequent refugee crisis, we launched a public information campaign aimed at keeping Ukrainian refugees safe. This included working with fellow charities Stop The Traffik and Hope for Justice to build a website with information to help Ukrainians navigate life in the UK. The website was funded by the Freedom Fund.

We also persuaded Vodafone Ukraine to send a text message to all Ukrainians arriving in the UK, signposting them to the Modern Slavery & Exploitation Helpline and the website.

Our work inspired the Organisation for Security and Co-operation in Europe (OSCE) to build a pan-European website for Ukrainians to access support wherever they ended up. OSCE also loved the simplicity and effectiveness of the text message idea and as a result, we are working with the OSCE to persuade all the Ukrainian telecoms companies to do the same across Europe.

- In July we partnered with fellow charity It's a Penalty to raise awareness of modern slavery and promote Unseen's Helpline at the Birmingham Commonwealth Games, which boasted an audience of over 180 million people. A film with top athletes Usain Bolt and Ellie Simmonds, featuring the Helpline, was shown on all flights by Emirates Airlines and British Airways and distributed in hotels across the West Midlands.
- To mark Anti-Slavery Day, we co-led 17 human rights organisations under the banner of the Coalition to Stop Slavery for a new awareness-raising campaign – #itstimetostopslavery. This included a new website urging people to learn the signs of exploitation and how to report them through Unseen's Modern Slavery & Exploitation Helpline. There was also a petition urging the Government to ban the import of all products tainted by forced labour.

The campaign reached 6.7 million people on social media and the films at the centre of the campaign have been viewed more than 3.3 million times.

We use our website and social media channels to raise public awareness of modern slavery and human trafficking and to encourage people to spot the signs of exploitation and report concerns to the Helpline.

Social media following continued to grow throughout 2022, with the result that our messages about modern slavery are reaching ever more people. Of note is the growth in our LinkedIn channel (a year-on-year increase in followers of 34%), reflecting our strategic ambitions to significantly develop our business services.

Our work with the media – broadcast, online and print – is vital to drive reporting to the Helpline, encourage support for our activities, and raise awareness of modern slavery and human trafficking.

This year there were more than 1.3 billion opportunities to read about the work of Unseen and the Modern Slavery & Exploitation Helpline, an increase on the previous year of just under 50%⁷.

We are trusted by the media for our expertise and robust data and in 2022 we continued to provide authoritative comment and analysis, as well as contribute articles, to a wide range of titles and outlets – including the BBC and Sky news, local and national radio and podcasts, the Guardian, the Observer, the Telegraph and many local titles.

South West Anti-Slavery Partnership (ASP)

The Anti-Slavery Partnership's (ASP) mission is to support and enable the discovery of, and response to, incidents of modern slavery and exploitation.

We do this through a victim-centred, multi-agency and collaborative community effort at both a local and regional level.

In 2022 Unseen continued to coordinate the Avon & Somerset ASP and provide support and expertise to the other force-area partnerships in the South West region, as well as coordinate and co-chair the regional oversight board.

In a year of change the partnership was an essential conduit for sector developments and good practice. The partnership informed and supported local agencies to respond effectively to the threat of exploitation posed to Ukrainian nationals arriving in the UK.

In Avon & Somerset, a public health approach to modern slavery has been adopted.⁸ In Bristol, funding has been secured to design and coordinate a new partnership to drive multi-agency activity in the city and improve partner responses to modern slavery. The partnership has also supported the progress of pre-NRM⁹ support for female survivors of modern slavery.

The partnership produced a range of materials to upskill partners on trauma-informed responses to modern slavery, forced begging and multi-agency problem profiling¹⁰.

⁷ We began monitoring our media reach in February 2021, so while the 1.3 billion figure is accurate for the whole of 2022, we have adjusted the percentage increase to take account of the fact that monitoring started one month into the previous year.

⁸ www.antislaverycommissioner.co.uk/media/1606/final-report-24-may-21.pdf

⁹ The National Referral Mechanism (NRM) is the Government system for supporting victims of modern slavery

¹⁰ Problem profiling is multi-agency operational activity that aims to improve our understanding of modern slavery. Multi-agency welfare visits are arranged to sectors likely to be affected by modern slavery in order to increase intelligence, safeguard potential victims, and utilise partner powers to disrupt illegal activity.

The Eastern Region Anti-Slavery Partnership

The purpose of the Eastern Region Anti-Slavery Partnership (ERASP) is to support the region's local anti-slavery partnerships (ASPs) across seven police force areas, in their response to incidents and threats of modern slavery and human trafficking.

This is achieved by bringing together local ASP leads to ensure there is an effective, consistent and coordinated response across the region.

The ERASP also acts as an interface with the Government on behalf of the region and its constituent ASPs.

The ERASP met periodically throughout 2022, creating opportunities for cross-partner working, facilitating the development of best practice, and providing a central hub for sharing knowledge, updates and experience.

The partnership also helped coordinate and support a range of police activities that were part of national anti-slavery initiatives, such as Operation Aidant.

Despite being unable to secure dedicated resource to support the group, the partnership ensures ongoing collaboration and a route to escalate issues and concerns to the appropriate authorities.

Patron

Our thanks go out to our patron Levison Wood, who has continued to show his support throughout 2022 and use his considerable profile to help raise awareness of Unseen among the public.

