

Registered Charity Number 1158856



The Snowdrop Project

**Annual report and unaudited financial statements
For the year ended 31 March 2019**

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
Chair of Trustees

The Snowdrop Project

Trustees' report for the year ended 31 March 2019

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2019. 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.

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.

Activities, projects or services

The organisation currently focuses its activities on providing long-term holistic support to those who have been victims of slavery or human trafficking. 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.

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

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.

5 SUPPORT SERVICES OF SNOWDROP

CASEWORK SUPPORT



Based on social work principles, survivors work with a one-to-one support worker on challenges such as legal cases, police investigations, housing, education, employment, family life and wellbeing.

COUNSELLING



Survivors are offered one-to-one or group counselling to help them cope with symptoms of anxiety, depression and PTSD or to receive in-depth counselling as they begin to process the impact of past events in a safe environment.

COMMUNITY ACTIVITIES



We offer a variety of activities from dance classes to ESOL classes to Mum's and toddlers. Activities provide a safe space to build friendships and learn new skills.

RENOVATION SERVICE



Snowdrop believes in empowering independent living. The renovation team works with the client to paint, decorate and furnish their council house through generous donations from the community, turning a house in to a home.

Education and Employment



Snowdrop have partnered with Coop and Hope English school to provide routes in to education and employment allowing survivors to restore agency and dignity.

The Snowdrop Project

Achievements during the year

Year in numbers

| Casework beneficiaries | Counselling beneficiaries | Community activity beneficiaries | Renovation numbers | Renovation beneficiaries (inc. dependents) |
|-------------------------------|----------------------------------|---|---------------------------|---|
| 55 | 45 | 122 adults; 50 children | 13 | 20 |

| Counselling break down | |
|-------------------------------|----|
| <i>One to one counselling</i> | 30 |
| <i>Group counselling</i> | 15 |
| <i>Waiting list average</i> | 18 |

| Community activities | |
|-----------------------------|---------------------------|
| <i>Sewing</i> | 33 |
| <i>ESOL</i> | 26 |
| <i>Dance</i> | 24 |
| <i>Mum and Toddlers</i> | 39 adults and 50 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 124.

| Volunteer Caseworkers | Volunteer Befrienders | Activity Volunteers | Renovation Volunteers |
|------------------------------|------------------------------|----------------------------|------------------------------|
| 25 | 25 | 29 | 73 |

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. This year one of our volunteers was recognised for her consistent work on the Mum and Toddler program since we started through a 'Points of Light' award from the Prime Minister.

At the end of 2017, the trustees agreed to a new strategy entitled 'Give Keys' which is published on the website. This year's annual report summarises some of the progress made on the strategy and the plans to continue to develop this beyond 2019.

The Snowdrop Project

Guarantee Stability



Find a stable building

Survivors of trafficking have often experienced multiple moves and a lack of stability and reliability. Even after a person has come out of exploitation, they face uncertainty over income, housing, immigration status or who their friends and community are. It is imperative that we provide a service and space that survivors can trust and rely on and feel safe with.

Sheffield is currently going through a significant regeneration of the city centre. In September of 2018 this forced us to move to a new building, and having just established ourselves again, our new offices have been earmarked for development and we will need to move by March 2020. Given the instability in the lives of our clients and as we run all of our services from our offices, we have identified that the Snowdrop Project needs a permanent

home. Alongside ensuring that our services operate from a fixed location, by owning our own premises, it will enable us to earn rental income from local organisations who have already expressed an interest in renting space from us.

"Snowdrop transforms lives by fundamentally putting the individuals at the heart of their work – everything is built to ensure sustainable recovery" (Partner response from online survey)

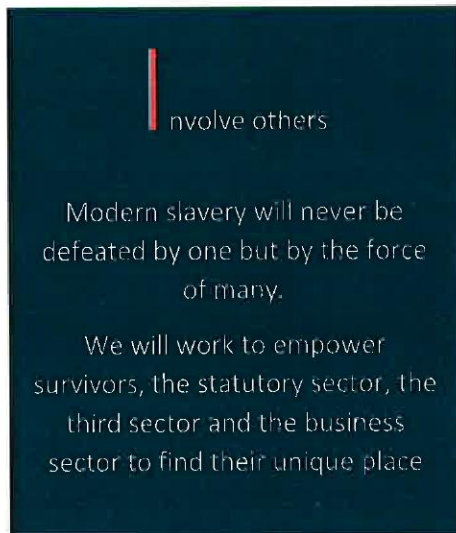
This is reflected within our growing reserves which are currently above our reserves policy due to our fundraising strategy aimed at allowing us to either fully purchase or part purchase with a mortgage, suitable premises by March 2020.

Moving premises in September 2018 was only possible with the support of arm and Sheffield Business Together. The move needed to happen relatively quickly and transformed a bland office space into community space, counselling rooms and welcoming meeting spaces and offices where clients would feel at home. Arm co-ordinated the project and donated new office furniture for staff and employees, wifi installation, volunteers to paint, decorate and move furniture and provided much needed encouragement. We could not have managed this without them. John Lewis provided interior designs for the counselling space and generous donation of new armchairs, rugs and soft furnishings to ensure the counselling rooms felt like home. ARUP assessed the electrics and fire health and safety, HE Barnes provided new light fittings, plug sockets and wiring whilst Beyond Construction reduced the cost of building new walls to create a children's room, storage area and counselling space. Finally VAS and Henry Boot provided significant manpower to help us move our offices from one building to the other in a day. We look forward to working with more local business as we find out permanent home in Sheffield.

