

Registered Charity Number 1158856



**The Snowdrop Project**

**Annual report and unaudited financial statements  
For the year ended 31 March 2020**

# The Snowdrop Project

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# The Snowdrop Project

## Chair's report

Welcome to The Snowdrop Project. We are a Sheffield based charity, advocating nationally, that provides long-term support to empower survivors of human trafficking. We work closely with clients to ensure their individual needs, which are often complex, are met.

The charity is passionate and committed to its vision to see a future free from trafficking. The challenge is immense and our services are needed as much as ever in an emerging and changing sector. We need to continue to work in collaboration and seek opportunities that bring a brighter future.

A big thanks goes to staff and volunteers who have worked tirelessly and with dedication to raise the level of impact, quality of service and income to be able to do more than ever before and grow our support. The work of the charity is continued to be acknowledged across the sector as a leader in the field, contributing to policy and debate.

We thank all our partners and supporters that have contributed to our vision over the past year. Please continue to join us to do more, provide hope and a better future.

Warm regards

*Tim Elgar*

Tim Elgar

Chair of Trustees

# **The Snowdrop Project**

## **Trustees' report for the year ended 31 March 2020**

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2020. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

### **Governance and management**

The Snowdrop Project is a Charitable Incorporated Organisation (CIO). They registered with the Charity Commission charity on 13 October 2014, registration number 1158856. The organisation is governed by its constitution last amended on 11 March 2019. The board of trustees changed the membership of the board to allow members of other or no faith to be on the board in order to more closely reflect the nature of the staff, operations and clients. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to employed members of staff.

Due to the nature of the services The Snowdrop Project provides, the Board of Trustees seek 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. The Charity's governing document permits a maximum of 12 Trustees.

The Trustees conduct a skills review to identify potential gaps in the Board that can then be suitable recruited for. The appointed individuals must fit within the requirements in the constitution, support the values of the organisation and be able to make the necessary time commitments.

All trustees give their time voluntarily and receive no remuneration.

The Snowdrop Project relies heavily on volunteers giving their time to the organisation. Volunteers can claim back expenses in line with our Volunteering policy.

Any staff salaries are decided by looking at comparable positions in the sector, as well as in line with the organisation's vision and values. Salaries are then submitted to the board of Trustees for approval before an offer of employment is made.

The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.

# The Snowdrop Project

## Charitable objectives and activities

The objective of the charity is the relief of those in need by reason of them being, having been, or being at risk of becoming, victims of slavery or human trafficking, in particular by the provision of charitable assistance including support work, counselling, advocacy and associated support services.

### *Our Mission*

The Snowdrop Project exists to empower survivors of human trafficking to live lives no longer defined by their past and reduce the risk to those vulnerable to the crime.

We are committed to creating, implementing and promoting models of best practice toward whole person centred, multi-agency service provision, nationally and internationally.

### *Activities*

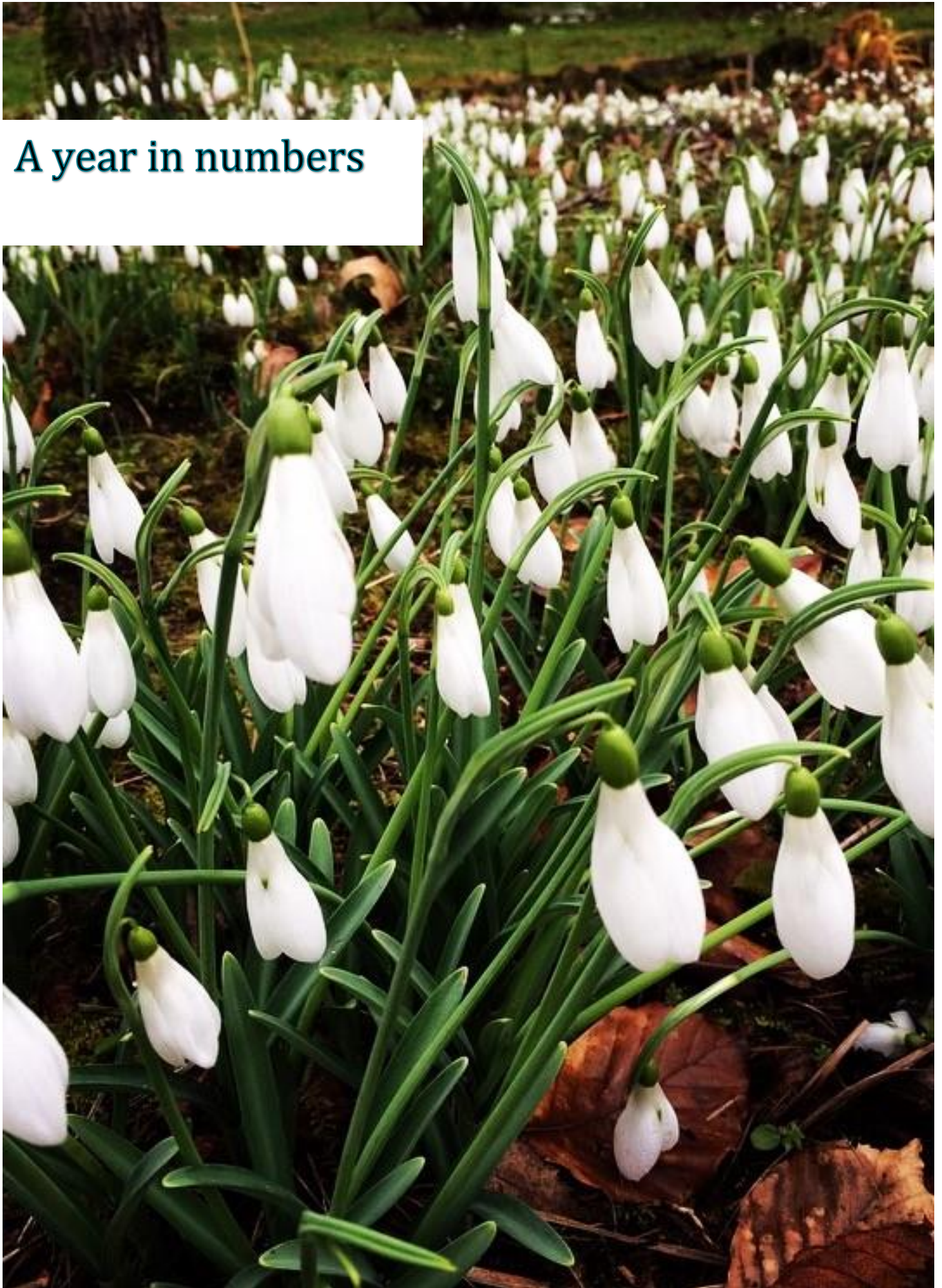
The organisation currently focuses its activities on:

- providing holistic, specialist support to those who have been victims of slavery or human trafficking individually designed for each person according to their need in order to empower them to live safe and independent lives
- the provision of education, advice and training to others involved in the identification and support of victims and survivors
- To collaborate with others, through practice, research and policy to create, implement and promote best practice and improve outcomes for survivors regionally, nationally and internationally

All the activities aim to reduce the risk of harm to the individual, increase independence, decrease social isolation and improve the general wellbeing and outcomes of the individual.



## A year in numbers



# The Snowdrop Project

## Achievements during the year

Casework beneficiaries	Counselling beneficiaries	Dependent beneficiaries	Community activity beneficiaries	Renovation numbers	Renovation beneficiaries (inc. dependents)
51	26	59	73 adults; 47 children	11	27

Counselling break down	
One to one counselling	19
Group counselling	7
Waiting list average	21

Community activities	
Sewing	30
ESOL	38
Dance	18
Mum and Toddlers	38 adults and 47 children

Some beneficiaries access more than one service, and the renovation programme is only available to those who are in casework or counselling support. Therefore, without double counting, the number of direct beneficiaries this year has been **163 adults and 77 children**.

Volunteer Caseworkers	Volunteer Befrienders	Activity Volunteers	Renovation Volunteers
18	25	40	52

Volunteers are a key part of the successful support to survivors of trafficking and we would like to thank everyone who has given their time and support to Snowdrop beneficiaries, none of this would be possible without them.

*"You make everything better. Snowdrop has changed everything for me. How can I say thank you enough. Everyone at Snowdrop are the best. If you were to say out of 10, I would give 20 or 30. I don't have words to say thank you. Not just me, but every person that you help and have spoken to. We find family we don't have here."*



## The Snowdrop Project

In 2012, when the idea of The Snowdrop Project was first conceived, it was the first charity in the UK to focus on providing support to survivors of trafficking after the National Referral Mechanism. Since then, it has been inspiring and encouraging to see many other charities start to tackle this gap through safehouse provision (such as Ella's home), outreach support (such as Adavu and the Phoenix Project) and employment programmes (such as Bright Futures). The growth of provision has amplified the voice for needs based, long-term support. Gradually, the evidence for this support has grown from our own 'Life Beyond the Safehouse' in 2013 to the recent annual report by the Independent Anti-Slavery Commissioner and survivor led research 'The Journey of our UK Survivor Network' (2019) calling for more of a 'long-term' solution to provision.

***"Whilst the NRM can provide short-term support to those in crisis, I remain concerned that the current system is not doing enough to equip individuals to become survivors...One of the most significant concerns I have identified in the sector in relation to victims is the sudden cessation of support at the end of the NRM." IASC annual report (2020)***

Although there has been progress, we remain committed to seeing the UK provide support based on individual care needs and the wishes of the person rather than a decision made by a person who never meets the person in question. We are committed to setting an example of this through best practice and high standards of knowledge, skills and training.

### Supporting National Progress

During 2019, The Snowdrop Project supported successful litigation that survivors of trafficking should be provided with needs-based support. The litigation argued that ending support after 45 days could result in the person being re-trafficked or destitute and vulnerable to exploitation and was not lawful. Temporarily, this resulted in a freeze on people being exited from the NRM whilst the Home Office developed a new policy. This meant that referrals into the casework programme decreased significantly for a couple of months. This picked back up after the new Home Office procedure was developed.

The Home Office introduced the 'Recovery Needs Assessment' to be conducted when a person receives a positive Conclusive Grounds Decision and determine the length of support needed. The expertise of The Snowdrop Project was sought during the creation of this assessment though not all the recommendations were taken forwards. The RNA is still a work in progress and has also not been accompanied with further funding or training to conduct needs assessments or transition a person in to mainstream support. The data available about RNA's is currently scarce but anecdotally from ourselves and others, many survivors (particularly those with no recourse to public funds or other entitlements) are still being exited without their needs met. More recently, the Home Office have committed to review the national referral mechanism and to reform it once again and we welcome the rise in discourse around needs-based support.

The #Freeforgood campaign led by CARE International to support the Victim Support Bill was sadly not successful in moving the Bill in to law. However, at the beginning of this year, Snowdrop met with CARE and other NGO's to talk about the strategy for the next 4 years to try to put this back on the agenda. The victim support Bill would give all confirmed survivors of trafficking at least 12 months of leave and a needs-based support plan to ensure that survivors are empowered towards sustainable independent lives. Through the work we do with survivors we can categorically say that at best, recovery is hindered by lack of entitlements and, at worst, places people in precarious situations in



## The Snowdrop Project

which they are vulnerable to exploitation. Unfortunately, due to Brexit and Covid-19, the victim care bill was pushed down the agenda this year but we are hopeful that the next year will see a rise in discussion on this matter which we will continue to support and give evidence for.