2022 in focus – Organisational Optimisation

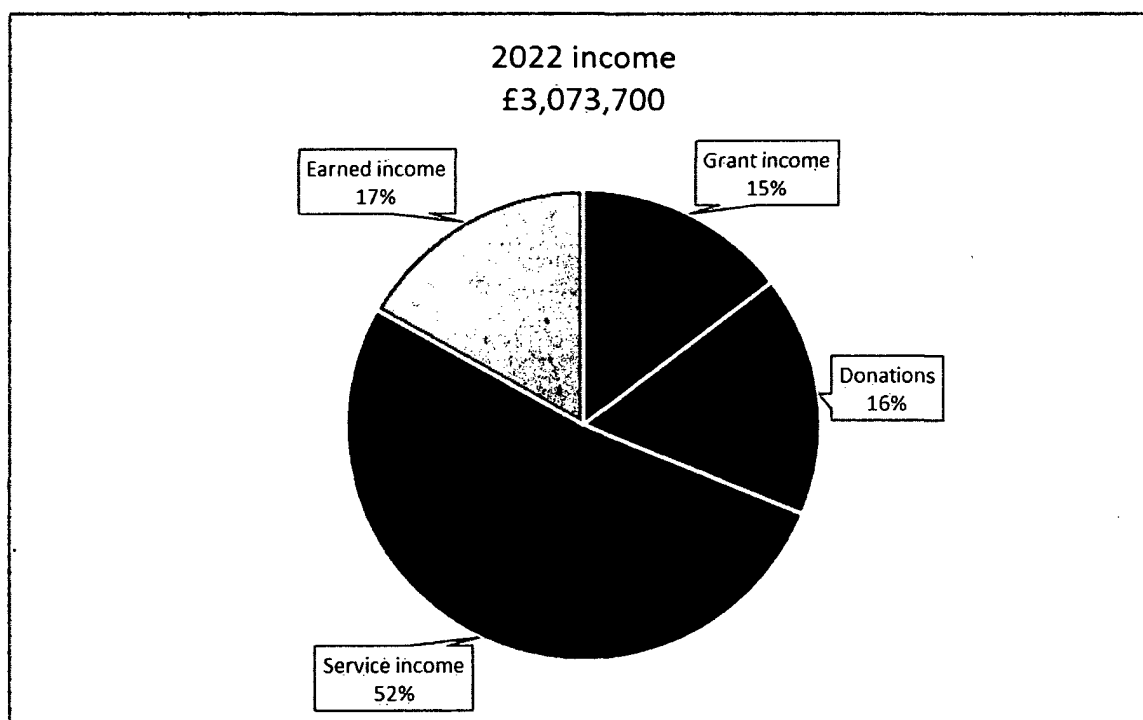
Income

Our total income for the year was £3,073,700 – an increase of £617,252, or 25%, on the previous period.

Fundraising-related income decreased by £7,142, or 0.7%, on the previous year.

Maintaining fundraising income levels to a similar level achieved in 2021 increased associated fundraising direct costs, resulting in a net decrease in fundraising of £78,640.

There was a £188,970 increase in earned income, related to services provided to businesses, and a £447,957 increase in income from our involvement in the Modern Slavery Victim Care Contract (MSVCC), most notably in relation to the number of survivors supported within our Outreach service. Both the increase in the MSVCC and earned income have associated cost increases.

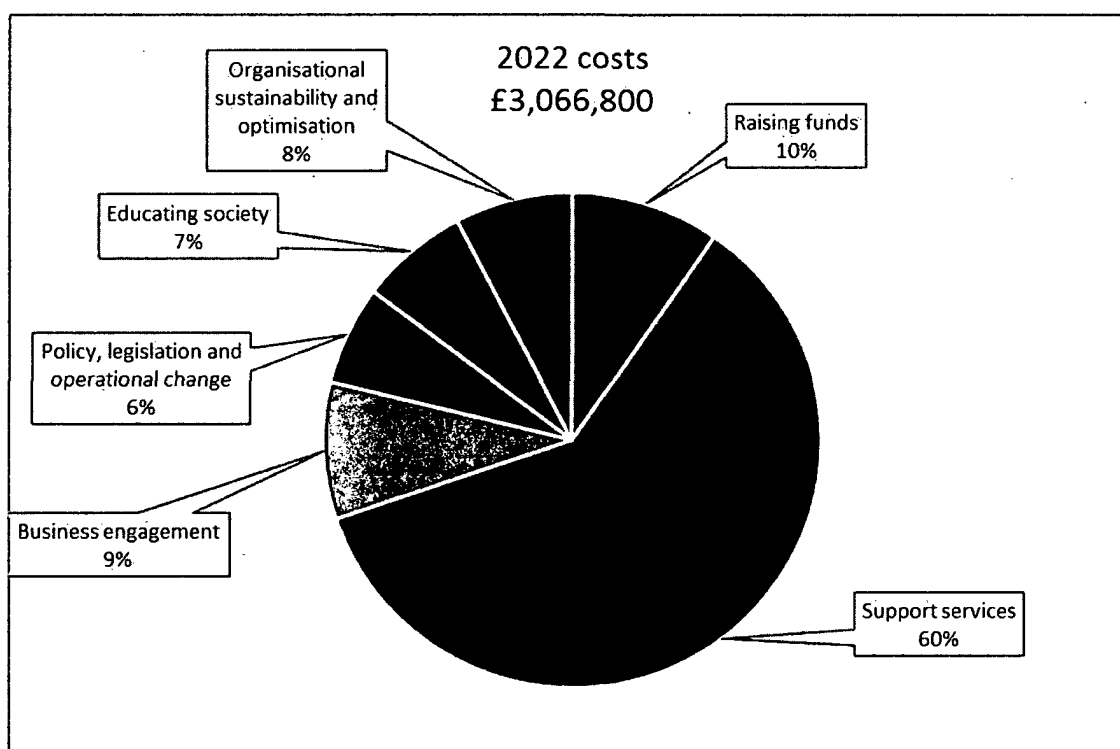


Expenditure

Total expenditure for the year was £3,066,800, an increase of £820,922, or 37%, on the previous year.

A large proportion of the increase in expenditure is down to the growth of the Modern Slavery Victim Care Contract, and increased activity in Unseen's Business Services offering.

Of our £3,066,800 total expenditure, £2,771,300 was spent directly on charitable activities.



Principal risks

To achieve our vision, we must manage risks effectively.

Our principal risks are:

- Changes in the political environment. There are several Government-led initiatives in play currently, including policy reviews of modern slavery and new legislation that directly impacts victims of modern slavery.
- Securing sustainable funding. A key strategic aim for the charity is to diversify income streams and move towards a sustainable funding model.
- Brexit continues to present a significant risk in terms of Government funding for modern slavery.

The Trustees acknowledge their responsibility for the management and control of the organisation and therefore are involved in the key aspects of the risk management process. Risks are explicitly identified and considered as part of the Trustees' approach to making decisions, and an overall risk review is included in the charity's annual governance calendar.

The major risks to the charity have been reviewed during the year, and control systems and policies are in place to ensure that risks are appropriately identified and managed at all levels of the organisation.

Under the direction of the Trustees, the Senior Leadership Team has reviewed all forms of insurance to ensure that the cover provided is adequate for Unseen offices and secure accommodation needs. This review will be revisited each year as the policies in place come up for renewal.

Also, we have outsourced some operational areas, such as IT support, to third parties who provide relevant expertise in these areas. As a result, the Trustees are confident that the organisation complies with current legislation and effectively manages the related risks.

Going concern

The Financial Statements have been prepared on a going concern basis. Net assets at the balance sheet date were £954,398 (2021: £947,498) and net current assets at the balance sheet date were £908,533 (2021: £917,985).

At the year-end, the balance of cash and bank balances held by the charity was £786,892 (2021: £833,264) and the level of unrestricted reserves is £876,184 (2021: £702,881).

Reserves policy

Our reserves policy is set to achieve a balance between ensuring that our work is protected from the risk of disruption that occurs at short notice because of a lack of funds and ensuring we do not retain income for longer than required.

The Trustees have determined that the charity needs free reserves for the following purposes:

- To protect against unforeseen income fluctuations.
- To provide the resources to enable the organisation to execute its strategy to diversify income streams.
- To provide working capital for the effective running of the organisation.
- To enable Unseen to invest in emerging opportunities should the Trustees decide to.