During 2018-19, employees and trustees involved in fundraising analysed the strengths and weakness of our current fundraising. As a result, we are planning to hire a head of fundraising to champion a new strategy to diversify income streams, reduce reliance on the Big Lottery and to create a new culture of celebration in the area of fundraising as is in keeping with all other parts of the organisation. As the charity has grown, fundraising needs a lead to have a voice within the leadership meetings and a concentrated effort to increase trusts and grants and corporate support. This is timely to contribute to the need to raise finance for a capital purchase.

The Snowdrop Project

Involve Others



Partnership

Over the last year, Snowdrop has worked with the NRM providers in Sheffield (Ashiana and City Hearts), South Yorkshire Modern Slavery Police and the PCC office to implement a South Yorkshire Modern Slavery Partnership board. This is likely to commence early in the next financial year to bring together Police, Local Authority, NHS, DWP, Universities, GLAA and the third sector to improve the regional response to tackling modern slavery.

Towards the end of this financial year, we were successful with a joint bid for EU funding with the British Red Cross, ECPAT, Italian Red Cross and the Greek Refugee Council to run a project called 'Pathways'. It will address gaps in the system such as long term support for survivors and training and guidance for professionals. This money will be used to expand our service delivery in Sheffield and Rotherham. The collaborative nature of the funding also encourages knowledge exchange between the partner agencies in order to improve responses. This is 2 year funding which is being led by the Italian Red Cross.

Professionalisation of the sector

Snowdrop Project is committed to standards of best practice which is woven throughout our training, supervision and care of staff and volunteers. Through funds from The Co-op (see enhance practice) we are finding ways to further this across the sector.

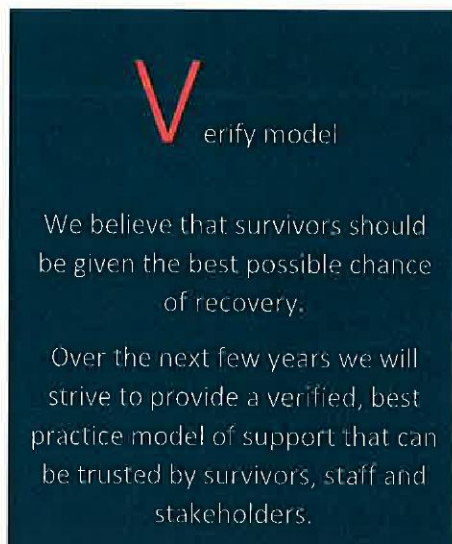
'I have worked for non-profits and anti-trafficking orgs in the past and never had a team so willing to support and empower both survivors and volunteers. Sometimes working behind the scenes of a organization make you a little less enchanted with them; the opposite is with Snowdrop. Working for them has increased my respect for them even more.'

'I just think it's fantastic. I have volunteered with a lot of organisations and I feel Snowdrop is a flagship of how to do it right.'

'My professional role outside of Snowdrop is as a psychologist -over 20 years- and the training I received from Snowdrop is some of the best quality training I have ever experienced.'

The Snowdrop Project

Verify Model



Snowdrop commissioned an external evaluation by St Mary's University to independently review our model of support. The major positive outcomes were:

- The organisation is internally consistent with its values, mission and vision
- Snowdrop is well thought of by the survivors it supports, the volunteers involved, the staff and partner organisations
- The support brings positive change to the lives of survivors and enables people to live more independently
- The ethos is truly empowering
- The charity runs as a mini multi-agency hub
- When survivors were asked how the charity could improve they stated they just wanted 'more Snowdrop'

Areas for improvement were recommended:

- Data recording needs to improve
- Value can be added through the growth and strengthening of the counselling service
- Training can be improved through better evidence of outcomes and feedback

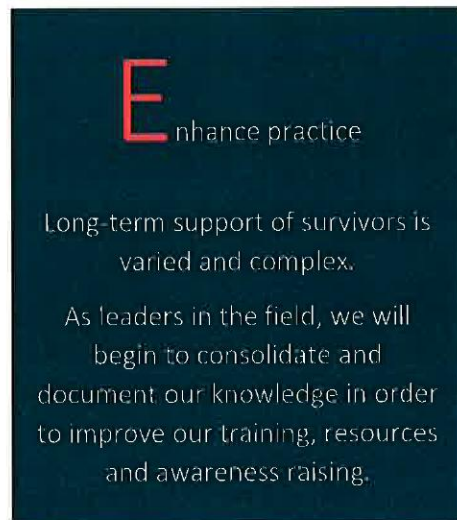
All these recommendations are already being acted up during 19 – 20. During 18 – 19 a customised electronic portal has been created for recording client data in counselling and casework which will allow the charity to provide stronger evidence of outcomes. Furthermore, in the next year, the charity will invest in a CRM in order to keep electronic records of volunteers and donors.

Within the next year Snowdrop intend to employ a counselling manager to oversee and expand the counselling service. This will alleviate the growing demand on the local coordinator.

"When I started with Snowdrop, I got more confident. They give me more life and support me with everything. Before I wasn't sure of myself and I can't believe how far I have come. They are very good; they're supportive, caring, lovely. I see them as my family because I have no one. They accept me and are with me all the time. Everything I face we fight it together" (client interview, external evaluation)

The Snowdrop Project

Enhance Practice



Electronic Portal

As stated above, over the last year the team have worked on an electronic portal to collect and analyse data and furthermore a new intelligent needs assessment tool to help define how complex a persons needs are and therefore determine the level of support needed. This will be tested over the next year.