At the end of last year, the Co-op gave a grant of £25,000 to The Snowdrop Project to raise the levels of practice through improved standardisation of training and practice. This coincided with the end of an independent evaluation of our service led by St Mary's who were just about to start the process of designing a training programme to improve care and support. This led to an ideal collaboration. Over the last year The Snowdrop Project has worked with St Mary's to co-author 'The Training Framework for the Identification, Care and Support of victims and survivors of trafficking and modern slavery' (2020). This has been supported by the Independent Anti-Slavery Commissioner and published through Skills for Care and Development. NHS Safeguarding, the MET Police, CPS, the Human Trafficking Foundation and NGO's from representative skills sectors (mental health, long-term support, safehouse provision) created a steering group to critique and edit the document. This will be launched in the middle of 2020. The aim of this document is to set a nationwide standard of knowledge outcomes from training that are delivered to varying levels of professionals. For example, Tier 1 outcomes are designed for those who are only required to identify and signpost; Tier 2 includes First Responders and those who would occasionally provide care and support; Tier 3 is designed for jobs that are solely focused on supporting survivors of trafficking.

Finally, the Home Office added a new process to the National Referral Mechanism called the Multi-Agency Assurance Panels. Negative conclusive decisions from the NRM are reviewed by the MAAPs for quality assurance. Our head of operations joined the MAAP system to bring Snowdrops expertise to these considerations. What has become evident is that decision makers vary in their processes and the policies need clarifying. For example, when some decision makers don't receive additional information from social workers or police after a request was submitted a few weeks prior, they make a negative decision. This should not equate to a negative decision. Snowdrop is part of the Anti-Trafficking Monitoring Group who are now beginning to monitor some of the outcomes and observations of people on the MAAP's. We will continue to attend these and feed our knowledge and ideas to ATMG.

### Covid-19

On the 23<sup>rd</sup> March 2020 the country went in to its first national lockdown due to Covid-19. Nation and organisational operations were affected (summarised below). Our clients were significantly impacted by the restrictions of covid-19 and the lack of response by the government to some of their needs.

#### *Impact on clients:*

The impact of COVID-19 varied for our clients. One positive move was the decision by the Home Office to halt reporting and asylum decisions. Clients who were anxious about this process, experienced a relief from the symptoms of depression and anxiety as they knew that they wouldn't risk deportation for at least 3 months. Our campaigns regarding the connection between immigration, trafficking decision and enduring mental health problems are only strengthened by this.

More challenging impacts saw clients experiencing increased feelings of loneliness and symptoms of depression, anxiety and fear with these being exacerbated further as COVID-19 restrictions stretched longer than initially believed. A few people previously dealt with their symptoms of PTSD by being out regularly and seeing people, but COVID-19 removed these coping mechanisms. Restrictions of COVID-

## The Snowdrop Project

19 recreated some of the elements our clients had experienced during their trafficking, such as not being allowed to leave the house or not being able to access food or support. Both caseworkers and counsellors commented how difficult it was to support people through the emotional turmoil of COVID-19 as there were very little 'solutions' that could be offered and mental health services more overwhelmed and ill-equipped to provide support to people remotely. The main thing we could offer was regular communication and practical support. Clients commented how important the phone call from their caseworker, counsellors or volunteer was, as it was the only contact or conversation they would have all day.

A significant challenge presented by isolation was the lack of digital devices and Wi-Fi or data. NASS accommodation does not have Wi-Fi which immediately disconnected most of our clients in the asylum system. As subsistence is just over £37 per week, people living in this situation had to balance the need to buy data or food or cleaning products. Sadly, the government only increased their allowance by £1.85 per week (in comparison to the uplift of £20 per week for those on benefits) which equates to 26p per day. This was wholly unacceptable and gravely underestimated the impact of a national public health crisis on those in the asylum system. This is why we agreed to create a budget line to buy food packages or data packages, particularly for those in asylum accommodation. Without data or a device, children could not access school lessons or materials; individuals could not keep in contact with family, friends or support networks and health appointments could not be attended (as they moved online). Although this was temporarily alleviated through grant funding for digital devices and data, the pandemic continues, referrals continue, and the problem of isolation and lack of connectivity grows.

### *National Operations*

The Home Office decided that all reporting and evictions from NASS accommodation would be frozen for 3 months so clients in the asylum system would not be worried about potential homelessness. They also stated that the recovery needs assessments would not be conducted during COVID-19 and survivors of trafficking would not be moved on from the NRM. This was not fully enacted as people living in the community (rather than safe houses) were still exited from the NRM during this time and resulted in a few chaotic referrals to our service. However, the general freeze on RNA's meant that during this period our referral rate decreased. However, as soon as the restrictions were released, these rapidly increased as all those who the Home Office had been waiting to move on were referred.

The local authority committed to house every homeless person. As some of our EU clients were living in unstable situations, this temporarily provided these clients with more stable living for a short period. The move on from this situation is currently being worked on.

### *Organisational Operations:*

Staff began working from home from the 23<sup>rd</sup> March and supporting survivors remotely. Within the first week an emergency meeting was held with senior leadership to make a financial and operational plan:

#### Casework

Clients would initially be supported over the phone on a more regular basis. An emergency financial plan rearranged budget lines to allow us to purchase food packages and data packages for clients who had to shield or were struggling to make ends meet. Over the first few months of COVID-19, we applied for funding to purchase digital devices for our clients as

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many were isolated and unable to communicate with friends and family, find activities for their children or continue education.

A new risk assessment was created to identify those who were more vulnerable because of COVID-19 due to underlying health conditions, pregnancy or age. The team developed policies relating to clients contracting COVID-19 (including single parents and the implications for children), hospital admission, and what to do in the event of death. Fortunately, the more serious policies have not yet been needed.

As restrictions were relaxed, caseworkers were able to take clients for a walk, then to meet them in the garden, home or booked rooms with extra COVID-19 measures. When lockdown 2 occurred, this returned to remote support and only face to face where absolutely necessary.

### Counselling

All counselling moved online but not many clients had digital devices that enabled that. Clients gradually got devices from us or their NRM provider. Some clients still did not feel comfortable having virtual counselling, but a few preferred this method as they did not need to worry about childcare or travel. As restrictions were relaxed, face to face counselling became possible but new barriers presented themselves included fear of public transport and fear of meeting face to face. Therefore, some clients remain on the waiting list for when they feel safer and more able to engage.

### Community activities

Initially the community facilitator concentrated their efforts on community fundraising activities which included an online quiz, virtual marathon and a downloadable treasure hunt as community activities were not our initial priority. As the public became zoom fatigued and our clients received digital devices, we created online opportunities for community activities. Mum & toddler group was pre-recorded to watch on YouTube and live zoom sewing and cooking activities were started.

### Renovations

This was not a required service. The government frozen evictions from NASS housing and move on to permanent accommodation. When we are able to restart this service, we will put in additional measures for volunteers such as temperature checks, social distancing and sanitation points as well as quarantining donations for 48 – 72 hours.

### *Financial Impact*

The impact of the Covid-19 National Emergency commenced at the very end of the financial year under review and as such had minimal impact in year. The Board of Trustees held an emergency meeting in April 20 to discuss the impact of Covid-19 on the Charity's operations and to consider the financial implications for the forthcoming financial year and beyond. Scenarios were considered including the implications of a potential reduction in income from areas particularly corporate donations and fundraising due to the suspension of major fundraising events such as the Sheffield Half Marathon. The use of government support e.g. furlough scheme was considered but not taken up as alternative funding was secured. A revised three-year forecast was agreed by the board of Trustees in June 20 projecting a small net income each year and avoiding the need to draw on reserves.

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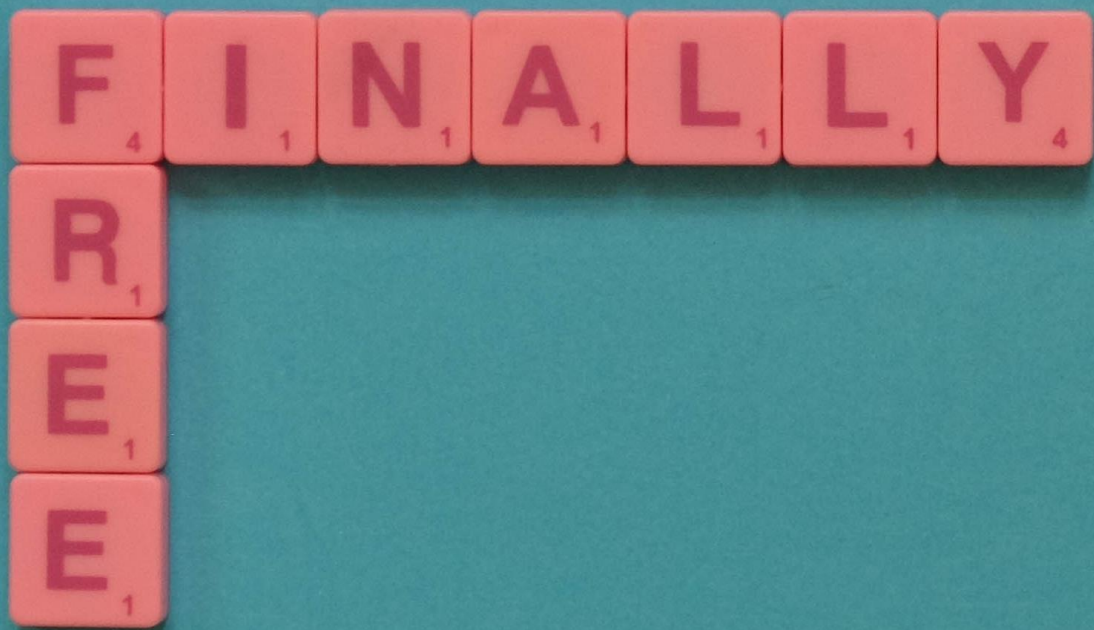
£k	2020/21	2021/22	2022/23
Income	549	598	605
Expenditure	(528)	(592)	(593)
<b>Forecast Net Income</b>	<b>21</b>	<b>6</b>	<b>12</b>

It was agreed that the Trustees would regularly review the forecast during the year. As part of the fundraising strategy alternative on-line fundraising activities including a virtual marathon, pub quiz and eco balloon race were planned throughout the year. The Snowdrop Project has also been successful in securing Emergency Covid-19 trusts and grants funding and continues to look for new opportunities as they arise. This has enabled the Charity to continue to support clients and provide additional emergency help including food deliveries and provide tablets to loan to Clients.

### Principle Risks

Development of 'Reach-In' reduces referrals	The new 'Reach-In' service has not been created to provide the same depth of support as Snowdrop (described as light-touch). However, the creation of a service after an NRM decision could mean referrals decrease or do not come to us until a situation has deteriorated. Although we have never been part of the national contract prior to this, we will carefully weigh up the pros and cons of this decision.
COVID-19 reduces our fundraising income	<ul style="list-style-type: none"> <li>- Plans created in the outcome of different reduced funding scenarios</li> <li>- Adaptations made to fundraising strategy and methods</li> </ul>
Overwhelming referrals	The quality of the service, good outcomes for survivors and the wellbeing of the team is paramount to the value and ethos of the organisation rather than numbers. Therefore, if referrals increase beyond capacity, a temporary freeze would be placed on assessments and funding sought to increase the capacity long-term. Where possible, priority would be given to cases that have safeguarding or emergency needs but where that is not possible we would signpost to statutory services or other charities in the city.
Deterioration of quality with growth	<p>As the organisation grows, Snowdrop is investing in an electronic management system that is tailored to record all the data on clients. This will improve the organisations ability to standardise procedures and ensure that quality remains high. Going forwards, an annual review will be conducted by a board member looking at a random sample of cases and outcomes to ensure that policies and procedures are being followed.</p> <p>HR processes have become a greater focus to include better induction of staff (to include values, processes and meeting members of other teams), appraisals and bench marking. These systems should assist the professionalism of the charity and investment in staff will keep retention rates high and therefore retain organisational knowledge and values.</p>
Unable to meet the requirements of the mortgage	The management team and trustees have kept to a higher reserves policy to ensure that even if we cannot meet the requirement of surplus each year, we are able to meet the requirement of reserves.