The Trustees further determined that Unseen should be holding sufficient unrestricted reserves equal to between six and nine months of expenditure, where pre-secured income does not exist.

Based on the above policy, the Trustees calculate that the target level of free reserves would be between £671,508 and £1,007,262. At the year-end we held £838,216 of free reserves, which is equivalent to 7.2 months of expenditure, where pre-secured income does not exist.

The past few years have shown the importance of holding significant reserves, which enable us to absorb fluctuations in income and continue to make decisions that are in the best interests of the charity and its stakeholders.

During 2022, the Trustees reviewed our reserves policy, in line with the latest Charity Commission guidance, and agreed the current reserves policy meets the needs of the charity.

Fundraising campaigns and activity

Unseen's fundraising approach in 2022 centred on trusts and foundations, statutory and academic funding, corporate partnerships and voluntary donations.

Funds were raised through the submission of bids to trusts and foundations, appeals to supporters and the public, online events and partnership building.

A digital agency – Web Atomic – was engaged on an on-going basis, to manage our paid social media and Google grant pay-per-click activity, for digital marketing purposes.

Our corporate partners donated through their businesses, took part in employee fundraising, provided pro-bono support for various aspects of our work, and donated their products/services as gifts in kind.

Fundraising campaigns and appeals in 2022 included:

- A campaign to generate legacy pledgers – a new medium-to-long-term income stream for the charity through gifts in Wills.
- A campaign to raise awareness of County Lines exploitation and generate new supporters through our work around this.
- An appeal to donate in support of our work with women who have experienced sex exploitation, distributed with our new supporter print magazine, Unseen in Focus.
- A matched appeal through the Big Give, raising funds to ensure the continuation of Unseen's Modern Slavery & Exploitation Helpline service.

Fundraising Regulator and Code of Practice

Unseen is registered with the Fundraising Regulator and observes best practice as outlined in the regulator's Code of Fundraising Practice, ensuring compliance with any changes to the Code as they are released.

Unseen takes its responsibilities under GDPR very seriously and we have an extensive Privacy Policy accessible on our website. We have compliance measures in place covering data retention, cleansing and supporter privacy, consent and preference management, and a clear complaints process for members of the public, including how to escalate a complaint.

In 2022 Unseen did not employ any third parties to conduct fundraising on its behalf, and with some staff in the Fundraising team also being members of the Chartered Institute of Fundraising, we are also sure to abide by its suggested codes of conduct.

Maintaining fundraising standards of others

Unseen had partnerships with commercial entities donating a percentage of sales of their products/services to Unseen. The charity ensured compliance with legal and best practice obligations, as detailed in partnership agreements between the charity and corporate partners.

Unseen also shared the obligations of our partners within the Fundraising Code of Practice before agreements were reached, ensuring they maintained fundraising standards. There were no instances of failure to comply with a scheme or standard cited.

Complaints

In 2022 Unseen received no complaints from the public, including none through the Fundraising Regulator's complaints process, which is recorded monthly. The team always take complaints very seriously and do their utmost to ensure supporters are listened to and a satisfactory conclusion is reached.

Protecting vulnerable people

In compliance with GDPR and our internal policy, Unseen has an opt-in mechanism on all its fundraising materials, so that newly subscribed supporters receive communications they have consented to and via the channel they prefer, with a clear opportunity to update their preferences at any time. Unseen only contacts individual supporters if it has consent or a legitimate interest basis to do so. We never contact or continue communication with an individual who we have reason to believe is vulnerable, including minors (under the age of 18 where known).

Staffing and organisational structure

We are committed to ensuring that all those who work for us are treated equally and rewarded fairly. Their expertise and dedication are essential for our services. We are determined and committed to ensuring as much funding as possible goes towards project staffing, supported by an effective and lean support team structure.

Unseen operates a clear pay scale which all staff are on. It is benchmarked to the NJC pay scale and other comparative organisations. All staff are paid the Real Living Wage or higher. Policies and procedures are in place to ensure we pay all staff fairly for the same roles, regardless of gender or any other characteristic.

Key management personnel are the members of our Executive Team (Senior Leadership Team), who are Andrew Wallis (CEO), Justine Currell and Sian Hartstill.

The hourly rate of the highest-paid employee is 2.78 times higher than the median pay of the charity.

Plans for the future

The Charity's priorities are set out below. We plan to:

- Successfully deliver a new organisational strategy to 2027.
- Continue expanding our consultancy and training with businesses of all sizes to address modern slavery issues in their practices and supply chains.
- Continue to expand our reintegration programme and strive for excellence in other frontline services, using our data to strengthen and develop the support we offer.
- Maintain the UK Modern Slavery & Exploitation Helpline as a free, round-the-clock service so we can continue to enhance the UK's response to combatting modern slavery.
- Continue to work with partners to ensure modern slavery remains a priority for the Government.
- Collaborate more to ensure victims and survivors get the service they deserve.
- Develop policy, individually and collaboratively, to ensure the UK is at the cutting edge of tackling modern slavery and human trafficking.
- Continue to share our policy and operational expertise with other countries.
- Continue to develop diverse income streams – increasing our regular giving base; expanding corporate and community fundraising; raising funds through gifts in wills and in-memory giving programmes; and holding supporter events.
- Continue to be committed to finding long-term, strategic and systemic solutions to trafficking and modern slavery, drawing on the latest data and technology.

Governance and management information

Legal status

Unseen is a Charitable Company Limited by Guarantee and governed by its Memorandum and Articles of Association. There are therefore no shares in issue. In event of the company being wound up, the members are required to contribute an amount not exceeding £1. Unseen is registered as a charity with the Charity Commission.

Governance

During the year, the Trustees have considered the requirements of the Charity Governance Code and its seven principles – leadership, integrity, decision making, risk and control, board effectiveness, diversity, openness, and accountability – and believe that these principles are consistent with how the organisation is governed.

Appointment of Trustees

Due to the nature of the services Unseen provides, the Board of Trustees seeks to appoint members who have a wide range of appropriate skills and knowledge of the sector that will allow them to govern and grow the charity successfully.

Unseen has an experienced, knowledgeable, and diverse Trustee board with a range of skills and experience, including financial planning and advice, project management, human resources, management, health and social work, advocacy and partnership, policy, policing, law, fundraising and government strategy.

Recruitment

An annual skills audit is conducted and allows the Trustees to identify potential gaps in the Board that can then be suitably recruited for.

The charity's governing document permits a maximum of 12 Trustees. One-third of Trustees (or the number nearest one third) must retire at each AGM, those longest in office retiring first and the choice between any of equal service being made by drawing lots.

A Trustee may be reappointed for a maximum of nine consecutive terms. However, the Trustees see immense value in ensuring that new, high-calibre individuals are added to the Board, bringing fresh perspectives and skills to help the charity develop.