Human Trafficking Survivor Care Standards

Through the Human Trafficking Foundation, 32 organisations worked collaboratively to re-write the Trafficking Survivor Care Standards. These set a standard of practice that should be upheld in any organisation working with survivors. As we receive referrals from people who have been supported by

different organisations across the country, it is clear that there has previously been no agreed standards of operation in this area. The Trafficking Survivor Care Standards are a significant step forwards in this area. The Home Office have agreed to adopt these within the next victim care contract.

"I think that if I didn't have their acceptance and if I didn't have their help and support, I wouldn't be where I am now, even alive. They've been giving me so much help. Even at very difficult moments where I've been like I don't want to live anymore, they've been explaining that actually life is beautiful, and it is worth living."

Standardisation of professional practice

Following the work of the standards, The Co-op donated £25,000 to The Snowdrop Project in order to explore and accelerate professionalisation of the sector. Originally this was intended to be through the development of Independent Modern Slavery Advocates (as recommended in 'A Game of Chance' Murphy, C (2018)). However, as we began to research this process it became clear that there were many steps needed before this was possible. 'Skills for Care and Development' have agreed National Occupational Standards for other independent advocates and created training frameworks for such roles. As these currently do not exist, this is the first area for development. Through the external evaluation, we were connected to St Mary's University who were also beginning to develop ideas for a training program for special advocates in modern slavery. Snowdrop and St Mary's are now beginning to partner to create a training framework with guidance from Skills for Care and (in the next year), input from an expert steering group in the field.

The Snowdrop Project

Keep Accountable

KeeP accountable

There is currently a lack of data about long-term needs and outcomes for survivors of modern slavery.

We will be diligent in data

To improve our ability to keep each other accountable for the support that is being given and the outcomes of clients, the electronic portal will allow members of the casework and counselling team to update case files on a daily basis, other staff to record phone calls and emails, drop-ins. This is being piloted for full use next year.

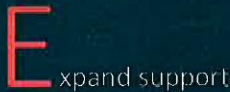
Currently we collect our data in files and on excel. The data that we collect on clients is listed below:

| Outcomes Monitoring 2018-19: Casework | |
|---|---|
| Referrals received | 40 |
| Accepted | 27 |
| Rejected | 13 |
| - why? | 46% - not trafficked 15% - out of area of support 15% - still in NRM 23% other |
| Total receiving casework support | 55 |
| Exited | 24 |
| | 58% - work complete 21%- signposted 13% - Did not engage 8% -other |
| Did they receive Counselling? | 13 |
| Have they gone into employment/work experience? | 12 |
| Have they gone onto college or other education? | 15 |
| Have they taken part in ESOL/other English classes? | 22 |
| Are they in permanent housing? | 14 – new 30 total |
| If they are in permanent housing have they been able to manage finances? | 21 – new 28 total |
| Have they received DL? | 11 |
| Have they received Leave to Remain? | 13 |
| Have they received compensation? | 1 |
| If they have received compensation how much? | £16,000 |
| Have they engaged with casework? (met with caseworker at least once per month over at least 6 months, responded to phone calls etc) | 51 |
| Are they a single mum? | 26 |
| Have they been involved in a police investigation? | 6 |
| Received support to: Access solicitor | 17 |
| Received support to: Access DWP Benefits | 9 |
| Received support to: access health appointments | 18 |
| Received support to: access mental health care | 10 |

The Snowdrop Project

| Outcomes Monitoring 2018-19: Counselling | |
|--|--|
| Referrals offered 1:1 counselling | 35 |
| Number Engaged with 1:1 | 30 |
| Exited | 24 |
| Number with children who needed child care volunteers | 21 |
| Needed an interpreter | 16 |
| Average waiting list numbers | 19 |
| Have they taken part in ESOL or other English classes? | 22 |
| Are they in permanent housing? | 14 – new 30 total |
| Group counselling numbers | 8 – 06/04 to 25/05 course 7 – 15/02 to 05/04 course |
| PHQ9 (anxiety) outcomes (snap shot at end of year) | 53% improved 33% declined 14% no change |
| GAD 7 (depression) outcomes (snap shot at end of year) | 65% improved 25% declined 10% no change |

Expand Support



Last year over 900 people left safe houses; the majority of these with no guaranteed support.

We will reach more people with long-term support and make progress in reducing the inequalities and barriers present in accessing this.

During this year we supported 124 individuals through the different programs. In comparison to the previous year, this meant a 53% increase in survivors receiving casework, 36% increase in survivors receiving counselling, 116% increase in house renovations and a 28% increase in the number of children benefiting from Mum and toddlers group.