## Activities



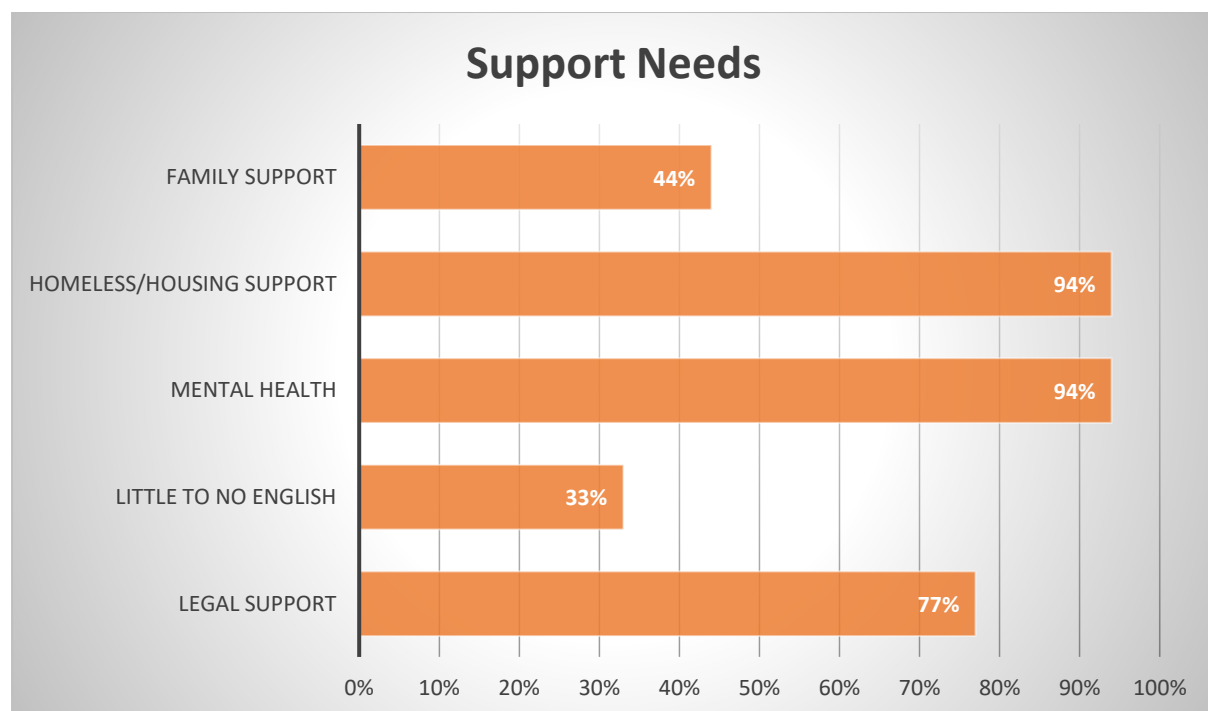
## The Snowdrop Project

Snowdrop aims to provide holistic, specialist support to those who have been victims of slavery or human trafficking individually designed for each person according to their need in order to empower them to live safe and independent lives.

We do this through the provision of 4 services:

Casework and Advocacy  
Counselling  
Community Activities  
House Renovations

Trafficking and exploitation often involves the deprivation of liberty both physically, mentally and emotionally. During a situation of domestic servitude, one client was told that whilst she was 'working' for that household, she did not have the right to her emotions or opinions. She was told that she would think and feel what they told her and allowed her to. People can also experience severe physical, mental or sexual abuse and neglect. As a result of multiple negative and detrimental treatments, repercussions are complex and enduring. Although our support is often not immediately after rescue or exit from exploitation, these statistics show the nature and extent of need of those referred:



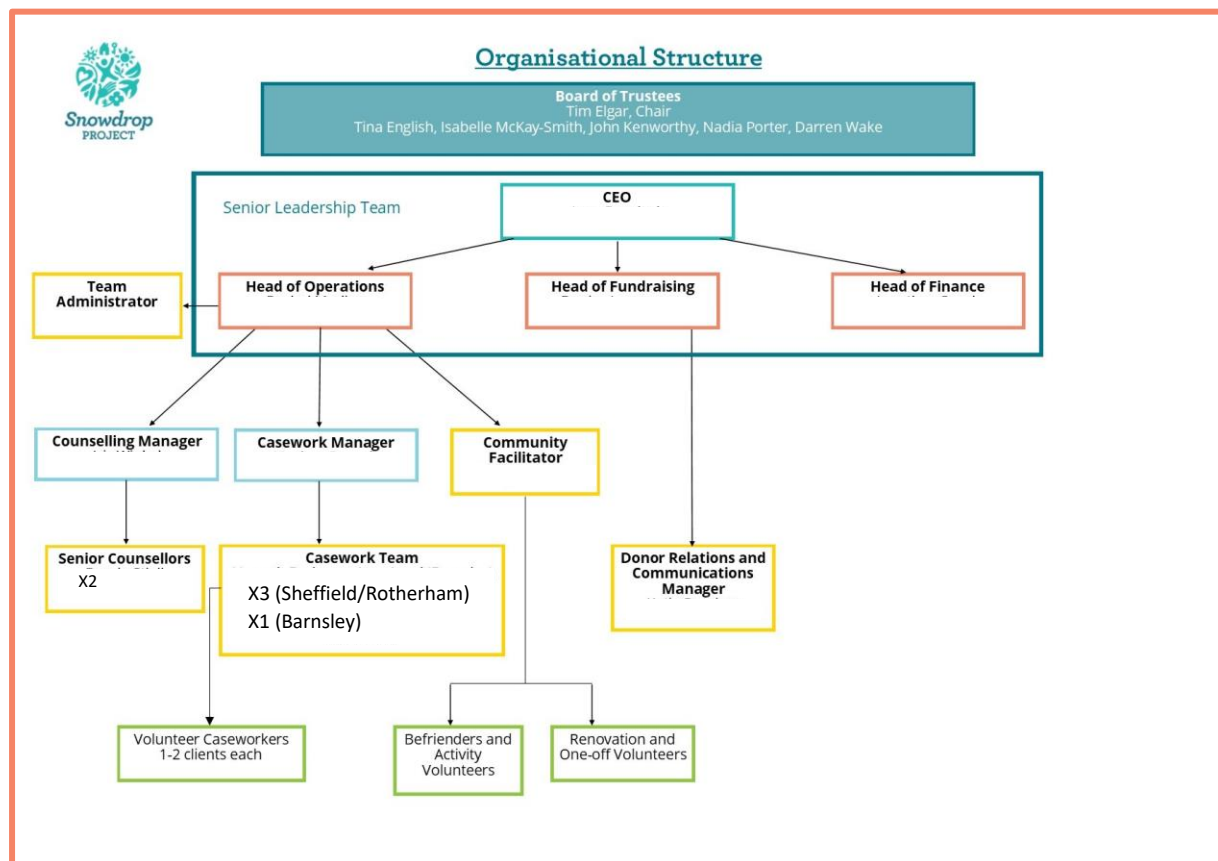
Simply combining some of these statistics, it is evident that even many months or years after experiencing exploitation, recovery is compounded by the multiple challenges survivors face after the NRM. This is why we believe that holistic support is the most effective response to help people recover from the effects of trafficking.

Historically, the charity was started with a focus on casework and advocacy due to the founders' professional background. However, it has become increasingly obvious that the emphasis of the



## The Snowdrop Project

charity needs to be on holistic support and not on one service. An external evaluation was completed by St Mary's University in this year and one of the significant recommendations from clients was an increase in the provision of therapeutic services and activities. With this recommendation and realisation, it became apparent that as we intentionally grew each service to present a holistic service provision, our 'local coordinator' did not have the capacity in her role to continue to oversee all the activities. Therefore, we created roles for a counselling manager and a casework manager to specifically focus on those service developments. These two roles would then form an operational team with the community facilitator (overseeing volunteers running community activities and the house renovation service). Creating a mini multi-agency will hopefully allow each service to further its specialist skills and provision whilst working closely with the other services to ensure a smooth provision of holistic support. Below shows the new organisational structure:





### Casework & Advocacy

Within holistic care, casework and advocacy aims to provide pathways to practical stability and independence through safeguarding, emotional support, expert guidance around rights, assistance navigating UK systems and making plans around future goals. This can range from simply listening to someone talk about missing their family overseas to providing an expert court report on how the experience of trafficking effected the person and their ability to safely return home. On average the support usually lasts 15 – 18 months. This year there was a couple of months where referrals decreased due to the freeze on exits from the NRM and therefore our numbers may slightly lower than what we would predict.

***“From the bottom of my heart, from day one you have been like my family and I see you like my family. I want to say thank you because you have stood by me since day one until now. If I hadn’t had you, I wouldn’t have had the strength and thank you for never leaving me when things have been hard. You promised me that things would be fine and I am now starting to see a little of it. Thank you that you always want my smile. I can’t mention every single name but thank you to every single person who ever help me from beginning until now and all the old stuff.***

***Anytime I remember you I know I have hope and a future because all the encouragement you give me and support.***

***Snowdrop is a very big project that help anybody and you don’t look down on anybody and I happy to be part of the family.” – Card from a Snowdrop client 2019***

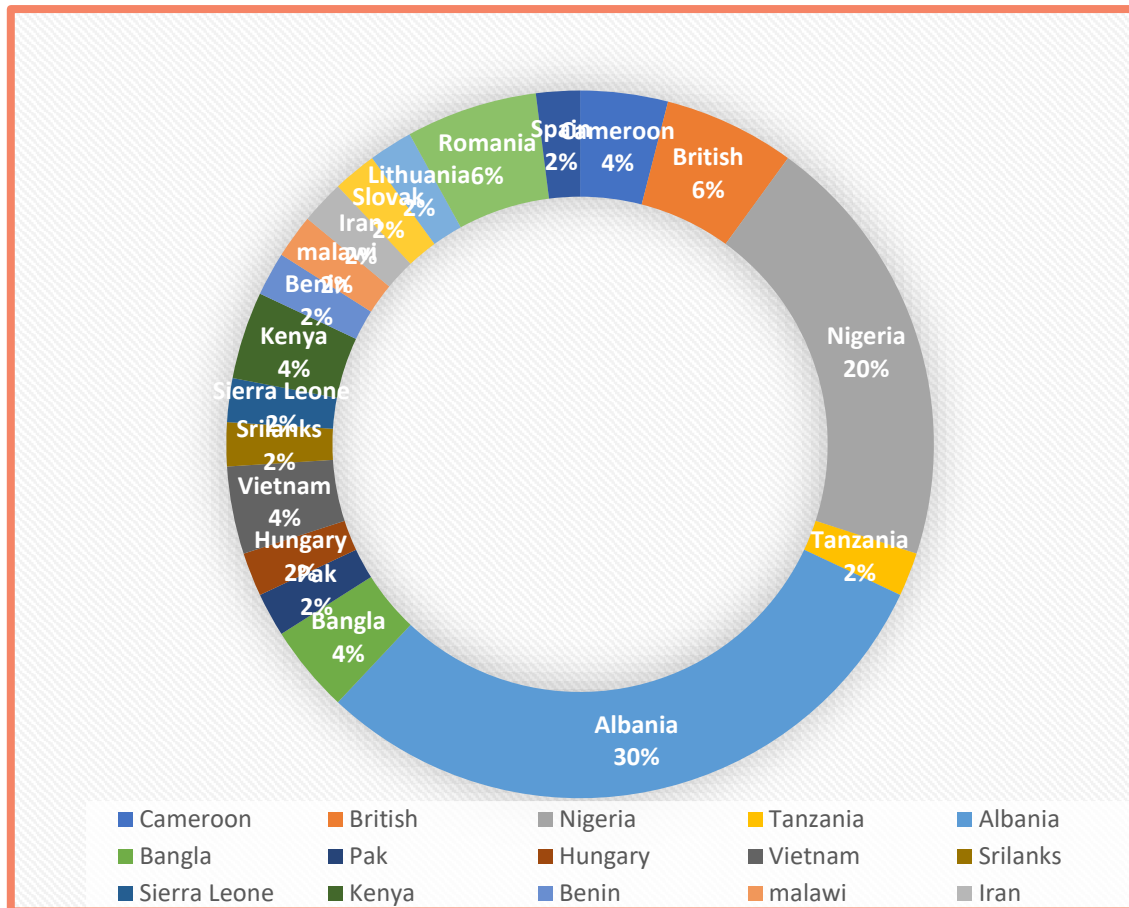
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## General statistics:

Gender Ratio: Males: 6 Females: 45

Exploitation type: Sexual exploitation: 62%, Domestic Servitude: 15%, Labour Exploitation: 8%

Country of Origin:



The service is still predominantly accessed by female survivors but there is a gradual increase of male referrals. Caseworks supporting male survivors have noted that the survivors focus on their needs are often different and more focused on employment than usually identified by female survivors. Most of the male referrals were European without leave which also means that they are more likely to be chaotic as they do not have recourse to housing benefit and therefore no route to stable housing.