When a new Trustee joins the Board, there is an induction process, including visits to operations, a detailed file of responsibilities, observer status at a Trustee Board meeting and an interview with the CEO and Chair of Trustees in advance of an appointment. There is also ongoing training of current Trustees.

Diversity

The Trustees recognise that having a board consisting of diverse individuals can support its effectiveness and leadership and enhance decision making through a wide variety of perspectives, experience, and skills.

Training has been provided to Trustees so that as a Board we are aware of diversity and our responsibilities in this area. We seek to minimise barriers around attendance at Board meetings, for example ensuring that meetings are held with full disabled access and that Trustee expenses are fully reimbursed.

The make-up of the Board is diverse in many ways, as was noted by the GSK IMPACT Awards during the due diligence process leading to the selection of Unseen as a 2018 winner.

But the Trustees observe that currently, diversity is lacking in ethnic background. As an organisation, we do not favour a quota approach to the diversity issue and instead we focus on ensuring that the Board is as diverse as possible within the need to recruit Trustees with the right skills and experience. We continue to seek diverse people from a multitude of backgrounds.

Meetings

Directors meet a minimum of three times a year as per the charity's governing document.

Organisational structure and Executive team

The CEO has been appointed by the Trustees to oversee the running of the charity through the Executive team. For matters significantly affecting the charity's operations, decisions are discussed in detail by the Executive team and the Board of Trustees together before a decision is made.

Concerning the setting of pay and remuneration of key management personnel, there is an approved pay-scale and Executive remuneration is approved by the Board of Trustees. A Remuneration Sub-Committee of the Board was established in 2016.

Safeguarding

As a values-led organisation, we are committed to the safeguarding of children and vulnerable adults in everything we do.

Enhanced Disclosure and Barring Service (DBS) checks are carried out on all staff and volunteers who work with vulnerable people being supported by Unseen. All Trustees and the Executive team are subject to a Standard Enhanced DBS check.

Also, we:

- Have a Trustee with responsibility for safeguarding.
- Provide ongoing safeguarding training for all frontline staff.
- Have a monthly safeguarding report which captures all risks recorded and our response to these incidents. This ensures transparency in our actions and decision making. This report is submitted to the Senior Leadership team monthly and Trustees every quarter for critique.

Partnerships

Collaboration is a key value for Unseen as we recognise that we cannot achieve our vision without working with partners across government – local and central – business and public services.

We continue to work closely in partnership with a range of statutory, law enforcement and non-governmental agencies, including:

- Home Office
- Police forces across the UK
- Modern Slavery Police Transformation Unit
- Police and Crime Commissioners
- UK Visa and Immigration
- UK Border Force
- Gangmasters and Labour Abuse Authority
- National Crime Agency: Modern Slavery and Human Trafficking Unit
- City councils and local authorities
- Children's Services and Safeguarding Children and Adults Boards
- Devolved Administrations
- NHS
- Regional and local Anti-Slavery Partnerships and their members (statutory, law enforcement, Third Sector)
- Local and national businesses
- Other NGOs to develop and deliver services to survivors of modern slavery and trafficking.

Unseen (UK)

Trustee Directors' Report

For The Year Ended 31 December 2022

Unseen also works closely with a range of corporate partners to deliver its services, including the delivery of the UK Modern Slavery & Exploitation Helpline.

Corporate partners in 2022 included:-

- Achilles
- Aldi
- Amazon
- Barretine
- Bidvest Noonan
- Blue Bear Coffee
- Boohoo
- British Land
- BT
- Burges Salmon
- Clearvoice
- Computershare
- Convercent
- PMP Recruitment
- Drax
- Dyson
- Entain
- Euromoney
- Eversheds Sutherland
- Fleet Caravans
- HH Global
- Indeed Flex
- ISG
- JD Sports
- Job & Talent
- John Lewis and Waitrose Partnership
- Lloyds Banking Group
- M & S
- Microsystem Support
- Morgan Sindall
- NatWest
- Nationwide
- NBCUniversal
- Nestle
- Next
- Ocado
- Places for People
- Roger Bullivant
- Sainsburys
- Salesforce
- Sky
- Tesco
- Thatchers
- Tide
- The Co-op
- The Waves Group
- Ultimate Recruitment
- Very
- Vodafone Foundation
- Wellcome Trust

Unseen continued to be a sub-contractor during 2022, under the Government's Victim Care Contract (VCC), for The Salvation Army, who are prime contractors for the Home Office to provide support services to adult victims of human trafficking and modern slavery.

Funders

We would like to thank our generous funders, whose support also makes our work possible:

- Avon & Somerset PCC
- Arnold Clark Community Trust
- Bristol City Council Fund
- British Institute of International & Comparative Law
- Burden Trust
- Childwick Trust
- Dandia Charitable Trust
- Eleanor Rathbone Trust
- Garfield Weston Foundation
- Gloucestershire PCC
- GF Eyre Charitable Foundation
- Heart of Bucks Community Foundation
- Hertfordshire PCC Action Fund
- Home Office Modern Slavery Prevention Fund
- John James Bristol Foundation
- Kent Community Foundation
- Leonard Laity Stoate Charitable Trust
- Macfarlanes Freddie Smith Trust
- Medlock Charitable Trust
- Morel Charitable Trust
- National Lottery Community Fund
- Nisbet Trust
- Roger and Jean Jefcoate Foundation
- Schroder Charity Trust
- Souter Charitable Trust
- Sport England Inequalities Fund
- Swan Mountain Trust
- Swire Charitable Trust
- Sylvia and Colin Shepherd Charitable Trust
- The Charles Jacob Charitable Trust
- The Henry Smith Charity
- The Orr Mackintosh Foundation
- The Pentwyn Trust
- The Pilgrim Trust
- Wixamtree Charitable Trust

We would also like to thank all our many generous private donors.

Statement of Trustees' responsibilities

The charity Trustees, who are also the Directors of Unseen UK for the purposes of company law, are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure of the charity for that year. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statement.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees have complied with section 17(5) of the Charities Act 2011 by having due regard to the Charity Commission's guidance on public benefit.

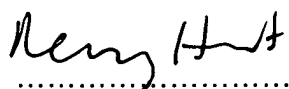
The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006.

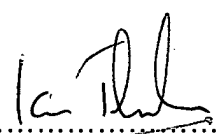
They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm (to the best of their knowledge) that there is no information relevant to the audit that the auditors are unaware of. The Trustees also confirm they have taken every necessary step to ensure they themselves are aware of all relevant financial information and that this information has been communicated to the auditors.

The charity has taken advantage of the exemptions available to small companies and has not prepared a strategic review.