In discussion with Ashiana and City Hearts, we believe that we are now meeting the need for our advocacy work in Sheffield. However, Ashiana and other referrers have informed us that there is a need in Barnsley and Doncaster which we currently struggle to take. Therefore, within the next year we will seek to expand to one of these areas. This will be a learning exercise for the charity to monitor the potential challenges of expansion in order to apply this to any growth that occurs further away. We still have interest in our

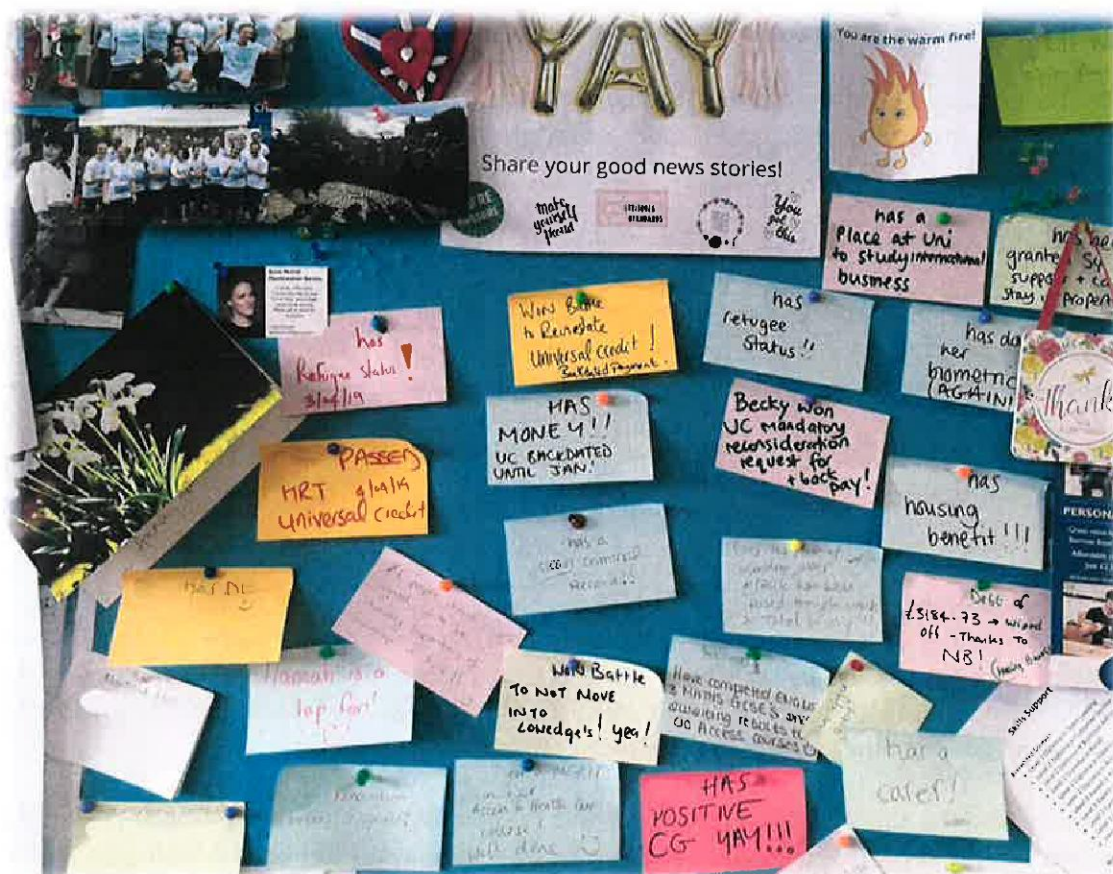
model from other cities on a regular basis.

Expanding to other areas of the country will be more feasible with the gained stability from owning a building, diversified funding streams and the learning that we obtain from a short distance expansion.

Yes we can

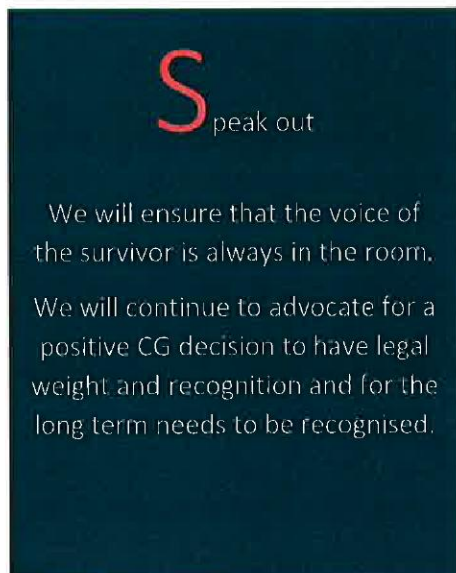
Our beneficiaries, staff and volunteers have faced many challenges in the last 5 years but this has not stopped us. We will continue to face every new challenge together.

As a team we are committed to having a positive attitude in our fight against modern slavery and our belief that all survivors should be given the support to have their agency restored and to achieve their full potential. There are many barriers to this both financially, legally and practically but the history of the organisation is one that has been committed to the journey with each individual and with the nation. We continue to have faith and we continue to say 'yes we can'. This year the team created a 'Yay' board to encourage celebration within the office. This has become a major talking point for staff volunteers and visitors to the office. The notices on the board only use initials to protect identities of clients. The board includes client success stories, fundraising accomplishments and national wins.



The Snowdrop Project

Speak Up



The Snowdrop Project was one of only a few support agencies asked to give evidence to the Home Affairs Select Committee on the strengths and weaknesses of the UK systems in November 2018. The CEO gave evidence with The Salvation Army, Medialle Trust and Barnardos. The findings of the select committee are due to be published later in 2019 with recommendations. The Snowdrop Project particularly gave evidence to demonstrate the value of support after the NRM in reducing the chance of further harm or exploitation.

