Registered Company number: 06754171 (England and Wales)
Registered Charity number: 1127620 (England and Wales)

Unseen (UK)

Trustees’ Report and Financial Statements

For the year ended 31 December 2015
Unseen (UK)

Contents of Trustees' Report and Financial Statements
for the year ended 31 December 2015

Trustee's Report 1 - 16
Report of the Independent Auditors 17
Statement of Financial Activities 18
Balance Sheet 19
Statement of Cash Flows 20
Notes to the Statement of Cash Flows 20
Notes to the Financial Statements 21 - 29
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015

The Trustees present their report and financial statements for the year ending 31 December 2015. The Directors of the Charitable Company are also its Trustees.

The Accounts and Annual Report are required to comply with the requirements of Companies and Charities legislation and have therefore been prepared in accordance with the Companies Act 2006, the Charities Act 2006, the Charities Act 2011, and the Statement of Recommended Practice, Charities SORP (FRS 102) (effective 1 January 2015). The financial statements comply with the current statutory requirements, the Memorandum and Articles of Association.

Administrative Information

Charity Name:
Unseen (UK) trading as Unseen

Company Number:
06754171 (England and Wales)

Charity Number:
1127620 (England and Wales)

Company Registered Office and Charity Address:
103 First Floor, Deben House, 1-5 Lawrence Hill, Bristol, BS5 0BY

Trustees:
Mr Daniel Morris – Chair
Mrs Caroline Green – Vice Chair
Mr Alastair Arthur (Resigned 23rd April, 2015)
Mrs Fiona Boobbyer
Mr Steve Daykin
Mr Jonathan Frank
Mrs Amanda Hamilton-Stanley (appointed 30th January 2016)
Mr Steven Jeffries
Ms Helen Pitches (resigned 30th January 2016)
Mrs Loretta Spierenburg (Appointed – 17th October, 2015)
Mr Rob Taylor

Executive Team:
Chief Executive Officer – Andrew Wallis OBE
Managing Director – Kate Garbers

Patron
Ms Emilia Fox

Bankers:
Bank of Scotland, Pentland House, 8 Lochside Avenue, Edinburgh, EH12 9DJ
Triodos Bank UK, Deanery Road, Bristol BS1 5AS

Auditors:
Corrigan Associates Bristol LLP, The Tramshed, 25 Lower Park Row, Bristol, BS1 5BN
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015 - continued

Legal Status

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

Trustees and Directors

The Trustees who are Directors of the charitable Company as at the date of this report are listed in the Administrative Information above.

Appointment

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

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

Recruitment

An annual skills audit is conducted and allows the Trustees to identify potential gaps in the Board that can then be suitably recruited for. The Charity’s governing document permits a maximum of twelve Trustees.

There is an induction process, including visits to operations, a detailed file of responsibilities, observer status at a Trustee Board meeting in advance of appointment and interview with CEO and Chair of Trustees for all new Trustees and on-going training of the Trustees.

Meetings

Trustees meet together a minimum of three times a year in accordance with the Charity’s governing document.

Organisational Structure and Executive Team

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

In relation to the setting of pay and remuneration of key management personnel, there is an approved pay-scale and executive remuneration is approved by the Board of Trustees. A Remuneration Sub-Committee of the Board is due to be established over the next year.
Trustees’ Report
for the year ended 31 December 2015 - continued

Statement of Trustees’ Responsibilities

The Charity Trustees (who are also the Directors of Unseen (UK) for the purposes of company law) are responsible for preparing the Trustees’ Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that year. In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgments and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statement
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Risk Statement

Over the past year, the Trustees have continued to review risk via the risk analysis document, covering all the major risks, financial and non-financial to which the charity could be exposed. The Trustees have implemented systems and procedures and policies to manage those risks. These risks are re-assessed annually or at such a time when a risk arises.

The Trustees have carried out a review of all forms of insurance to ensure that the cover provided is adequate for Unseen offices and secure accommodation needs. This review will be revisited each year as the policies in place come up for renewal.

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

All human resources processes have been outsourced to Right Hand HR (RHHR). Therefore, all contracts, staff handbook and all procedures and policies comply with current employment legislation.
Unseen (UK)

Trustees' Report
for the year ended 31 December 2015 - continued

Accountability and Scrutiny

Unseen has always been serious about ensuring the Charity is managed effectively and appropriately. The following are some examples of what we have done about this in 2015:

- The Chair of Trustees and CEO both had annual appraisals. These were informed by thorough 360-degree feedback reviews
- We continued to develop a culture at a Board of Trustees and Executive Team level of high support and high challenge
- We continued to seek the expert advice and scrutiny of external experts e.g. auditors
- We appointed a finance officer who is now compiling and analysing management data. This removed the CEO from this task and allows him to take a strategic and oversight view
- We overhauled our management information so that it provides a much clearer understanding of the organisation from a financial and operational perspective
- We continued clarifying the roles and responsibilities of Trustees and the Executive Team as specific issues came up

Related Parties

Trustees have no beneficial interest in the charity. In October 2015, the Board of Trustees signed a written agreement with one of the Trustees, Mr Steven Jeffries, for him to deliver anti-slavery training on behalf of the Charity and receive payment for this. Mr Jeffries is not an Unseen employee and is not being paid to carry out his Trustee duties.

Unseen’s ruling document permits the payment of Trustees for the provision of services as long as certain conditions are met. Trustees are satisfied that all conditions have been complied with. The Board of Trustees has regard to the Charity Commission’s guidance on this subject and has taken it into account when making this decision. Trustees will continue to monitor this arrangement and Mr Jeffries will not be present for any Board of Trustees’ discussions or votes on the subject.