This report was approved by the Board of Trustees on ... 16th June 2023 ... and signed on their behalf by:


.....
Chair: Rosey Hurst


.....
Trustee: Ian Theodoreson

Unseen (UK)

Reference and Administrative Details
For The Year Ended 31 December 2022

Executive information**Charity name**

Unseen (UK) trading as Unseen

Company number

06754171 (England and Wales)

Charity number

1127620 (England and Wales)

Company Registered Office and charity address

7 Hide Market, West Street, St Philips, Bristol BS2 0BH

Trustees

Daniel Morris – Chair (resigned 7 May 2022)

Rosey Hurst – Chair (appointed 7 May 2022)

Dr Jan Birtle – Vice Chair

Eric Anderson (appointed 5 February 2022)

Samantha Burt

Steve Daykin (resigned 31 July 2022)

Vanessa Di Cuffa (appointed 13 May 2023)

Nick Dutnall (appointed 27 July 2022)

Jonathan Frank (resigned 5 February 2022)

Steven Jeffries (resigned 29 October 2022)

Raquel McGrath

Andrea McMahon (appointed 5 February 2022)

Daniel Pounder (appointed 13 May 2023)

Ian Theodoreson

Executive team

Chief Executive Officer – Andrew Wallis OBE

Director – Justine Currell

Director of Fundraising, Communications & Operations – Sian Hartstill (from May 2022)

Patron

Levison Wood

Bankers

Bank of Scotland, Pentland House, 8 Lochside Avenue, Edinburgh EH12 9DJ

Triodos Bank UK, Deanery Road, Bristol BS1 5AS

Auditors

Albert Goodman, Goodwood House, Blackbrook Park Ave, Taunton TA1 2PX

Unseen (UK)

Independent Auditors' Report to the Trustees and Members For The Year Ended 31 December 2022

Opinion

We have audited the financial statements of Unseen (UK) (the 'charitable company') for the year ended 31 December 2022, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Unseen (UK)

Independent Auditors' Report to the Trustees and Members For The Year Ended 31 December 2022

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report have been prepared in accordance with applicable legal requirements.

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 32, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Unseen (UK)

Independent Auditors' Report to the Trustees and Members For The Year Ended 31 December 2022

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with management, and from our commercial knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, Charity SORP FRS 2019, Safeguarding Vulnerable Groups Act 2006, Care Quality Commission registration, anti-bribery, employment, data protection and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

Unseen (UK)

Independent Auditors' Report to the Trustees and Members For The Year Ended 31 December 2022

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation, claims and breaches of relevant legislation; and
- reviewing correspondence with the Charity Commission and other relevant regulators including the company's legal advisors and insurers.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Michelle Ferris BSc (Hons) FCA DChA
Senior Statutory Auditor
for and on behalf of
Albert Goodman LLP
Chartered Accountants
Statutory Auditor

Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 03 July 2023

Unseen (UK)**Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 December 2022**

	Notes	Unres- tricted funds £	Res- tricted funds £	2022 Total funds £	Unres- tricted funds £	Res- tricted funds £	2021 Total funds £
Income:							
Donations and legacies	3	531,345	108,334	639,679	670,551	33,768	704,319
Charitable activities							
Support services	4	1,598,039	318,310	1,916,349	1,137,180	309,984	1,447,164
Business engagement	4	427,747	-	427,747	299,044	-	299,044
Policy, legislation and operational change	4	1,261	23,736	24,997	-	-	-
Educating society	4	37,618	26,922	64,540	5,921	-	5,921
Organisational sustainability and optimisation	4	388	-	388	-	-	-
Total income		2,596,398	477,302	3,073,700	2,112,696	343,752	2,456,448
Expenditure:							
Raising funds	5	295,500	-	295,500	229,482	-	229,482
Charitable activities							
Support services	6	1,494,885	351,524	1,846,409	1,143,266	343,752	1,487,018
Business engagement	6	274,573	-	274,573	130,210	-	130,210
Policy, legislation and operational change	6	174,357	23,736	198,093	103,092	-	103,092
Educating society	6	190,701	25,957	216,658	164,966	-	164,966
Organisational sustainability and optimisation	6	235,567	-	235,567	131,110	-	131,110
Total expenditure		2,665,583	401,217	3,066,800	1,902,126	343,752	2,245,878
Net income / (expenditure)		(69,185)	76,085	6,900	210,570	-	210,570
Transfer between funds	15	-	-	-	32,603	(32,603)	-
Net movement in funds		(69,185)	76,085	6,900	243,173	(32,603)	210,570
Reconciliation of funds							
Total funds brought forward		945,369	2,129	947,498	702,196	34,732	736,928
Total funds carried forward		876,184	78,214	954,398	945,369	2,129	947,498

The statement of financial activities has been prepared on the basis that all operations are continuing operations. There were no gains or losses arising in the year that are not shown above.

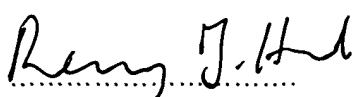
The statement of financial activities incorporates the income and expenditure account.

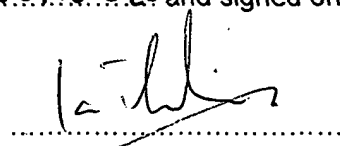
Unseen (UK) – Company Registration Number: 06754171
Balance Sheet
As at 31 December 2022

		Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £
	Notes						
Fixed assets							
Tangible fixed assets	12	37,968	7,897	45,865	29,513	-	29,513
		37,968	7,897	45,865	29,513	-	29,513
Current assets							
Debtors	13	410,046	21,064	431,110	330,497	33,786	364,283
Cash at bank and in hand		702,105	84,787	786,892	834,894	(1,630)	833,264
		1,112,151	105,851	1,218,002	1,165,391	32,156	1,197,547
Liabilities:							
Creditors falling due within one year	14	(273,935)	(35,534)	(309,469)	(249,535)	(30,027)	(279,562)
Net current assets		838,216	70,317	908,533	915,856	2,129	917,985
Total net assets		876,184	78,214	954,398	945,369	2,129	947,498
The funds of the charity:							
Restricted funds	15	-	78,214	78,214	-	2,129	2,129
Unrestricted funds	15	876,184	-	876,184	702,881	-	702,881
Designated funds	15	-	-	-	242,488	-	242,488
Total charity funds		876,184	78,214	954,398	945,369	2,129	947,498

The financial statements have been prepared and delivered in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Approved by the Board of Trustees for issue on ... 16 TH JUNE 2023 and signed on their behalf by:


 R Hurst
 Chair


 I Theodoreson
 Trustee

Unseen (UK)
Statement of Cash Flows
For The Year Ended 31 December 2022

		2022	2021
		£	£
	Notes		
Cash flows from operating activities			
Net movements in funds for the year		6,900	210,570
Adjustments to cash flows from non-cash items			
Loss on disposal of fixed assets	12	-	180
Loss on disposal of investments		-	1
Depreciation and amortisation	12	18,930	16,616
		<u>25,830</u>	<u>227,367</u>
Working capital adjustments			
Decrease/(increase) in debtors	13	(66,827)	22,327
(Decrease)/increase in creditors	14	29,907	(142,870)
		<u>(11,090)</u>	<u>106,824</u>
Net cash flow from operations			
Cash flows from investing activities			
Purchase of fixed assets	12	(35,282)	(14,426)
		<u>(35,282)</u>	<u>(14,426)</u>
Net cash (used in)/provided by investing activities			
		<u>(46,372)</u>	<u>92,398</u>
Net increase/(decrease) in cash and cash equivalents			
		<u>833,264</u>	<u>740,866</u>
Cash and cash equivalents at the beginning of the reporting period			
		<u>786,892</u>	<u>833,264</u>
Cash and cash equivalents at the end of the reporting period			
		<u>786,892</u>	<u>833,264</u>
Analysis of cash and cash equivalents			
Cash at bank and in hand		<u>786,892</u>	<u>833,264</u>

1 Accounting Policies

1.1 Basis of accounting

Unseen (UK) is a company limited by guarantee incorporated in the United Kingdom under the Companies Act. The maximum liability of each member is limited to £1. The address of the registered office is given on page 33. The principal activities of the Charity are the provision of help and assistance for those who are victims of human trafficking and raising awareness of human trafficking locally, regionally, and nationally.

The financial statements have been prepared in £ sterling on the historical cost basis and 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 2019) - (Charities SORP (FRS 102)) and the Companies Act 2006.

The charity 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.

The charity has one wholly owned subsidiary (Business for the Unseen Limited- Company number 11083594), which was dissolved in the prior year. The subsidiary company was previously considered immaterial to the group and has therefore not been consolidated into these accounts.

1.2 Change in activity reporting

During the year, the charity changed its activity reporting categories for both income and expenditure, in order to align the activities with the charity's new strategy. The comparative figures have been reallocated to align with the new categories for comparison.

1.3 Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' 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. Amounts received which are not yet recognised are classified as deferred income.

Investment income is included when receivable.

Incoming resources from charitable trading activities are accounted for when earned.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise the costs associated with attracting voluntary income.

Expenditure on charitable activities comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged as a cost against the charity activity for which the expenditure was incurred.

1.5 Tangible fixed assets and depreciation

Individual fixed assets costing more than £250 are capitalised at cost. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	Straight line basis over 5 years
Computer equipment	Straight line basis over 3 years

1.6 Investments

Investments in subsidiaries are held at cost.

1.7 Debtors

Accrued income is recognised at the settlement amount due and prepayments are valued at the amount prepaid.

1.8 Cash at bank and in hand

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

1.9 Creditors

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.

1.10 Taxation

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

1.11 Operating lease commitments

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged in the Statement of Financial Activities on a straight-line basis over the period of the lease. The charity has operating leases for the premises in which they operate. The title of the leased premises remains with the lessor.

1.12 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of Charity.

Restricted funds are donations or grants which the donor or grant body has specified are to be solely used for particular areas of the Charity's work or for specific projects being undertaken by the Charity.

1.13 Judgements and estimates

Key accounting judgements and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results. The Trustees believe that the most significant area of estimation relates to the recognition of grant income. The policy applied is outlined above in this accounting policies note.

1.14 Financial Instruments

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and liabilities of the charity and their measurements are as follows:

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost.

Cash at bank and deposit accounts– is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

2. Legal status of the Charity

The charity is a Company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

3. Donations and legacies

	Unres- tricted funds £	Res- tricted funds £	2022 Total £	Unres- tricted funds £	Res- tricted funds £	2021 Total £
Donations	399,907	108,334	508,241	493,930	33,768	527,698
Grants of general nature	131,438	-	131,438	140,351	-	140,351
Exceptional government funding						
Coronavirus Job Retention Scheme grant*	-	-	-	19,087	-	19,087
Kickstart Scheme*	-	-	-	17,183	-	17,183
	<u>531,345</u>	<u>108,334</u>	<u>639,679</u>	<u>670,551</u>	<u>33,768</u>	<u>704,319</u>

The charity has been eligible to claim additional funding in the prior year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding". The charity furloughed some of its staff under the governments CJRS. The funding received in the prior year relates to staff costs which are included within note 9 as appropriate.

*Denotes government grants

4. Income from charitable activities

	Unres- tricted funds £	Res- tricted funds £	2022 Total £	Unres- tricted funds £	Res- tricted funds £	2021 Total £
<i>Supporting services</i>						
Service Income	1,598,039	-	1,598,039	1,137,180	12,902	1,150,082
Grants received not elsewhere	-	318,310	318,310	-	297,082	297,082
Business engagement	427,747	-	427,747	299,044	-	299,044
Policy, legislation and operational change	1,261	-	1,261	-	-	-
- grants received	-	23,736	23,736	-	-	-
Educating society	37,618	26,922	64,540	5,921	-	5,921
Organisational sustainability and optimisation	388	-	388	-	-	-
	<u>2,065,053</u>	<u>368,968</u>	<u>2,434,021</u>	<u>1,442,145</u>	<u>309,984</u>	<u>1,752,129</u>

Unseen (UK)
Notes to the Financial Statements
For The Year Ended 31 December 2022

During the year to 31 December 2022 the following Trusts funds and other institutions supported the work of the Charity and the amounts below are included in grants received above across notes 3 and 4:

	Unres- tricted funds £	Res- tricted funds £	2022 Total £	Unres- tricted funds £	Res- tricted funds £	2021 Total £
Anonymous	10,000	-	10,000	-	-	-
Avon & Somerset Police & Crime Commissioner	-	34,836	34,836	-	45,943	45,943
Bluenumber Foundation	-	-	-	18,875	-	18,875
Bristol City Council	-	-	-	-	28,684	28,684
British Institute Of International & Comparative Law	-	23,736	23,736	-	-	-
Charities Aid Foundation - Resilience Fund	-	-	-	14,802	-	14,802
Chartered Accountants' Livery Charity	-	-	-	-	3,001	3,001
Comic Relief	-	38,706	38,706	-	31,294	31,294
Garfield Weston Foundation	45,000	-	45,000	-	-	-
Heart of Bucks Community Foundation	-	5,000	5,000	-	5,000	5,000
Hertfordshire Community Foundation	-	-	-	-	5,000	5,000
Home Office	-	96,440	96,440	-	-	-
John James Bristol Foundation	-	10,000	10,000	-	10,000	10,000
Kent Community Foundation	-	-	-	-	5,008	5,008
Nationwide Building Society	-	-	-	-	46,228	46,228
Postcode Neighbourhood Trust	-	-	-	-	17,300	17,300
Swan Mountain Trust	-	4,000	4,000	-	-	-
Swire Charitable Trust	25,000	-	25,000	25,000	-	25,000
The Big Give	-	19,420	19,420	-	25,000	25,000
The Burden Trust	-	6,000	6,000	-	-	-
The Childwick Trust	10,000	-	10,000	-	-	-
The Elm Tree Trust	-	-	-	10,000	-	10,000
The Freedom Fund	4,988	-	4,988	-	-	-
The Henry Smith Charity	-	69,657	69,657	-	50,593	50,593
The Kickstart Scheme	-	-	-	4,500	-	4,500
The Medlock Charity	-	5,000	5,000	-	-	-
The National Lottery Community Fund	-	-	-	49,508	-	49,508
Carried forward	94,988	312,795	407,783	122,685	273,051	395,736