Snowdrop has continued to be an active member of the Anti-Trafficking Monitoring Group (ATMG) which is a national watchdog for monitoring the activities of the UK under the EU convention. This year the ATMG focused on a report called 'Before the Harm is Done: Examining the UK's response to prevention of trafficking'. Snowdrop gave particular

evidence and guidance on Chapter 5 relating to long-term prevention and the prevention of re-trafficking which included improving the weight of a positive trafficking decision and the support of the victim support bill proposed by Lord McColl.

Have your say

Once per quarter a small group of survivors meets to discuss areas of success and development for the charity. Where appropriate this feedback is given to the board as part of the operational report. It also has an impact on direct practice. For example, in January 2019 survivors discussed what they thought made a good case worker. These discussions formed part of the recruitment for a new caseworker under the EU contract and also saw clients involved in stage 2 of the interviewing process.

Currently 'Have your say' is overseen and lead by the senior caseworkers but the team are exploring ways to have this group led and run by service users to reduce any possible influence or power dynamic.

Fundraising

This has been another successful year growing the income of the organisation to match the growing demand for services. We have been very fortunate to be supported by a number of organisations and individuals such as 'The Tribe', The Co-op, John Lewis, Stewarts Law Firm, Resolve IT, All Saints Ecclesall, Eccles Church, Skipton Baptist Church, St Williams Church, Soroptomists, Daniel Gould, The Gladwells, Claypenny Property Services and Paul Grant along with many dedicated regular donors who we could not cope without.

We are so grateful to the 17 who did the Snowdrop Couch to 5k; the 20 who ran the Sheffield 10k; the 14 who ran the Sheffield Half Marathon and the 41 people who marshalled for us at those events. Our large fundraiser of the year was the Coast to Coast where 10 brave cyclists were led on a journey across the country over 3 days by Carl Egdell and Mark Lawrenson. Through events fundraising this year the charity has raised just under £32,000. We are so grateful to every person who has helped us achieve this and provide new pathways for survivors of trafficking.

We are aware that the charity faces a drop in income in the middle of the next financial year as the Women and Girls fund comes to an end. The trustees will endeavour to help the team analyse the current fundraising strategies and find areas for further diversification and are supporting an application to the Reaching Communities fund.

The Snowdrop Project

Reserves policy

The trustees have determined to maintain a level of reserves equal to six months' unrestricted expenditure, which at 31 March 2019 was approximately £84,000.

This policy will ensure that there is a buffer to accommodate fluctuations in income and if necessary enable management to consider how to reduce spending while fundraising initiatives are completed to generate income.

Free reserves (unrestricted reserves excluding tangible and intangible assets) at 31 March 2019 were £108,161.

The current reserves level is higher than the policy due to:

- A number of payments that came in at the end of the financial year for work to take place over the next year
- starting to build funds to help the charity to purchase a building as part of the stability plan

providing a higher level of security with the risk currently presented by the Big Lottery funding coming to an end

Reference and administrative information

Charity Number: 1158856
Principal Office: 2nd Floor, Midcity House, 17 Furnival Gate, Sheffield, S1 4QR

Board of Trustees

| | | |
|----------------------|------------|-----------------------------|
| Tim Elgar | Chair | |
| Tina English | Vice-chair | |
| Isabelle McKay Smith | | appointed 28 July 2018 |
| Jon Kenworthy | | appointed 28 July 2018 |
| Hannah Flint | | appointed 13 June 2019 |
| Nadia Porter | | appointed 19 September 2019 |
| Darren Wake | | appointed 28 November 2019 |
| Sarah Taylor | | resigned 19 September 2019 |
| Pat Kendall | | resigned 13 June 2019 |
| Victor Medina | | resigned 26 June 2018 |
| Andy Cribb | | resigned 31 May 2018 |
| Val Monti-Holland | | resigned 31 May 2018 |

Secretary

Freya Gill-Stevens (non-voting administrator)

Key management personnel

Lara Bundock Chief executive officer

The Snowdrop Project

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 27/1/20

Signed on behalf of the board of trustees by:



Tim Elgar
Chair of Trustees

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 2019.

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: 

Sarah Lightfoot, FCA DChA

On behalf of:

VAS Community Accountancy

The Circle

33, Rockingham Lane

Sheffield

S1 4FW

Date:

29 January 2020

The Snowdrop Project

Statement of financial activities

(incorporating the income and expenditure account)

For the year to 31 March 2019

| | Notes | Unrestricted funds £ | Restricted funds £ | Total 2019 £ | Unrestricted funds £ | Restricted funds £ | Total 2018 £ |
|------------------------------------|-------|-------------------------|-----------------------|--------------------|-------------------------|-----------------------|--------------------|
| Income from: | | | | | | | |
| Grants and donations | 2 | 168,571 | 195,782 | 364,353 | 78,050 | 147,947 | 225,997 |
| Charitable activities | 3 | 8,075 | - | 8,075 | 5,359 | - | 5,359 |
| Fundraising activities | | 31,629 | 350 | 31,979 | 33,434 | 8,827 | 42,261 |
| Bank interest | | 189 | - | 189 | - | 11 | 11 |
| Other - rent | | 2,588 | - | 2,588 | - | - | - |
| | | 211,052 | 196,132 | 407,184 | 116,843 | 156,785 | 273,628 |
| Expenditure on: | | | | | | | |
| Raising funds | 4 | 6,546 | - | 6,546 | 11,429 | 8,128 | 19,557 |
| Charitable activities | 5 | 160,235 | 130,678 | 290,913 | 93,216 | 132,678 | 225,894 |
| | | 166,781 | 130,678 | 297,459 | 104,645 | 140,806 | 245,451 |
| Net income | | 44,271 | 65,454 | 109,725 | 12,198 | 15,979 | 28,177 |
| Transfers between funds | 14 | - | - | - | 1,000 | (1,000) | - |
| Net movement in funds | | 44,271 | 65,454 | 109,725 | 13,198 | 14,979 | 28,177 |
| Total funds brought forward | | 83,158 | 36,536 | 119,694 | 69,960 | 21,557 | 91,517 |
| Total funds carried forward | | 127,429 | 101,990 | 229,419 | 83,158 | 36,536 | 119,694 |