Unfortunately, although most of our clients have been positively identified as victims of trafficking, they still experience homelessness and destitution because of the continued barriers in the legal system. It is also not uncommon to receive a 'low needs' referral but, after building a relationship with the person, finding many hidden and previously undisclosed needs, escalating the person to 'high needs' or even safeguarding (Case Study 1 exemplified this). Caseworkers often spend much of their time assessing needs and risks, advocating for clients rights to be considered in health, benefits and housing, and working with legal aid solicitors. Below is a summary of some of the general outcomes for those who were supported:

- 37% received counselling while being supported by the Snowdrop Project
- 16% went into employment or work experience

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- 49 % enrolled in College or other education
- 33% took part in ESOL or other English classes
- 45% were supported to get permanent housing
  - Out of those that secured permanent housing, 100 % were able to manage their finances
- 18% were granted Discretionary Leave
- 49 % were granted leave to remain (Refugee/HP)
- 94% engaged with their support worker in the casework team
- 6 % were supported in Police Investigation
- 54% were supported in accessing a solicitor
- 74% were supported to access Benefits
- 64% supported to access health appointments
- 52% were supported to access mental health care services
- 9% were referred to other agencies outside of Sheffield
- £41,000 of compensation received for survivors

Ensuring that survivors have stable housing and income is vital to living sustained safe and independent lives and for those from EU or non-EU countries, a form of leave is key to obtaining this. The figures above must be read in context that support often lasts longer than 12 months. Although only 45% currently have permanent housing, the remaining 55% will remain in support as we assist those on the journey to obtain this.

Access barriers to rights is not just present because of legal status but for multiple factors including a lack of understanding from other agencies. In the last year the team took a proactive approach to working on this with the Department for Work and Pensions (DWP). Institutional barriers ranged from illiterate clients receiving text messages to open online accounts and then being penalised, to those without internet access being refused telephone claims. The team invited members of the DWP Partnership team to the office for a tabletop exercise. This resulted in strengthened relationships and shared understanding. Now, if clients face any challenges the DWP partnership will intervene immediately, significantly improving outcomes and response time, reducing claims being closed or frustrated and every person (including the client) a more positive experience. This in turn will help clients to trust the DWP in the future even if they are no longer in Snowdrop support. We want to thank the local DWP office for their work in this and hope that we can use this as an example of excellent partnership working.

### Expansion

After assessing whether we were meeting the need for post-NRM support in Sheffield, we decided to conduct a feasibility study in Barnsley and Doncaster to identify our next Branch. This was conducted by Hannah Rudman (one of our senior caseworkers).

Barnsley	Doncaster
<ul style="list-style-type: none"> <li>- Ashiana provides NRM support. Currently 20 people being supported</li> <li>- A number of migrant and refugee services in Barnsley, all keen for Snowdrop to open in Barnsley</li> <li>- Cases identified by the police, support needed in care and support</li> </ul>	<ul style="list-style-type: none"> <li>- Ashiana provides NRM support. Currently 7 people being supported</li> <li>- Only one conversation club. No other services to work with</li> <li>- A number of risk communities but no services to identify or refer</li> </ul>



# The Snowdrop Project

Although we identified that Doncaster was a high-risk city for trafficking, Snowdrop's focus is not identification but long-term support and recovery. For that reason, Barnsley was chosen as the most appropriate place to expand.

We launched Barnsley in March 2020 with a great turn out from police, local authorities, health professionals and NGO's. Unfortunately, because of COVID-19, the branch had to close almost as soon as it opened. However, Hannah has been attending virtual networking events that have resulted in referrals later on.

## Leaflet for Barnsley



**PROVIDING LONG-TERM SUPPORT TO SURVIVORS OF HUMAN TRAFFICKING & MODERN SLAVERY**

Since 2012, the Snowdrop Project has been providing support to survivors of trafficking in Sheffield. We are delighted to share that from March 2020 we are expanding support services to reach Barnsley.

The Global Slavery Index estimates that there are 136,000 people living in slavery in the UK on any given day.

When people are rescued from exploitation, they face any challenges which stop them moving on from their past. **Rescue is a one-off event, recovery is a journey.** Snowdrop ensures survivors have the support they need while they recover and rebuild their lives. From March we will be offering casework support to survivors, as well as advice and training to professionals in the area.



**SNOWDROP'S SERVICES**

- \*Casework & Befriending
- House Renovations
- Awareness-Raising & Training
- Counselling
- Community Activities
- Education & Employment

\*In Barnsley we will first focus on the service areas highlighted above and seek to incorporate the other services as we progress.

*"I used to feel hopeless about the future but because of everyone at Snowdrop I have gained confidence and skills, I feel more independent and can do things on my own. I now love life and have become stronger."*



**WHAT IS HUMAN TRAFFICKING?**

Human trafficking is a form of **modern slavery** where people are recruited and moved for the purpose of exploitation. It can happen to people of all ages and nationalities, but it is often prevalent amongst the most vulnerable groups. Types of exploitation consist of: labour exploitation; sexual exploitation; criminal exploitation; domestic servitude; and organ harvesting.

**WHY BARNSLEY?**

Since the launch of the South Yorkshire Modern Slavery Partnership, it has become obvious that there is a demand for long-term support for survivors of trafficking across the region. Barnsley has a proud history of supporting asylum seekers and refugees, and there are fantastic organisations providing support. We hope to complement these existing support services and fill the gap in support for British and EU survivors of trafficking.

**For advice and to discuss referrals please contact Hannah Rudman, Area Lead, on 0333 880 5008 or [barnsley@snowdropproject.co.uk](mailto:barnsley@snowdropproject.co.uk)**

**For training enquiries: [info@snowdropproject.co.uk](mailto:info@snowdropproject.co.uk)**

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[barnsley@snowdropproject.co.uk](mailto:barnsley@snowdropproject.co.uk)

## The Snowdrop Project

### Case Study 1

- We received a referral for Suliman from a referral agency. The referral stated he needed help with moving accommodation as there was mould in the property which was aggravating Suliman's asthma.
- We started to meet Suliman every week, Suliman had a charismatic personality, he talked a lot at our meetings about general life things. We started to explore the housing issue and started to work on this.
- Suliman would either attend our meeting over an hour late or would cancel last minute. This happened a few weeks in a row. In a call Suliman said he struggled to attend our office as he had no money for bus fare. We helped him purchase a bus ticket.
- We explored why he had no money for his bus fare when he was in receipt of benefits. In a lengthy meeting, Suliman disclosed that he was being targeted by a local gang. They had asked him to allow them to grow cannabis in his flat and when he declined, they started to punish him. They would make him walk to the cash machine and withdraw his entire monthly benefits, leaving him with no funds for the entire month. This had been going on for months and Suliman had not disclosed this to any professional. Suliman broke down at this meeting saying "I am 6 feet tall man, who would believe that kids can scare me in to doing this?"
- This had impacted Suliman's mental health, he had also got into rent arrears, his utilities had been stopped and Suliman had no money for food. With our support we helped him report this to the police and helped him give them evidence. We also contacted the council housing team and an emergency multi agency meeting was set up with us, the police, neighbourhood officer and housing managers. We worked in partnership with the housing to safeguard Suliman.
- The housing officer helped resolve the rent arrears, we arranged for Suliman's rent and utilities to be paid direct debit on the day he is paid benefits. We provided food parcels. His housing matter was moved into priority and the council agreed to move him out immediately.
- We were able to build a trusting relationship with Suliman over regular meetings which meant he felt able to disclose something that he had found shameful.





As stated earlier, the end of this year saw the creation of the new counselling manager role, so the organisation is at the beginning of its journey to strengthen this offer of support. This person will provide designated time, energy, passion and focus to develop a variety of therapeutic activities to offer and increase capacity to attend to survivors at different points of their trauma healing journey. They will also strengthen our policies, procedures and reporting for this department allowing us to offer a consistent service and more successfully monitor the impact of interventions. When we hired the person, we sought someone with expertise in trauma work who not only bring this experience to influence the development of the counselling team but the other services too. Trauma-informed is a buzz word that is often not fully understood or practiced and Snowdrop aims to increase our knowledge of this, practice it to a standard of excellence and help other services to understand and apply it too.

Within holistic care the counselling and therapeutic program of support aims to provide relief from the mental health impact of experiencing trauma. This is achieved by helping clients to deal with anxiety, depression, their trauma symptoms (affect regulation) and long-term in-depth therapy. The team does not actively work to bring the trauma history to the surface in therapy. Due to the nature of trauma in this client group, it is of paramount importance that the client is in charge and not coerced in their healing process. When the time is right, trauma processing in a safe, supportive environment has a role to play in the journey of trauma healing.

Traumatic memories are not stored in a way that can easily or deeply be accessed simply through verbal interactions that are based in cognitive or logical processes. Research found that simply telling the trauma story is ineffective in bringing relief from symptoms of trauma and sometimes can be harmful (retraumatizing). If the therapy begins by focusing on the trauma story itself, the risk of adding injury or pain is high. Therefore, much of our work preliminary uses other strategies before

## The Snowdrop Project

working with the trauma itself. In the early work, we work on restoring a sense of safety, on helping the person to discover and draw on their own resources and on self-regulation. This is currently delivered through two methods a) 1-1 counselling b) group counselling/wellbeing. Below is an example of one clients early work, following into some deeper areas of trauma.