Unseen (UK)
Notes to the Financial Statements
For The Year Ended 31 December 2022

	Unres- tricted funds £	Res- tricted funds £	2022 Total £	Unres- tricted funds £	Res- tricted funds £	2021 Total £
Brought forward	94,988	312,795	407,783	122,685	273,051	395,736
The Nisbet Trust	10,000	-	10,000	-	-	-
The Odin Charitable Trust	-	-	-	-	5,000	5,000
The Orr Mackintosh Foundation Limited	15,000	-	15,000	-	-	-
The Pilgrim Trust	-	-	-	-	10,000	10,000
The Roger And Jean Jefcoate Trust	5,000	-	5,000	-	-	-
The Roy Proctor Foundation	-	-	-	5,000	-	5,000
The Schroder Charity Trust	-	5,000	5,000	-	-	-
The Souter Charitable Trust	-	3,000	3,000	-	-	-
University College London	-	8,100	8,100	-	-	-
Wixamtree Trust	-	5,000	5,000	-	-	-
Other grants (individually < £2,500)	6,450	8,151	14,601	12,666	9031	21,697
	131,438	342,046	473,484	140,351	297,082	437,433

5. Expenditure on raising funds

	Unres- tricted funds £	Res- tricted funds £	2022 Total £	Unres- tricted funds £	Res- tricted funds £	2021 Total £
Direct fundraising cost	81,794	-	81,794	36,111	-	36,111
Staffing cost	174,484	-	174,484	159,601	-	159,601
Support costs (note 7)	36,318	-	36,318	30,903	-	30,903
Governance (note 7)	2,904	-	2,904	2,867	-	2,867
	295,500	-	295,500	229,482	-	229,482

6. Expenditure on charitable activities

	Support services £	Business engagement £	Policy, legislation and operational change £	Educating society £	Organisa- tional, sustainability and optimisation £	2022 Total £
Activities costs	7,120	-	5,528	-	-	12,648
CRB checks	2,475	282	56	-	-	2,813
Depreciation	4,347	509	704	-	-	5,559
Finance Costs	-	-	-	-	(1,620)	(1,620)
General premises and sundry costs	19,582	-	11	-	9	19,602
Heat, light and insurance	6,227	-	-	-	-	6,227
Interpreting costs	32,382	98	2,979	-	-	35,459
IT costs	16,791	2,784	12,062	611	-	32,248
Office costs and comms	-	49,020	300	16,753	-	66,073
Printing, postage, stationery and advertising	4,442	238	29	-	-	4,709
Professional fees and outsourced service costs	53,629	791	-	-	-	54,420
Property costs	72,794	-	-	-	-	72,794
Staff and contractor costs	1,033,153	192,470	155,379	176,606	28,742	1,586,350
Staff other costs	22,966	1,612	917	238	-	25,733
Staff travel	16,565	6,182	1,549	7,950	8,878	41,124
Subscriptions	114	-	3	-	1,161	1,278
Telephone	36,408	216	229	-	-	36,853
Venue hire	-	-	13	-	-	13
Victim NRM costs	400,776	-	99	-	-	400,874
Waste disposal and cleaning	4,249	-	-	-	-	4,249
Support costs (note 7)	99,875	16,450	13,459	10,575	195,500	335,859
Governance (note 7)	12,513	3,923	4,777	3,925	2,896	28,034
	<u>1,846,409</u>	<u>274,573</u>	<u>198,093</u>	<u>216,658</u>	<u>235,567</u>	<u>2,771,300</u>

Expenditure on charitable activities - 2021

	Support services £	Business engagement £	Policy, legislation and operational change £	Educating society £	Organis- ational, sustainability and optimisation £	2021 Total £
Activities costs	1,636	-	-	-	-	1,636
CRB checks	1,392	-	-	-	-	1,392
Depreciation	4,058	-	-	-	-	4,058
Direct fundraising costs	-	9	-	-	-	9
General premises and sundry costs	22,025	-	-	-	31	22,056
Heat, light and insurance	7,691	-	-	-	-	7,691
Interpreting costs	24,122	-	-	-	-	24,122
IT costs	9,729	4,955	-	1,278	-	15,962
Office costs and comms	621	-	-	12,439	-	13,060
Printing, postage, stationery and advertising	4,556	-	-	-	-	4,556
Professional fees and outsourced service costs	25,165	-	-	-	-	25,165
Property costs	72,131	-	-	-	-	72,131
Staff and contractor costs	822,199	65,583	71,148	79,931	117,246	1,156,107
Staff other costs	27,331	35	119	-	-	27,485
Staff travel	6,099	1,870	-	-	-	7,969
Subscriptions	1,886	-	-	-	-	1,886
Telephone	31,675	-	-	-	-	31,675
Venue hire	(131)	-	-	-	-	(131)
Victim NRM costs	300,149	-	-	-	-	300,149
Waste disposal and cleaning	2,696	-	-	-	-	2,696
Support costs (note 7)	112,608	54,011	29,661	67,140	8,112	271,532
Governance (note 7)	9,380	3,747	2,164	4,178	5,721	25,190
	1,487,018	130,210	103,092	164,966	131,110	2,016,396

7. Allocation of support costs and governance costs

The charity identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the costs of raising funds (note 5) and five charitable activities (note 6) undertaken in the year. The table below gives the basis for the apportionment and the analysis of support and governance costs. The costs have been apportioned based on a % of direct expenditure (2021: % of direct expenditure).

	Support costs £	Gover- nance costs £	2022 Total £	Support costs £	Gover- nance costs £	2021 Total £
Auditor's Remuneration	-	9,240	9,240	-	9,000	9,000
Office costs and communications	107,178	-	107,178	101,424	13	101,437
Premises cost	19,395	-	19,395	15,234	-	15,234
Professional fees	32,723	2,755	35,478	35,827	2,675	38,502
Depreciation	13,371	-	13,371	12,738	-	12,738
Staffing costs	199,510	18,943	218,453	137,212	16,369	153,581
	<u>372,177</u>	<u>30,938</u>	<u>403,115</u>	<u>302,435</u>	<u>28,057</u>	<u>330,492</u>

8. Net incoming resources

Net resources are stated after charging:

	2022 £	2021 £
Depreciation of owned assets	18,930	16,616
Operating lease expenditure	106,618	92,495
Auditors' remuneration for:		
Audit services	7,440	6,600
Accountancy services & other	1,800	2,400
	<u>123,788</u>	<u>118,111</u>

9. Employees

Employment costs	2022 £	2021 £
Wages and salaries	1,735,405	1,303,301
Social security costs	163,126	106,387
Other pension costs	43,690	31,052
	<u>1,942,221</u>	<u>1,440,740</u>

Number of employees

The average monthly head count during the year was as follows:

	2022	2021
Direct staff	72	73
Leadership and operations staff	21	19
	<u>93</u>	<u>92</u>

Of the 93 employees, 60 were Full-Time and 33 Part-Time (2021: 44 and 48 respectively).