The Snowdrop Project

Balance Sheet

As at 31 March 2019

| | Notes | 2019 £ | 2018 £ |
|---|-----------|-----------------------|-----------------------|
| Tangible assets | 9 | 17,605 | 3,777 |
| Intangible assets | 10 | <u>2,667</u> | <u>4,667</u> |
| | | 20,272 | 8,444 |
| Current assets | | | |
| Debtors | 11 | 12,530 | 8,753 |
| Cash at bank and in hand | | 232,574 | 108,797 |
| Total current assets | | <u>245,104</u> | <u>117,550</u> |
| Creditors: amounts falling due within one year | 12 | (35,957) | (6,300) |
| Net current assets | | <u>209,147</u> | <u>111,250</u> |
| Total assets less current liabilities | | 229,419 | 119,694 |
| Creditors: amounts falling due after more than one year | | - | - |
| Total net assets | | <u>229,419</u> | <u>119,694</u> |
| Represented by: | | | |
| Funds of the Charity | | | |
| Unrestricted funds | | 127,429 | 83,158 |
| Restricted income funds | 14 | <u>101,990</u> | <u>36,536</u> |
| Total funds | 15 | <u>229,419</u> | <u>119,694</u> |

Approved by the board of trustees on 27/1/20

Signed on behalf of the board by:



Tim Elgar
Chair of Trustees

The Snowdrop Project

Notes to the Accounts For the year to 31 March 2019

1 Accounting Policies

(a) General

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The financial statements have also adopted Charities SORP (FRS 102) Bulletin 1 and taken advantage of the exemption to prepare a cashflow statement.

The organisation meets the definition of a public benefit entity under FRS 102.

(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.

(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.

Notes to the accounts (continued)
For the year to 31 March 2019

1 Accounting Policies (continued)

(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 2019

2 Income from grants and donations

| | Unrestricted Funds £ | Restricted Funds £ | Total 2019 £ | Unrestricted Funds £ | Restricted Funds £ | Total 2018 £ |
|--|----------------------------|--------------------------|--------------------|----------------------------|--------------------------|--------------------|
| Big Lottery Fund - Women and Girls BL Fund | - | 139,383 | 139,383 | - | 133,400 | 133,400 |
| Big Lottery Awards for all - equality and fairness | - | - | - | - | 9,385 | 9,385 |
| Pathways EU | - | 51,537 | 51,537 | - | - | - |
| All Saints Church Ecclesall | 5,460 | - | 5,460 | - | - | - |
| Arborthorne Community | 750 | - | 750 | - | - | - |
| ARM | 12,783 | - | 12,783 | 675 | - | 675 |
| Contis card solution | 500 | - | 500 | - | - | - |
| Co-operative | 13,636 | 3,287 | 16,923 | 760 | 3,000 | 3,760 |
| Dance Society - Sheffield Students Union | 997 | - | 997 | 2,824 | - | 2,824 |
| Dixon Pitchford Trust | 500 | - | 500 | - | - | - |
| Hope Family Arbourthorpe | 150 | - | 150 | - | - | - |
| Hopefield Evangelical Church | - | - | - | 395 | - | 395 |
| Irwin Mitchell | 250 | - | 250 | 1,130 | - | 1,130 |
| Jewish Appeals | 285 | - | 285 | - | - | - |
| JG Graves Charitable Trust | - | 1,000 | 1,000 | - | - | - |
| John Lewis | 10,079 | - | 10,079 | - | - | - |
| Masorti Judaism | 347 | - | 347 | 96 | - | 96 |
| Paul Grant Charitable Trust | 6,000 | - | 6,000 | - | - | - |
| Riverside Church | 250 | - | 250 | - | - | - |
| Sheffield Hallam Midwifery | 397 | - | 397 | - | - | - |
| Skipton Baptist Church | 3,200 | - | 3,200 | 3,110 | - | 3,110 |
| Soroptimist International of Sheffield - Purple Teardrop Campaign | 3,212 | - | 3,212 | 2,000 | - | 2,000 |
| Soroptimist | - | - | - | 350 | - | 350 |
| St Philip's Church | - | - | - | 76 | - | 76 |
| St Stephen's PCC | - | - | - | 250 | - | 250 |
| St William of York | - | - | - | 500 | - | 500 |
| The Brown Source Charitable Trust | 12,000 | - | 12,000 | 18,000 | - | 18,000 |
| The Eccles Church | 1,200 | - | 1,200 | 500 | - | 500 |
| The Rotary Club of Wortley | - | - | - | 1,125 | - | 1,125 |
| The Well Church | 500 | - | 500 | - | - | - |
| Tribe Freedom Foundation | 45,000 | - | 45,000 | - | - | - |
| Upper Wincobank Chapel | 314 | - | 314 | - | - | - |
| Outokumpu Stainless Ltd | - | - | - | 200 | - | 200 |
| Sisters of St Joseph | - | - | - | 100 | - | 100 |
| Sheffield Folk Chorale | - | - | - | 429 | - | 429 |
| Waitrose | - | - | - | 380 | - | 380 |
| Donations from other organisations | 3,862 | - | 3,862 | 2,629 | - | 2,629 |
| Donations from individuals (including gift aid reclaimed) | 46,899 | 575 | 47,474 | 42,521 | 2,162 | 44,683 |
| | 168,571 | 195,782 | 364,353 | 78,050 | 147,947 | 225,997 |