Type of trafficking	Trafficking – sexual exploitation
Overview of issues, effects of trafficking, slavery, exploitation (physical or mental)	<p>Anxiety, depression, PTSD – flashbacks and nightmares, difficulties with sleep and appetite - ongoing issues which had worsened whilst waiting to hear from the Home Office about her trafficking and asylum case.</p> <p>Bouts of hopelessness, feelings of powerlessness, extreme distress and frustration – mostly related to her inability to work and move on with her life because of the delays with her immigration case.</p>
Overview of support or therapeutic interventions received	<p>13 weekly sessions focused on Stage 1 of Herman’s model of grounding and stabilisation work, including relaxation and breathing exercises, identifying triggers, managing panic attacks, improving sleep and structuring daily activities.</p> <p>I used psychoeducation to explain and normalise her symptoms of anxiety, depression and PTSD which had left her feeling confused, shameful and isolated.</p> <p>Together, we found different ways of noticing and challenging negative thinking and behaviours, reframing her experiences and current frustrations, recognising how far she has progressed in the last two years despite the ongoing challenges and identifying and reinforcing her strengths and abilities. These discussions helped us safely explore, monitor and manage any potential risk issues.</p>
Overview of changes in client’s life/ positive differences	<p>Over the weeks and months of our work together, I used PHQ9 to measure her depression score. She progressed from moderately severe depression to mild depression (her scores fell from 15/27 to 9/27 over this time). Her anxiety scores, measured using GAD7, reduced from severe to mild over the period (16/21 to 6/21) – despite still dealing with the same stressors and prolonged waiting to hear from the Home Office.</p> <p>She engaged well in sessions and continued to practice the grounding and stabilisation techniques I introduced and we developed over the weeks, and she found these helped to calm her down when she was distressed. Other approaches used in sessions helped her gain insight and understanding of her difficulties, which in turn helped her cope better. Exploring the frustrations and uncertainties she faced in relation to her current situation enabled us to find different ways of dealing with these difficulties. Reframing in particular, helped to change the way she viewed and responded to every-day challenges that would have caused her more distress before.</p>

## The Snowdrop Project

	<p>As the work progressed, she reported reductions in the severity and frequency of her symptoms, and she felt better able to tolerate the flashbacks when they occurred. She was generally sleeping much better as her nightmares had also reduced.</p> <p>As her depression, anxiety and PTSD symptoms reduced, her appetite also improved, which contributed to a greater sense of wellbeing and hope for the future where she could see herself overcoming the problems she faced.</p> <p>Given her ability to stabilise relatively quickly, we touched upon some aspects of Stage 2 of Herman's model - dealing with traumatic memories - as issues relating to past losses arose. She was safely able to start exploring issues of confusion, shame and humiliation related to her trafficking experiences, using the concepts of acceptance and self-compassion as helpful frames for dealing with past wounds and the trauma she had experienced.</p> <p>There remained many areas and aspects of her trauma that were still unspeakable for her, but she was able to contain these and recognised this was something she could work with in future, once she was in a more settled place in terms of her immigration status and housing situation. She still felt destabilised and vulnerable when there are changes to her support system, for example when her safehouse support worker suddenly left.</p> <p>She valued the opportunity to talk about these difficult feelings and experiences in a manageable way. The progress she made enabled her to manage her time and develop her skills by volunteering, attending college and contributing to her church community – all of which further increased her social support, self-confidence, resilience and determination. These strengths, qualities and her Christian faith also helped her cope and were good foundations to build her progress upon, as we continued to identify and develop these.</p>
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## Community & Volunteer Activities

Community Activities	
Attended Sewing	30
Attended ESOL	38
Attended Dance	18
Attended Toddler Group	38 adults, 47 Children. Total 85
One offs;	
Candle Making (Sep '19)	8
Woodblock Printing (Nov '19)	5
Bakewell (2 Trips)	23
Art Therapy (June '19)	5
Perfume making (May '19)	6

Community activities are a gradually growing part of what Snowdrop offers. In a recent conversation with Survivors Alliance, their CEO commented that many organisations do not prioritise creating ways for survivors to meet and support each other. Currently our community activities are the key service that delivers this pathway.

This year the community facilitator created more 'one off' workshops to explore what clients were interested in attending. Trips out to a local town in the peak district were extremely popular and we would like to thank the Quakers, Methodist and C of E churches in Bakewell for facilitating these.

Mum and Toddler groups continue to be our most popular community activity. As the organisation has been running this for a number of years, Mum's and toddlers are beginning to 'graduate' as their children reach school age. Due to the popularity of the group, Mum's have requested a new activity that they can keep coming to once their children go to school as they lose that contact with friends they have built up. Our intention was to explore that in the following year, but COVID-19 had the



## The Snowdrop Project

biggest impact on our face to face community activities. This is still our intention for when community activities re-start face to face.

When Snowdrop Project first started, all the referrals were female. However, as the earlier statistics demonstrate, this is beginning to change. With that, the organisation acknowledges that the activities are generally areas of interest to our female/female identifying clients. Therefore, another area of exploration over the coming year(s) will be the development of safe and creative spaces for our male/male identifying clients.

### Festive activities

Each year Snowdrop arranges a Christmas party and an Eid party for our clients as most are not able to afford to celebrate either of these festivals. This year we had 89 clients and children attend Christmas and 25 attend Eid. We would like to thank Verus Recruitment, HSBC, Irwin Mitchell and the University of Sheffield for all their support in these activities donating presents, decoration and time to turn the office in to a place of festivity.



Christmas bags being prepared for client 2019

Community activities and additional support could not run without the dedication of our volunteers. Their time and support ensure that our clients experience less isolation, have support with their children while they attend appointments and are able to learn new skills and meet new people. Volunteers are a part of every service. With over 80 volunteers involved on a weekly or bi-weekly basis, it is hard to account for the full value that they bring to Snowdrop.

Volunteer caseworkers – provide casework support to low needs clients with the oversight of a senior caseworker. Volunteer caseworkers increase our capacity to provide casework support to those referred.

Volunteer befrienders – reduce the sense of isolation for our clients by meeting with them to take them shopping, attend appointments or meet for a cup of tea

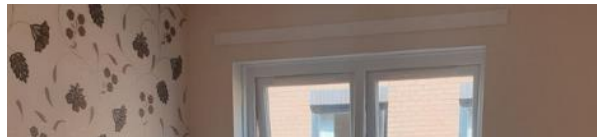
## **The Snowdrop Project**

Activity volunteers – run activity sessions and provide childcare support so that our clients can attend appointments where it would be inappropriate or difficult to have their children present

Renovation volunteers – (see the next section for details) clean, paint, decorate and furnish permanent properties that clients have recently received from the council, turning a shell of a house into a home.



## The Snowdrop Project



### House Renovations



This year we completed 11 house renovations that benefited 27 people. We would have predicted this to be slightly higher but due to the pause in referrals after the court hearing, this will also have impacted the number of renovations.

The house renovation program is a unique part of Snowdrop's holistic care and support that ensures our clients do not move in to a house that is bare without support or belongings but instead can make a new start in a house that is freshly painted and furnished. This helps to reduce the chance of mental health problems increasing, tenancy breakdowns and chances of re-exploitation. If a person has no belongings and no income and lives in a bare house, they become an easier target for someone looking to exploit a vulnerable person as they are clearly in need of income or house items. As Snowdrop provides this, it reduces pathways for others to try to exploit those that we support.

In previous years, Snowdrop have hired a van and driven to houses to collect donations ourselves. This year we would like to thank Ace to Base for being a reliable man with a van service who would always drive round to collect furniture and deliver it safely and expertly to the house we were renovating.

After many years of homelessness, we supported one client into her first permanent home:

***"I feel so, so happy. With Snowdrop everything changed for me. Without Snowdrop I couldn't have this home. They helped me with painting and getting all the furniture. Seeing all the people painting for me... I cannot explain. I feel so blessed with all these people. Without Snowdrop I can't be here today" - February 2020***

**TRIBE**  
FOUNDATION

JANUARY 2020

**£80,000**

AUTHORISED SIGNATURES

Tom, Rob, Guy

**Fundraising**

## A group of people, including a woman named Denise and a boy named Joe, wearing red '2019 Sherfield Santa Run' t-shirts and Santa hats, posing for a photo outdoors. Denise is smiling and waving, while Joe is also waving. Other participants are visible in the background, all wearing similar red shirts and hats. The text 'Andrew Swales Photography' is overlaid on the bottom right of the image.





## The Snowdrop Project

At the beginning of the financial year, one of our trustees (Isabelle McKay Smith) led the team in an analysis of our fundraising. This highlighted 3 areas for growth:

1. Our 3-year Big Lottery grant was due to end in Oct 2019 and there was uncertainty of re-funding
2. Low % of income from other grants and corporate donors
3. A lack of specific fundraising direction and championing

Consequently, Snowdrop hired a Head of Fundraising in order to bring fundraising to spearhead a strategy and celebrate what the organisation does to raise funds to keep us delivering services to survivors of trafficking. After working on the SWAT analysis, goals for the year were drawn up:

Priorities	Because we know that...	We are going to...	What happened
<b>Trusts &amp; Grants</b>	Trusts and grants are an opportunity to grow  Trusts and Grants applications have been successful	<ul style="list-style-type: none"> <li>- Contract grant writer for large and small trusts and grant funds</li> <li>- Aim to secure 2 large funders (£20k+) over multiple years and one in each year</li> </ul>	<ul style="list-style-type: none"> <li>- Grant writer has been extremely successful and increased our stream of grants from 20 to 28</li> <li>- National Lottery Fund refunded for 4 years; 2 larger (£20k+) and 2 £15k multi-year funders</li> </ul>
<b>Community Fundraising</b>	Community Facilitator raises the profile of SP, which can be used as a basis for Individual Giving (IG)	<ul style="list-style-type: none"> <li>- Continue existing projects (Sheffield 10K, Sheffield Half Marathon)</li> <li>- Create new fundraisers (raising £10k total), building on her skills and networks</li> <li>- Raise profile of external initiatives</li> </ul>	<ul style="list-style-type: none"> <li>- All continued – raising £35,304</li> <li>- New fundraiser was planned for 2020 but cancelled due to COVID-19</li> <li>- All social media platforms increased following</li> </ul>
<b>Corporate</b>	Corporate has the potential to be a significant income stream and can lead to further IG	<ul style="list-style-type: none"> <li>- Fundraising dinner (by end of 2019), raising £25-£30k</li> <li>- Investigate Corporate C2C fundraising opportunities</li> <li>- Continue to cultivate relationships with corporate businesses, aiming to achieve one significant new business relationship</li> </ul>	<ul style="list-style-type: none"> <li>- Planned for April 2020 but cancelled due to COVID-19</li> <li>- Conversations started to plan this for 2020 but now postponed due to COVID-19</li> <li>- Large corporate sponsorship from Coop and Stewarts law</li> </ul>
<b>Other areas</b>	<b>Because we know that...</b>	<b>We are going to...</b>	
<b>Individual Giving (regular donors)</b>	- IG provides a secure and predictable income stream	<ul style="list-style-type: none"> <li>- Regular updates for those who have been in contact with Snowdrop</li> <li>- More proactive in asking for regular giving (small donations)</li> <li>- Analysis of individual giving – who has given what and when?</li> </ul>	<ul style="list-style-type: none"> <li>- Started using fundraising CRM eTapestry to record all donors and keep in regular contact</li> <li>- Individual giving increased from £15,257 p/a to £18,016 p/a</li> </ul>
<b>Fundraising cash Campaigns</b>	- Money is needed for new building for Snowdrop to have a	- Christmas crowdfunding campaign to raise money for new building	- Crowd funding aimed to achieve £10,000 donation from the public. At the end of the year £4,117

## The Snowdrop Project

	secure and permeant base		was donated from individuals, with a major donor giving £5,000
<b>Trading</b>	- Charity shops have high, stable and predictable income streams	- Continue current income from training and merchandise	- Training increased from £8k to £11k. This mainly came from a training contract with Nottingham
<b>Legacy</b>	- Provides a secure income stream	- Not a priority for Y1 but start to investigate possibilities	- To be explored next year

When the National Lottery Fund granted Snowdrop Project it's first grant, it was almost 100% of our funding. If we were to return for further funding, they stipulated that we could not ask for 100% again and would need to diversify over the coming 3 years. Snowdrop re-applied for National Lottery Funding this year. The amount applied for was similar but over 4 years and that amount was only 33% of our income. This was granted in Oct 2019. Part of the bid also related to freeing up some unrestricted money to help the process of purchasing a building. This, along with the focus of the bid (counselling), was supported by the NLF.