The key management personnel of the charity are considered to be the Chief Executive and the two Directors (2021: Chief Executive and three Directors, with one of the directors being self employed). The total cost to the charity for employee benefits for the employed key management were £229,742 (2021: £175,070) and the self-employed key management cost for the prior year is disclosed in note 16.

The number of employees whose annual emoluments (excluding employers NI and employers pension costs) were £60,000 or more were:

	2022 number	2021 number
£70,000 - £80,000	1	2
£80,000 - £90,000	1	-
	<u>1</u>	<u>-</u>

Defined contribution pension scheme

The company operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the company to the scheme and amounted to £43,690 (2021: £31,052). Contributions totalling £8,439 (2021: £5,363) were payable to the scheme at the end of the year and are included in creditors.

10. Trustee's remuneration and benefits

There was no remuneration nor other benefits paid to trustees for their governance duties during the year ended 31 December 2022 nor for the year ended 31 December 2021.

During the year, travelling expenses of £843 were reimbursed to three trustees (2021: travelling expenses of £677 to three trustees).

11. Operating lease commitments

At 31 December, the Charity had future minimum lease payments under non-cancellable operating leases as follows:

	2022	2021
	£	£
Land and Buildings		
Expiry date:		
Within one year	69,766	63,820
Between two and five years	17,500	58,500
Office equipment		
Expiry date:		
Within one year	1,222	-
Between two and five years	-	-
	<u>88,488</u>	<u>122,320</u>

12. Tangible fixed assets

	Fixtures & Fittings	Computer Equipment	Total
Cost	£	£	£
At 1 January 2022	24,128	105,128	129,256
Additions	-	35,282	35,282
Disposals	-	-	-
At 31 December 2022	24,128	140,410	164,538
Depreciation			
At 1 January 2022	15,999	83,744	99,743
Charge for the year	3,453	15,477	18,930
Eliminated on disposal	-	-	-
At 31 December 2022	19,452	99,221	118,673
Net book value			
At 31 December 2022	4,676	41,189	45,865
At 31 December 2021	8,129	21,384	29,513

13. Debtors

	2022	2021
	£	£
Trade debtors	233,197	170,919
Prepayments and accrued income	197,913	193,364
	<u>431,110</u>	<u>364,283</u>

14. Creditors: Amounts falling due within one year

	£	£
Trade creditors	22,743	42,788
Other taxes and social security	74,782	28,398
Other creditors	1,586	16,278
Accruals and deferred income	210,358	192,098
	<u>309,469</u>	<u>279,562</u>

Reconciliation of deferred income:

Opening balance	172,196	306,884
Released during the year	(172,196)	(306,884)
Received during the year	191,840	172,196
	<u>191,840</u>	<u>172,196</u>

Where income for services are received in advance, for a specific period, these funds are deferred and recognised in the period to which they relate. Deferred income relates to Business Portal, Business Hub and consultancy fees received in advance.

15. Summary of movement in funds

	At 1 January 2022 £	Income £	Expenditure £	Transfers £	At 31 December 2022 £
Unrestricted funds					
General fund	702,881	2,596,398	(2,111,524)	(311,571)	876,184
<u>Designated fund</u>					
Helpline	242,488	-	(554,059)	311,571	-
	945,369	2,596,398	(2,665,583)	-	876,184
Restricted funds					
Anti-Slavery Partnership (ASP)	2,129	26,922	(25,957)	-	3,094
Helpline	-	274,614	(199,494)	-	75,120
Policy and Research	-	23,736	(23,736)	-	-
One Team	-	152,030	(152,030)	-	-
	2,129	477,302	(401,217)	-	78,214
TOTAL FUNDS	947,498	3,073,700	(3,066,800)	-	954,398

15. Summary of movement in funds (continued)

Summary of movement in funds – 2021

	At 1 January 2021 £	Income £	Expenditure £	Transfers £	At 31 December 2021 £
Unrestricted funds					
General fund	539,096	1,463,977	(1,332,795)	32,603	702,881
<u>Designated fund</u>					
Helpline	163,100	648,719	(569,331)	-	242,488
	<u>702,196</u>	<u>2,112,696</u>	<u>(1,902,126)</u>	<u>32,603</u>	<u>945,369</u>
Restricted funds					
Anti-Slavery Partnership (ASP)	2,129	27,890	(27,890)	-	2,129
Helpline	-	115,980	(115,980)	-	-
Postcode Neighbourhood	-	10,752	(10,752)	-	-
One Team	-	189,130	(189,130)	-	-
Unseen Children's House	32,603	-	-	(32,603)	-
	<u>34,732</u>	<u>343,752</u>	<u>(343,752)</u>	<u>(32,603)</u>	<u>2,129</u>
TOTAL FUNDS	<u>736,928</u>	<u>2,456,448</u>	<u>(2,245,878)</u>	<u>-</u>	<u>947,498</u>

15. Summary of movement in funds (continued)

Details of Restricted Funds:

One Team: Funding from One Team has been split up to cover the costs of the following three areas: covering men's and women's safehouses and outreach and reach in services.

Anti-Slavery Partnership (ASP): A collaboration between Unseen, SW Regional police authorities, Bristol City Council, and other partners to discover and respond to, incidents of human trafficking and exploitation.

Helpline: Funds held in relation to the independent and confidential UK Modern Slavery and Exploitation Helpline service.

Policy and Research: Research grant funding to enable the delivery of research projects.

Postcode Neighbourhood: Funds received to train mental health champions alongside staff receiving well-being activities and an employee helpline.

Unseen Children's House: Funds received to provide a 24-hour staffed house for children who are potential victims of exploitation and trafficking. The project launched in 2017 with our first children received during 2018. The amount has been transferred to unrestricted in the prior year following Charity Commission approval.

Designated fund – Helpline: Funds held in relation to the independent and confidential UK Modern Slavery and Exploitation Helpline service. The transfer made from the general fund to the designated fund is to transfer the opening reserve designated towards the service.

16. Related party transactions

There were no related party transactions during the year (2021: the charity paid £25,680, including VAT, to Portt Ltd (a company owned by Matt Portt, member of the Senior Leadership Team until 31 December 2021) for the provision of services including that of the Finance Director, bookkeeping, payroll and management accounts. As at the 2021 year end: £nil was owed to Portt Ltd).