3 Income from charitable activities

| | Unrestricted Funds £ | Restricted Funds £ | Total 2019 £ | Unrestricted Funds £ | Restricted Funds £ | Total 2018 £ |
|-----------------|----------------------------|--------------------------|--------------------|----------------------------|--------------------------|--------------------|
| Services Income | 8,075 | - | 8,075 | 5,359 | - | 5,359 |
| | 8,075 | - | 8,075 | 5,359 | - | 5,359 |

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2019

4 Expenditure on raising funds

| | Unrestricted Funds £ | Restricted Funds £ | Total 2019 £ | Unrestricted Funds £ | Restricted Funds £ | Total 2018 £ |
|-------------------------|----------------------------|--------------------------|--------------------|----------------------------|--------------------------|--------------------|
| Fundraising event costs | 6,546 | - | 6,546 | 7,129 | 8,128 | 15,257 |
| Promotional video | - | - | - | 4,300 | - | 4,300 |
| | 6,546 | - | 6,546 | 11,429 | 8,128 | 19,557 |

5 Expenditure on charitable activities

| | Note | Unrestricted Funds £ | Restricted Funds £ | Total 2019 £ | Unrestricted Funds £ | Restricted Funds £ | Total 2018 £ |
|---|------|----------------------------|--------------------------|--------------------|----------------------------|--------------------------|--------------------|
| Staff salary costs | 7 | 57,399 | 118,988 | 176,387 | 39,241 | 117,759 | 157,000 |
| Staff training, supervision, travel and other | | 518 | 4,939 | 5,457 | 3,915 | 5,554 | 9,469 |
| Project Costs | | | | | | | |
| Interpreting | | 14,730 | 1,000 | 15,730 | 15,637 | - | 15,637 |
| Training costs | | 2,039 | - | 2,039 | 880 | 1,030 | 1,910 |
| Small Grants | | 1,419 | - | 1,419 | 703 | - | 703 |
| Renovation costs | | 2,370 | - | 2,370 | 371 | - | 371 |
| Other project Costs | | 7,823 | 2,450 | 10,273 | 8,562 | 7,274 | 15,836 |
| Business Expenses | | | | | | | |
| Branding | | 142 | - | 142 | 137 | - | 137 |
| Rent and utilities | | 20,695 | - | 20,695 | 7,100 | - | 7,100 |
| Insurance | | 4,754 | - | 4,754 | 1,733 | - | 1,733 |
| Legal and professional fees | | 11,171 | 760 | 11,931 | 140 | - | 140 |
| Other expenses | | 4,817 | 2,039 | 6,856 | 5 | - | 5 |
| Payroll administration | | 1,053 | - | 1,053 | 854 | - | 854 |
| Phone/ Internet | | 3,355 | - | 3,355 | 323 | - | 323 |
| Refreshments | | - | - | - | 199 | - | 199 |
| Stationery | | 4,978 | - | 4,978 | 3,007 | - | 3,007 |
| Office equipment | | 8,560 | - | 8,560 | - | - | - |
| Subscriptions | | - | - | - | 711 | - | 711 |
| Volunteer expenses | | 2,927 | - | 2,927 | 2,727 | - | 2,727 |
| Website and IT costs | | 901 | - | 901 | 3,292 | - | 3,292 |
| Bank and paypal fees | | 938 | - | 938 | 987 | - | 987 |
| Depreciation | | 5,976 | 502 | 6,478 | 519 | 1,061 | 1,580 |
| Amortisation | | 2,000 | - | 2,000 | 1,333 | - | 1,333 |
| Support costs | 6 | 1,670 | - | 1,670 | 840 | - | 840 |
| | | 160,235 | 130,678 | 290,913 | 93,216 | 132,678 | 225,894 |

6 Support costs

| | | Unrestricted Funds £ | Restricted Funds £ | Total 2019 £ | Unrestricted Funds £ | Restricted Funds £ | Total 2018 £ |
|----------------------------|---|----------------------------|--------------------------|--------------------|----------------------------|--------------------------|--------------------|
| Independent examiner's fee | 8 | 1,670 | - | 1,670 | 840 | - | 840 |
| | | 1,670 | - | 1,670 | 840 | - | 840 |

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2019

7 Staff salary costs

| | 2019 £ | 2018 £ |
|----------------------------------|----------------|----------------|
| Salaries | 165,139 | 148,528 |
| Employer's National Insurance | 11,117 | 10,495 |
| Employer's allowance | (3,000) | (3,000) |
| Employer's pension contributions | 3,131 | 977 |
| | 176,387 | 157,000 |

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

The average monthly number of employees during the year was 10 (2018: 9).