Chart showing income for 2018 – 2019

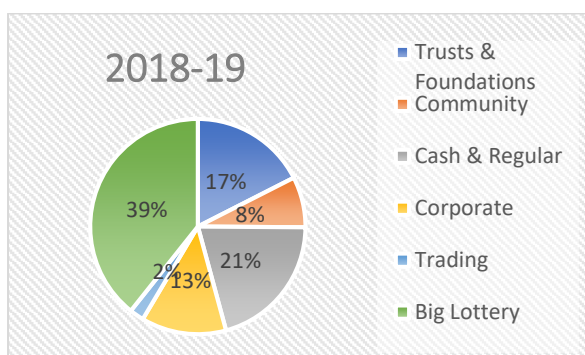
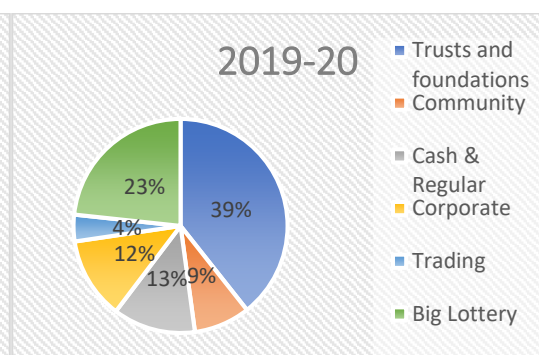


Chart showing income for 2019 - 2020



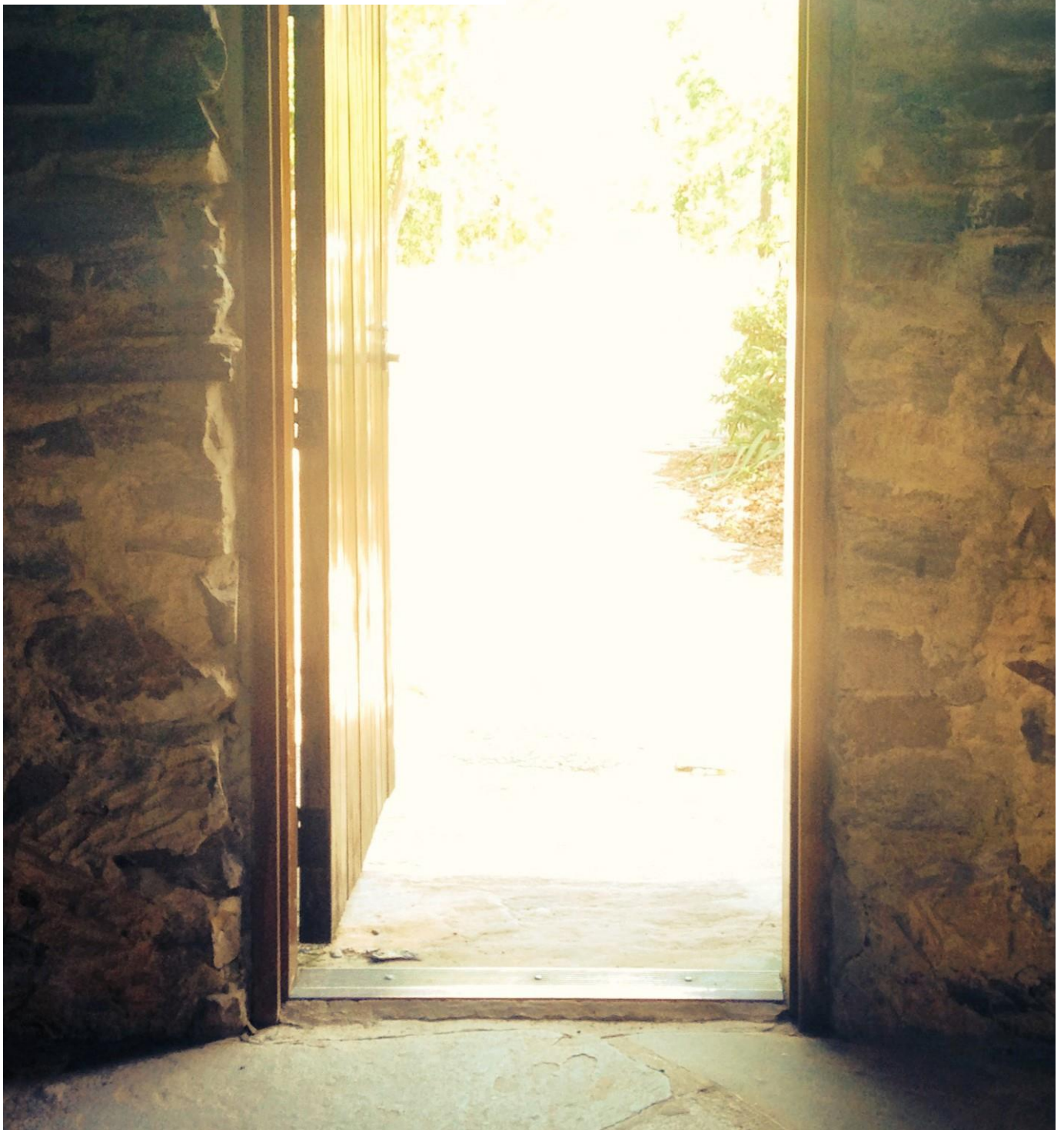
### Building

Last year, the organisation had to move to a new location for the second time in 2 years. This rent was cheap but only temporary as Sheffield city centre is being redeveloped. The clients we support have often experienced disruption and instability as part of their trafficking and this is not something we want to re-create. Therefore, this year Snowdrop has also focused on raising funds to purchase a permanent building for Snowdrop to help us communicate to those that we support that we are not going anywhere, they can rely on us and that they know what to expect from us. Additionally, the building that we identified has more space than we currently require and there is potential for other charities in the sector to rent space from us. The space would then become a hub of services for clients to access in a safe location, aiding multi-agency working and best practice.

In February 2020 Snowdrop made an offer that was accepted, on a building in the city centre. The building was purchased in November 2020. £250,000 was raised in grants and donations, and a mortgage has been taken for the remaining amount. This mortgage will be repaid over the next 20 years. We want to thank everyone who contributed towards the building purchase, it will change the future of Snowdrop and the certainty of support for survivors in South Yorkshire.



## Future Plans



# The Snowdrop Project

## Strategy

The 2017 – 2020 strategy will come to an end having been mostly fulfilled. Towards the end of 2020 a new strategy for the following 3 years will be drawn up. It is likely to cover some of the following:

## Building hub

After completing on the purchase of a building for Snowdrop, we will begin plans to create a diverse, welcoming and safe space for survivors to access various services; facilitate partner agencies working together and a place that staff can feel proud to work in. We will seek out organisations to rent from us that share similar values and practices, ideally who would also benefit our clients. We will explore collaborating with the police to create safe interview spaces for victims to aid partnership working.

## Barnsley

Although this has stalled after the launch due to COVID-19, we will still tend to the service through virtual networking and, as soon as it practically possible, re-open the physical base. Our vision is to expand the other elements of Snowdrop (counselling, community activities and house renovations) alongside casework over to Barnsley as the demand increases and finances allow.

## CRM

The pandemic has highlighted the need for an electronic database to record client data and communicate virtually with other members of the team. Going through the pandemic still on a paper-based system when everyone is working remotely hampers effective communication, data collection and accountability and presents a higher risk of GDPR failings. This will be one of the clear pieces to focus on during 20-21.

## National Contract

Next year (January 2021), the victim care contract will renew, giving other partners a chance to bid to be part of the delivery. The new contract will now provide a service called 'Reach-In', which aims to deliver a 'light touch' post-NRM support service. We will consider carefully whether we bid to be part of this new service and use our knowledge to further this.

## Training Framework

20-21 will see the launch of the training framework. The next step on this journey is now to look to the creation of 'Independent Modern Slavery Advocates' (or a similar title) that have trained to the highest level and would obtain accreditation to work under that title. This has already been road mapped in domestic and sexual violence services through ISVA's and IDVA's. With St Mary's and other partner organisations, we will look at the most effective way of creating a new role in the sector that is trained and performs to a high standard across the UK. The training framework was created with Skills for Care so that it could not be monopolised by one organisation but shared as best practice across the UK. This would be a similar vision for the creation of the IMSA role.

## Male services

As the percentage of male referrals in to the NRM increases (over 60%), Snowdrop has started to see an increase into our services. This has highlighted that there are different needs for men and that we should explore new ways of providing services to meet those.



## The Snowdrop Project

### Dependents

Recently, we have observed that dependent children who were trafficked with their parent(s) or guardian(s) display signs of trauma and some difficult behaviours but fall through all the gaps in service provision. They are not recognised by the NRM or under the convention and are not on the list of children to consider under 'Child in Need'. This means that they are often unattended to and the risk and vulnerability of the child are likely to escalate. As our organisation has a history of filling gaps, we will explore how best to provide a service and to advocate for them to be recognised by national policy.

# The Snowdrop Project

## Financial Commentary

### Principal Sources of Funds

The Snowdrop Project's activities in the financial year to the 31st March 2020 were funded predominantly (89.4%) through grants and donations Income (2019 89.5%). This included income received towards the purchase of the new permanent premises due for completion in the autumn of 2020. The remaining funding of the Charity arose from fundraising 7.6% (2019 7.9%), charitable activities 2.2% (2019 2.0%) and bank Interest/other income 0.8% (2019 0.6%).

	2020	2019
Grants & Donations	66.7%	89.5%
Grants & Donations for Building Purchase	22.7%	0.0%
<b>Total Grants &amp; Donations Income</b>	<b>89.4%</b>	<b>89.5%</b>
Fundraising	7.6%	7.9%
Charitable Activities	2.2%	2.0%
Bank Interest and Other	0.8%	0.6%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

### Financial Review

During the financial year to the 31st March 2020 the Snowdrop Project raised income of £533,525 (2019 £407,184) from all activities and incurred total expenditure of £416,165 (2019 £297,459). This resulted in a combined net income of £117,360 (2019 £109,725) comprising unrestricted net income of £35,027 (2019 £44,271) and restricted net income of £82,333 (2019 £65,454). Year-end total reserves were £346,779 (2019 £229,419) comprising unrestricted reserves £162,456 (2019 £127,419) and restricted reserves £184,323 (2019 £101,990).

As shown in the restricted funds column in the Statement of Activities total income raised was £307,639 (2019 £196,132). Grants and donations raised to fund specific programme costs totalled £186,522 (2019 £195,782), including £94,333 (2019 £139,383) from the Big Lottery Fund to support casework and counselling. Grant and donation income of £121,117 (2019 £0) was received to help fund the building purchase with the balance of funding coming from a bank mortgage and further secured grant funding to be drawn down at the time of purchase.

Unrestricted Income, as shown in the Statement of Activities, was £225,886 (2019 £211,052) for the financial year ending 31<sup>st</sup> March 2020. Grants and donations income £169,583 (2019 £168,571) represented 75% (2019 80%) of unrestricted income. Fundraising activities income of £40,449 grew year on year (2019 £31,629) and accounted for 18% (2019 15%) of unrestricted income. Charitable activities income also increased year on year to £11,613 (2019 £8,075) through increased external training and consultancy. The balance of unrestricted income arose from other/rental income £3,573 (2019 £2,588) and bank interest £688 (2019 £189).

### Investment Policy

The level of the Charity's reserves is such that funds are invested for the short term rather than long term. The criteria for investment are that the financial institution should have ethical credentials, offer a competitive rate of return in the marketplace and be a low risk investment.

## The Snowdrop Project

Returns on investments are modest, arising from historically low interest rates, realising £668 in the year ending 31<sup>st</sup> March 2020 compared with £189 in the previous year.

### Reserves Policy

The Trustees have determined to maintain a level of free reserves equal to six months unrestricted expenditure which at the 31<sup>st</sup> March 2020 was £95,430 (2019 £83,391) based on expenditure levels in the previous year.

The policy aims to ensure there is a buffer to accommodate fluctuations in income, and if necessary, enable management to reduce expenditure whilst fundraising activities are undertaken to increase income.

Free reserves (being Unrestricted Reserves excluding fixed assets) at the 31<sup>st</sup> March 2020 was £149,753. This represents reserve cover in excess of the six months policy. The higher level of reserves is being held for the following reasons:

- Expenditure levels are planned to increase in the year ahead by circa £100k due to the recruitment of extra case worker and counselling staff. Based on next year's forecast expenditure levels the reserve cover would represent just under seven months.
- Due to the ongoing Covid-19 Emergency it is considered prudent to hold higher level of reserves as a buffer against any unplanned reduction in future income.
- To ensure that the Charity has sufficient cash reserves to meet the financial covenants in the new building mortgage terms. Under the terms of the loan the Charity is required to either generate an annual surplus to cover the capital and interest payments or hold a minimum level of cash reserves. Based on annual mortgage payments of circa £30k, minimum cash reserves of £90k are required.
- Renovation work is required on the new premises, the intention is to fund this through unrestricted reserves and prospective grant funding.