8 Fees payable to Independent examiner's organisation

| | 2019 £ | 2018 £ |
|---|--------------|------------|
| Independent examiner's fee | 1,670 | 840 |
| Other fees paid to the independent examiner's organisation: | | |
| Payroll services | 1,053 | 854 |
| Software subscription | 72 | - |
| Tax return | 150 | - |
| | 1,275 | 854 |

9 Tangible assets

| | Leasehold Improvements £ | Fixtures, fittings and equipment £ | Total £ |
|----------------------------|--------------------------------|---|---------------|
| Cost or Valuation | | | |
| As at 1 April 2018 | 3,000 | 6,264 | 9,264 |
| Additions | 6,903 | 13,403 | 20,306 |
| Disposals | - | - | - |
| As at 31 March 2019 | 9,903 | 19,667 | 29,570 |
| Depreciation | | | |
| As at 1 April 2018 | 3,000 | 2,487 | 5,487 |
| Charge this period | 2,650 | 3,828 | 6,478 |
| Disposals | - | - | - |
| As at 31 March 2019 | 5,650 | 6,315 | 11,965 |
| Net Book Value | | | |
| As at 31 March 2019 | 4,253 | 13,352 | 17,605 |
| As at 31 March 2018 | - | 3,777 | 3,777 |

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2019

10 Intangible assets

| | Website £ | Total £ |
|----------------------------|--------------|--------------|
| Cost | | |
| As at 1 April 2018 | 6,000 | 6,000 |
| Additions | - | - |
| As at 31 March 2019 | 6,000 | 6,000 |
| Depreciation | | |
| As at 1 April 2018 | 1,333 | 1,333 |
| Charge this period | 2,000 | 2,000 |
| As at 31 March 2019 | 3,333 | 3,333 |
| Net Book Value | | |
| As at 31 March 2019 | 2,667 | 2,667 |
| As at 31 March 2018 | 4,667 | 4,667 |

11 Debtors

| | 2019 £ | 2018 £ |
|---------------|---------------|--------------|
| Trade debtors | 4,329 | 6,831 |
| Other debtors | - | 1,030 |
| Prepayments | 8,201 | 892 |
| | 12,530 | 8,753 |

12 Creditors: amounts falling due within one year

| | Note | 2019 £ | 2018 £ |
|------------------------------|------|---------------|--------------|
| Trade creditors | | 2,749 | 1,746 |
| Taxation and social security | | 3,160 | 2,850 |
| Accruals | | 5,048 | 1,704 |
| Deferred income | 13 | 25,000 | - |
| | | 35,957 | 6,300 |

13 Deferred income

| | 2019 £ | 2018 £ |
|--|---------------|-----------|
| Deferred income brought forward | - | - |
| Income released | - | - |
| Income deferred | 25,000 | - |
| Deferred income carried forward | 25,000 | - |

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2019

14 Analysis of movements in restricted funds

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

Description, nature and purposes of the fund

Women and Girls BL 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.

Sharing Hope Photography

Funding to run 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 then displayed at an exhibition to raise awareness of human trafficking.

Road to Freedom

This was a challenge event with a group of supporters cycling between Prague and Dresden. The event was arranged to raise funds to support our trauma-specific counselling programme.

Pathways

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

English classes

Monies raised to fund english classes.

Interpreters

Monies given to fund interpreter costs.

Furnishing a safe place to live

Monies given to support re-housing projects.

Analysis of movements in restricted funds - previous year

| | Brought forward £ | Income £ | Expenditure £ | Transfer £ | Carried forward £ |
|---|----------------------|----------------|------------------|----------------|----------------------|
| Women and Girls BL Fund | 21,557 | 133,411 | (124,316) | - | 30,652 |
| Sharing Hope Photography - Awards for All | - | 9,385 | (8,362) | - | 1,023 |
| Road to Freedom | - | 8,520 | (3,659) | - | 4,861 |
| Coast to Coast | - | 1,469 | (1,469) | - | - |
| 5th Birthday celebrations | - | 3,000 | (3,000) | - | - |
| Sewing | - | 1,000 | - | (1,000) | - |
| | 21,557 | 156,785 | (140,806) | (1,000) | 36,536 |

The Snowdrop Project

Notes to the accounts (continued) For the year to 31 March 2019

15 Analysis of net assets between funds

| | Unrestricted funds £ | Restricted funds £ | Total 2019 £ | Unrestricted funds £ | Restricted funds £ | Total 2018 £ |
|--------------------|----------------------------|--------------------------|--------------------|----------------------------|--------------------------|--------------------|
| Intangible assets | 2,667 | - | 2,667 | 4,667 | - | 4,667 |
| Tangible assets | 16,601 | 1,004 | 17,605 | 2,271 | 1,506 | 3,777 |
| Net current assets | 108,161 | 100,986 | 209,147 | 76,220 | 35,030 | 111,250 |
| | 127,429 | 101,990 | 229,419 | 83,158 | 36,536 | 119,694 |

16 Operating leases

At 31 March 2019 the charity was committed to making the following payments under other operating leases as follows:

Operating lease payments:

Within 1 year

2019
£

17,787

17,787

17 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 (2018: £nil) neither were they reimbursed expenses during the year (2018: £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 £33,768 (2018: £32,831).

18 Related Party Transactions

The wife of Victor Medina, who was a trustee for part of the year, is an employee of the organisation and received total benefits (salary and employer pension contributions) of £27,456 during the year (2018: £24,474).

Victor absented himself from any trustee discussions directly relating to decisions around her employment and other benefits.