Unrestricted Reserves are forecast for the next three years as follows:

£k	20/21	21/22	22/23
Unrestricted Reserves	181	187	199
Reserve Cover (Months)	6.8	5.6	5.9

From the table above the forecast reserve cover for the next three years fluctuates around the six months cover agreed by the Trustees

The Snowdrop project also held restricted reserves at year end of 19/20 of £184,323 including £118,297 in grant funding towards the purchase of the new premises. The remaining restricted reserves of £66,026 were held for specific programme funding. Restricted funds are not part of the Reserves Policy as they are not free to be spent as required.

# The Snowdrop Project

## Reference and administrative information

Charity Number: 1158856  
Principal Office: Castle Green, 7 Castle Street, Sheffield, S3 8LT

### Board of Trustees

Tim Elgar	Chair	appointed 16 February 2017
Tina English	Vice-chair	appointed 13 October 2014
Jon Kenworthy		appointed 28 July 2018
Nadia Porter		appointed 19 September 2019
Darren Wake		appointed 28 November 2019
Jan Harwood		appointed 24 September 2020
Pat Kendall		resigned 13 June 2019
Hannah Flint		resigned 13 June 2019
Sarah Taylor		resigned 19 September 2019
Isabelle McKay Smith		resigned 24 September 2020

### Secretary

Emily Brown (non-voting administrator)

### Key management personnel

Lara Bundock Chief executive officer

### Advisors

Bankers: Reliance Bank Limited, Faith house, 23-24 Lovat Lane, London, EC3R 8EB

Independent examiner: Sarah Lightfoot, FCA DChA  
On behalf of:  
VAS Community Accountancy, The Circle, 33 Rockingham Lane, Sheffield,  
S1 4FW

The board of trustees declare that they have approved report above on 16.12.20

Signed on behalf of the board of trustees by:

*Tim Elgar*

Tim Elgar  
Chair of Trustee

## Independent examiner's report to the trustees of The Snowdrop Project

I report to the trustees on my examination of the accounts of The Snowdrop project (the Charity) for the year ended 31 March 2020.

### Responsibilities and basis of report

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

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

### Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Signed: *S Lightfoot*  
Sarah Lightfoot, FCA DChA  
On behalf of:  
VAS Community Accountancy  
The Circle  
33, Rockingham Lane  
Sheffield  
S1 4FW

Date: 16 December 2020



## The Snowdrop Project

### Statement of financial activities

(incorporating the income and expenditure account)

For the year to 31 March 2020

	Notes	Unrestricted funds £	Restricted funds £	Total 2020 £	Unrestricted funds £	Restricted funds £	Total 2019 £
<b>Income from:</b>							
Grants and donations	2	169,583	186,522	356,105	168,571	195,782	364,353
Grants and donations for Building Purchase	3	-	121,117	121,117	-	-	-
Total grants and donations		169,583	307,639	477,222	168,571	195,782	364,353
Charitable activities	4	11,613	-	11,613	8,075	-	8,075
Fundraising activities		40,449	-	40,449	31,629	350	31,979
Bank interest		668	-	668	189	-	189
Other - rent		3,573	-	3,573	2,588	-	2,588
		<b>225,886</b>	<b>307,639</b>	<b>533,525</b>	<b>211,052</b>	<b>196,132</b>	<b>407,184</b>
<b>Expenditure on:</b>							
Raising funds	5	28,786	-	28,786	6,546	-	6,546
Charitable activities	6	162,073	225,306	387,379	160,235	130,678	290,913
		<b>190,859</b>	<b>225,306</b>	<b>416,165</b>	<b>166,781</b>	<b>130,678</b>	<b>297,459</b>
<b>Net income</b>		<b>35,027</b>	<b>82,333</b>	<b>117,360</b>	<b>44,271</b>	<b>65,454</b>	<b>109,725</b>
Total funds brought forward		127,429	101,990	229,419	83,158	36,536	119,694
<b>Total funds carried forward</b>		<b>162,456</b>	<b>184,323</b>	<b>346,779</b>	<b>127,429</b>	<b>101,990</b>	<b>229,419</b>

## The Snowdrop Project

### Balance Sheet As at 31 March 2020

	Notes	2020 £	2019 £
<b>Tangible assets</b>	<b>10</b>	12,036	17,605
<b>Intangible assets</b>	<b>11</b>	667	2,667
		<b>12,703</b>	<b>20,272</b>
<b>Current assets</b>			
Debtors	<b>12</b>	17,253	12,530
Cash at bank and in hand		378,609	232,574
<b>Total current assets</b>		<b>395,862</b>	<b>245,104</b>
Creditors: amounts falling due within one year	<b>13</b>	(61,786)	(35,957)
<b>Net current assets</b>		<b>334,076</b>	<b>209,147</b>
<b>Total assets less current liabilities</b>		<b>346,779</b>	<b>229,419</b>
Creditors: amounts falling due after more than one year		-	-
<b>Total net assets</b>		<b>346,779</b>	<b>229,419</b>
<b>Represented by:</b>			
<b>Funds of the Charity</b>			
Restricted income funds			
Other grants		66,026	101,990
Building Purchase		118,297	-
Total restricted income funds	<b>15</b>	184,323	101,990
Unrestricted funds		162,456	127,429
Total funds	<b>16</b>	<b>346,779</b>	<b>229,419</b>

Approved by the board of trustees on 16.12.20 \_\_\_\_\_

Signed on behalf of the board by:

*Tim Elgar*

Tim Elgar  
Chair of Trustees

## The Snowdrop Project

### Statement of Cash Flows

For the year ended 31 March 2020

	Notes	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	20	149,245	143,894
<b>Cash flows from investing activities</b>			
Investment income	668	189	
Purchase of fixed assets	(3,878)	(20,306)	
<b>Net cash (used in)/provided by investing activities</b>		(3,210)	(20,117)
<b>Change in cash and cash equivalents</b>		146,035	123,777
<b>Cash and cash equivalents at the beginning of the year</b>		232,574	108,797
<b>Cash and cash equivalents at the end of the year</b>		<u>378,609</u>	<u>232,574</u>

## The Snowdrop Project

### Notes to the Accounts For the year to 31 March 2020

#### 1 Accounting Policies

##### (a) General

The Snowdrop Project is a charitable incorporation organisation. In the event that the charity is wound up, the liability in respect of the guarantee is £nil per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and with the Charities Act 2011. The financial statements have taken advantage of the exemption to prepare a Statement of Cash Flows.

The Snowdrop Project meets the definition of a public benefit entity under FRS 102. The financial statements are prepared under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £.

##### (b) Income

Income is recognised when the organisation has entitlement to the funds, any performance conditions attached to the item(s) of 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 and is not deferred.

Income from services provided is included in the year in which the service took place.

Investment income is included when receivable.

##### (c) Donated goods and services

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

##### (d) Expenditure and irrecoverable VAT

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.

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

##### (e) Tangible assets

Depreciation has been calculated to write down the cost or valuation, less estimated residual value, of all tangible fixed assets over their expected useful life, as follows:

Leasehold improvements	Over the term of the lease
Fixtures, fittings & equipment	25% Straight Line

Individual items under £250 are written off in the year in which the expense is incurred.

##### (f) Intangible assets

Intangible fixed assets are amortised at rates calculated to write off the assets on a straight basis over their estimated useful economic lives:

Website costs	3 years straight line
---------------	-----------------------

##### (g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

## **The Snowdrop Project**

### **Notes to the accounts (continued)**

**For the year to 31 March 2020**

#### **1 Accounting Policies (continued)**

##### **(h) 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 after allowing for any trade discounts due.

##### **(i) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

##### **(j) Pension costs and other post-retirement benefits**

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

##### **(k) Funds**

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Restricted funds are to be used for specific purposes as laid down by the funder.

##### **(l) Taxation**

As a charity, the organisation is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

##### **(m) Operating leases**

Rental payable and receivable under operation leases are charged to the SOFA on a straight line basis over the period of the lease.

##### **(n) Going concern**

The financial statements have been prepared on a going concern basis as the trustees believe that the charity will continue to operate for 12 months from authorising these financial statements.



## The Snowdrop Project

### Notes to the accounts (continued)

For the year to 31 March 2020

#### 2 Income from grants and donations

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Big Lottery Fund - Women and Girls BL Fund	-	35,144	35,144	-	139,383	139,383
Big Lottery Fund - Reaching Communities	-	59,189	59,189	-	-	-
Pathways EU	-	-	-	-	51,537	51,537
29.05.61 Trust	1,500	-	1,500	-	-	-
All Saints Church Ecclesall	-	-	-	5,460	-	5,460
AB Charitable Trust	20,000	-	20,000	-	-	-
Arborthorne Community	-	-	-	750	-	750
Arm Trust	-	10,000	10,000	12,783	-	12,783
Ashworth Charitable Trust	-	5,000	5,000	-	-	-
Barnabas Charitable Trust	800	-	800	-	-	-
Brelms Trust	-	5,000	5,000	-	-	-
Card Factory	1,000	-	1,000	-	-	-
Contis card solution	-	-	-	500	-	500
Co-operative	-	25,000	25,000	13,636	3,287	16,923
Dance Society - Sheffield Students Union	860	-	860	997	-	997
Dixon Pitchford Trust	500	-	500	500	-	500
Harry Bottom Charitable Trust	6,500	-	6,500	-	-	-
Hope Family Arbourthorpe	700	-	700	150	-	150
Irwin Mitchell	-	-	-	250	-	250
Jewish Appeals	-	-	-	285	-	285
JG Graves Charitable Trust	-	-	-	-	1,000	1,000
John Lewis	-	-	-	10,079	-	10,079
Linmardon Charitable Trust	-	1,000	1,000	-	-	-
Masorti Judaism	-	-	-	347	-	347
May Hearnshaw Charitable Trust	2,000	-	2,000	-	-	-
Matrix Law	-	1,800	1,800	-	-	-
Paul Grant Charitable Trust	-	-	-	6,000	-	6,000
Riverside Church	-	-	-	250	-	250
Sheffield Hallam Midwifery	-	-	-	397	-	397
Skipton Baptist Church	3,775	-	3,775	3,200	-	3,200
Soroptimist International of Sheffield	-	-	-	3,212	-	3,212
Souter Charitable Trust	3,000	-	3,000	-	-	-
St John's Owlerton	3,403	-	3,403	-	-	-
Swire Charitable Trust	25,000	-	25,000	-	-	-
The Bromley Trust	15,000	-	15,000	-	-	-
The Brown Source Charitable Trust	15,000	-	15,000	12,000	-	12,000
The Eccles Church	1,064	-	1,064	1,200	-	1,200
The Henry Smith Charitable Trust	-	30,000	30,000	-	-	-
The Holbeck Trust	1,000	-	1,000	-	-	-
The Salvation Army Victim Care Fund	-	2,389	2,389	-	-	-
The Stewarts Law Fund	25,000	-	25,000	-	-	-
The Talbot Trust	-	5,000	5,000	-	-	-
The Well Church	-	-	-	500	-	500
Tribe Freedom Foundation	-	-	-	45,000	-	45,000
Upper Wincobank Chapel	-	-	-	314	-	314
Woodward Trust	-	5,000	5,000	-	-	-
Virgin Money	-	2,000	2,000	-	-	-
Volvox Trust	3,200	-	3,200	-	-	-
Donations from other organisations	4,068	-	4,068	3,862	-	3,862
Donations from individuals (including gift aid reclaimed)	36,213	-	36,213	46,899	575	47,474
	<b>169,583</b>	<b>186,522</b>	<b>356,105</b>	<b>168,571</b>	<b>195,782</b>	<b>364,353</b>

## The Snowdrop Project

Notes to the accounts (continued)  
For the year to 31 March 2020

### 3 Income from grants and donations for the Building Purchase

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Unrestricted Funds £	Restricted Funds £	Total 2019 £
All Churches	-	16,000	16,000	-	-	-
City Hearts	-	1,000	1,000	-	-	-
Garfield Weston Trust	-	50,000	50,000	-	-	-
Tribe Freedom Foundation	-	40,000	40,000	-	-	-
Sirius Partners/Neil Stevens	-	5,000	5,000	-	-	-
Donations from individuals for building	-	9,117	9,117	-	-	-
	<b>-</b>	<b>121,117</b>	<b>121,117</b>	<b>-</b>	<b>-</b>	<b>-</b>

### 4 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Services Income	11,613	-	11,613	8,075	-	8,075
	<b>11,613</b>	<b>-</b>	<b>11,613</b>	<b>8,075</b>	<b>-</b>	<b>8,075</b>

### 5 Expenditure on raising funds

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Fundraising event costs	28,786	-	28,786	6,546	-	6,546
	<b>28,786</b>	<b>-</b>	<b>28,786</b>	<b>6,546</b>	<b>-</b>	<b>6,546</b>

## The Snowdrop Project

### Notes to the accounts (continued)

For the year to 31 March 2020

#### 6 Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Staff salary costs	8	73,037	181,350	254,387	57,399	118,988	176,387
Staff training, supervision, travel and other		7,444	3,556	11,000	518	4,939	5,457
<b>Project Costs</b>							
Interpreting		15,878	1,721	17,599	14,730	1,000	15,730
Training costs		1,393	1,076	2,469	2,039	-	2,039
Small Grants		860	-	860	1,419	-	1,419
Renovation costs		-	2,656	2,656	2,370	-	2,370
Other project Costs		544	13,336	13,880	7,823	2,450	10,273
<b>Business Expenses</b>							
Branding		535	-	535	142	-	142
Rent and utilities		8,792	17,023	25,815	20,695	-	20,695
Insurance		4,653	-	4,653	4,754	-	4,754
Legal and professional fees		210	2,820	3,030	11,171	760	11,931
Other expenses		7,061	-	7,061	4,817	2,039	6,856
Payroll administration		1,355	-	1,355	1,053	-	1,053
Phone/ Internet		2,906	-	2,906	3,355	-	3,355
Refreshments		64	-	64	-	-	-
Stationery		6,828	-	6,828	4,978	-	4,978
Office equipment		3,320	-	3,320	8,560	-	8,560
Subscriptions		6,520	-	6,520	-	-	-
Volunteer expenses		1,879	1,653	3,532	2,927	-	2,927
Website and IT costs		2,550	115	2,665	901	-	901
Bank and paypal fees		2,397	-	2,397	938	-	938
Depreciation		9,447	-	9,447	5,976	502	6,478
Amortisation		2,000	-	2,000	2,000	-	2,000
Support costs	7	2,400	-	2,400	1,670	-	1,670
		<b>162,073</b>	<b>225,306</b>	<b>387,379</b>	<b>160,235</b>	<b>130,678</b>	<b>290,913</b>

#### 7 Support costs

		Unrestricted Funds £	Restricted Funds £	Total 2020 £	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Independent examiner's fee	9	2,400	-	2,400	1,670	-	1,670
		<b>2,400</b>	<b>-</b>	<b>2,400</b>	<b>1,670</b>	<b>-</b>	<b>1,670</b>

#### 8 Staff salary costs

	2020 £	2019 £
Salaries	234,475	165,139
Employer's National Insurance	16,768	11,117
Employer's NI allowance	(3,000)	(3,000)
Employer's pension contributions	6,144	3,131
	<b>254,387</b>	<b>176,387</b>

No employee received emoluments of more than £60,000.

The average monthly number of employees during the year was 13 (2019: 10).

## The Snowdrop Project

### Notes to the accounts (continued) For the year to 31 March 2020

#### 9 Fees payable to Independent examiner's organisation

	2020 £	2019 £
Independent examiner's fee	2,400	1,670
Other fees paid to the independent examiner's organisation:		
Payroll services	1,355	1,053
Software subscription	252	72
Tax return	210	150
	<b>1,817</b>	<b>1,275</b>

#### 10 Tangible assets

	Leasehold Improvements £	Fixtures, fittings and equipment £	Total £
<b>Cost or Valuation</b>			
As at 1 April 2019	9,903	19,667	29,570
Additions	-	3,878	3,878
Disposals	(9,903)	-	(9,903)
<b>As at 31 March 2020</b>	<b>-</b>	<b>23,545</b>	<b>23,545</b>
<b>Depreciation</b>			
As at 1 April 2019	5,650	6,315	11,965
Charge this period	4,253	5,194	9,447
Disposals	(9,903)	-	(9,903)
<b>As at 31 March 2020</b>	<b>-</b>	<b>11,509</b>	<b>11,509</b>
<b>Net Book Value</b>			
<b>As at 31 March 2020</b>	<b>-</b>	<b>12,036</b>	<b>12,036</b>
As at 31 March 2019	<b>4,253</b>	<b>13,352</b>	<b>17,605</b>

#### 11 Intangible assets

	Website £	Total £
<b>Cost</b>		
As at 1 April 2019	6,000	6,000
<b>As at 31 March 2020</b>	<b>6,000</b>	<b>6,000</b>
<b>Depreciation</b>		
As at 1 April 2019	3,333	3,333
Charge this period	2,000	2,000
<b>As at 31 March 2020</b>	<b>5,333</b>	<b>5,333</b>
<b>Net Book Value</b>		
<b>As at 31 March 2020</b>	<b>667</b>	<b>667</b>
As at 31 March 2019	<b>2,667</b>	<b>2,667</b>

#### 12 Debtors

	2020 £	2019 £
Trade debtors	6,609	4,329
Prepayments	10,644	8,201
	<b>17,253</b>	<b>12,530</b>

## The Snowdrop Project

### Notes to the accounts (continued) For the year to 31 March 2020

#### 13 Creditors: amounts falling due within one year

	Note	2020 £	2019 £
Trade creditors		5,121	2,749
Taxation and social security		5,076	3,160
Accruals		7,589	5,048
Deferred income	14	44,000	25,000
		<b>61,786</b>	<b>35,957</b>

#### 14 Deferred income

	2020 £	2019 £
Deferred income brought forward	25,000	-
Income released	(25,000)	-
Income deferred	44,000	25,000
	<b>44,000</b>	<b>25,000</b>

#### 15 Analysis of movements in restricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Big Lottery Women and Girls Fund	48,543	35,144	(83,687)	-	-
Big Lottery Reaching Communities	-	59,189	(39,320)	-	19,869
EU Pathways Project	51,537	-	(30,391)	-	21,146
Henry Smith	-	30,000	(19,571)	-	10,429
Sharing Hope Photography	338	-	(43)	-	295
English classes	997	-	(997)	-	-
Furnishing a safe place to live	575	-	(575)	-	-
Co-operative Society	-	25,000	(21,432)	-	3,568
Renovations	-	15,000	(4,281)	-	10,719
Community Activities	-	13,000	(13,000)	-	-
Volunteer training	-	1,800	(1,800)	-	-
Counselling	-	5,000	(5,000)	-	-
Victim Care Fund	-	2,389	(2,389)	-	-
Other grants	101,990	186,522	(222,486)	-	66,026
Building purchase	-	121,117	(2,820)	-	118,297
	<b>101,990</b>	<b>307,639</b>	<b>(225,306)</b>	<b>-</b>	<b>184,323</b>

#### Description, nature and purposes of the fund

##### Big Lottery Women and Girls Fund

To increase the capacity of the project to support more survivors; enabling us to meet demand and expand the model to other areas of the country. Funding to provide stability to the project through the employment of a small specialist team. This will cover salaries, staff expenses and training, recruitment costs and IT equipment.

##### Big Lottery Reaching Communities

This project closely aligns with the Big Lottery Reaching Community priorities by working with confirmed survivors of trafficking to establish pathways to Independence, freedom and dignity. Its purpose is to improve the structure and growth potential of the Counselling Team, the charity and the wider sector. Help secure sustainability and expand our services.

##### EU Pathways Project

The Pathways is a partnership bringing together front-line organisations working with Victims of Trafficking. The project contributes to improving the situation of Third-Country Nationals presumed and identified Victims of Trafficking and help them integrate in host societies.



## The Snowdrop Project

### Notes to the accounts (continued)

For the year to 31 March 2020

#### 15 Analysis of movements in restricted funds - continued

##### Henry Smith

Funding has been provided for specific running costs. This funding is secured for a further 4 years.

##### Sharing Hope Photography

Funding to fund a participatory photography workshop where clients received professional training to take photos that capture something of their lives to share with others. The printed photographic stories were displayed at an exhibition to raise awareness of human trafficking.

##### English classes

Monies given to fund interpreter costs.

##### Furnishing a safe place to live

Monies given to support re-housing projects.

##### Co-operative Society

Co-operative Society grant to fund CEO input into a project with St Mary's University to professionalise the standards in the Anti-Trafficking and Modern Slavery Sector. Grant to fund CEO salary and running costs.

##### Renovations

Monies given to support re-housing projects.

##### Community Activities

Monies given to support Community Activities.

##### Volunteer training

Monies given to support Volunteer Training.

##### Counselling

Monies given to support Counselling.

##### Victim Care Fund

Monies given to pay for immigration fees on behalf of a client.

##### Building purchase

Monies given to fund purchase of new premises for the charity which is forecast to be completed by Autumn 2020. Grants are to help fund the purchase and building renovations with the balance of the purchase price funded by a mortgage.

<i>Analysis of movements in restricted funds - previous year</i>	<i>Brought forward</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfer</i>	<i>Carried forward</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
<i>Women and Girls BL Fund</i>	30,652	139,383	(121,492)	-	48,543
<i>Sharing Hope Photography</i>	1,023	-	(685)	-	338
<i>Road to Freedom</i>	4,861	-	(4,861)	-	-
<i>Pathways</i>	-	51,537	-	-	51,537
<i>English classes</i>	-	3,637	(2,640)	-	997
<i>Interpreters</i>	-	1,000	(1,000)	-	-
<i>Furnishing a safe place to live</i>	-	575	-	-	575
	<u>36,536</u>	<u>196,132</u>	<u>(130,678)</u>	<u>-</u>	<u>101,990</u>

## The Snowdrop Project

### Notes to the accounts (continued)

For the year to 31 March 2020

#### 16 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total 2020 £	Unrestricted funds £	Restricted funds £	Total 2019 £
Intangible assets	667	-	667	2,667	-	2,667
Tangible assets	12,036	-	12,036	16,601	1,004	17,605
Net current assets	149,753	184,323	334,076	108,161	100,986	209,147
	<b>162,456</b>	<b>184,323</b>	<b>346,779</b>	<b>127,429</b>	<b>101,990</b>	<b>229,419</b>

#### 17 Operating leases

At 31 March 2020 the charity was committed to making the following payments under other operating leases as follows:

Operating lease payments:

Within 1 year	-	17,787
	<b>-</b>	<b>17,787</b>

#### 18 Trustees and key management personnel remuneration, benefits and expenses

The charity trustees were not paid or received any other benefits from employment in the year (2019: £nil). Two trustees were reimbursed travel expenses of £87 during the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel were £37,791 (2019: £32,831).

#### 19 Related Party Transactions

There were no related party transactions, other than those disclosed in note 18.

#### 20 Reconciliation of net expenditure to net cash flow from operating activities

	2020 £	2019 £
Net income/(expenditure) for the year (as per the SOFA)	117,360	109,725
Adjustments for:		
(Increase)/decrease in debtors	(4,723)	(3,777)
Increase/(decrease) in creditors	25,829	29,657
Investment income	(668)	(189)
Depreciation	9,447	6,478
Amortisation	2,000	2,000
Net cash provided by/(used in) operating activities	<b>149,245</b>	<b>143,894</b>