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

- Home Office Modern Slavery Unit
- Police Forces across the UK
- Police and Crime Commissioners
- Avon and Somerset Sexual Assault Referral Centre
- UK Visa and Immigration
- UK Border Force
- National Crime Agency
- UK Human Trafficking Centre
- City Councils
- Local Authorities
- Children’s Services and Safeguarding Children and Adults Boards
- Bristol’s Child Exploitation Group
- Other NGOs to develop and deliver services to survivors of modern slavery and human trafficking.

Unseen continued to be a sub-contractor during 2015 for The Salvation Army, who are prime contractors for the Home Office Fund to provide support services to adult victims of human trafficking and modern slavery.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015 - continued

Unseen’s Objectives and Activities

The objects for which Unseen is established (as stated in Unseen’s governing document) are:

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

Published Aim

Unseen is working towards a world without slavery.

By supporting survivors and vulnerable people through specialist services we can enable them to recover safely and develop resilient, independent lives.

By equipping stakeholders through the provision of training, advice and resources we can better identify and support actual and potential victims of slavery.

By influencing society through systemic change we can use our practical experience, research and survivor stories to inspire change in legislation, policy, and consumer choices.

Mission Statement

Unseen is working towards ‘putting ourselves out of business’ as modern slavery will have been eradicated and our services will no longer be needed.

Brand Values

The Trustees have identified the following values as being core to Unseen:

- Collaborative
- Honourable
- Ambitious
- Dynamic
- Insightful
Comment from Chair of Trustees

2015 was a year of significant achievements for Unseen.

In this report, you will read that our frontline services have made a real difference to survivors. In particular, our outreach work RIO has really grown. As has the Anti-Slavery Partnership. And of course, our amazing women’s project, WATER, continues to set the very highest standards of survivor care.

Survivors have experienced some of the worst of humankind; I believe that in our colleagues they are now experiencing some of the best. We were thrilled that our CEO received an OBE for his work to eradicate slavery and that we won the Charity of the Year in the Charity Times Awards. These and other awards demonstrate the high calibre of people working for Unseen. Many have privately told me that this is the best organisation they have worked for and that our professionalism and care of our colleagues is impressive.

There have been disappointments too. We have been frustrated in our attempts to source properties for our proposed projects for men and children. These are vital services that we are determined to deliver. Happily, at the time of writing, we have significant grounds to be optimistic that both these projects will finally open in 2016.

2015 has also been a year of capacity building. We have moved to new central offices and have expanded our finance, income generation and administration teams. We have done this because our mission to eradicate slavery means we need to grow and take on more projects in line with our strategy.

We have invested in developing and building up the infrastructure of the charity in order to accommodate future growth and the delivery of services. This is reflected in an increase in charitable expenditure and a deficit of £38,636 in unrestricted funds for the financial year whereas restricted funds have increased by £68,023 during the year.

I am pleased that our finances are in good order – both the year end results and that we are beginning to enjoy the fruits of appointing a finance officer and overhauling our management information. In 2016, we intend to launch our projects for children and men as well as growing our existing services. We will continue with our strategy developing diverse income streams.

Unseen successfully bid for the running of the enhanced UK Helpline and Resource Centre and plan to launch the Helpline in late 2016 further enhancing the UK’s response to combating Modern Slavery.

On behalf of the Trustees, I would like to thank all our valued supporters, volunteers, partners and staff. Together we will win and see slavery eradicated.

I am delighted to commend this 2015 report to you.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015 - continued

Achievements in 2015

Supporting Survivors

WATER – Women’s Anti-Trafficking Emergency Refuge:

Our 24-hour staffed safe-house, which is a high support provision, has successfully supported 33 women in 2015, taking the total of women supported to 119 in the 5 years since opening. The project allows survivors to access a range of services to assist them on this journey and includes:

- Medical care and treatment
- Counselling
- Legal advice and assistance
- Support with police investigations
- Holistic therapy sessions
- Education
- Financial assistance
- Immigration advice
- Assistance to return home or to reside in the UK

Survivors have reported that during their stay in our service they have felt listened to, cared for and part of a community. Many have said that the support we have provided has helped them develop confidence, regain control of their lives and feel a sense of hope for the future.

RIO – Resettlement, Integration, and Outreach Service:

At the end of 2014, a RIO Service Manager was recruited which enabled a more cohesive approach to outreach and resettlement work. 4 men and 36 women were supported by the service in 2015. We support survivors to access services to meet their needs and help them to integrate into the local community. Due to their experiences, survivors are often wary of making the first steps to engage with services and RIO staff are able to provide support and links to make the journey less daunting.

In April, the Police Commissioner Community Fund provided funding for a one-year pilot under the umbrella of the Lighthouse service which supports victims of crime. The funding has allowed us to raise awareness of trafficking across the region, provide information, training sessions and on-going support to agencies who think they may have encountered a potential victim, and accompany Police Enforcement visits to engage with potential victims.

MAP – Men’s Anti-Slavery Project

We have worked throughout the year to identify the best model of delivery for this project and to agree on partnership agreements with a local housing association so we are in a position to deliver a 24/7 support service for exploited and trafficked men. Towards the end of 2015 this was finalised, suitable properties and locations identified and staff recruited. This project will be due to open in Quarter 2 of 2016.

CHIPS – Children in a Place of Safety

We have worked throughout the year to identify a suitable delivery model for this project and have worked closely with local children’s services and the police to ensure our proposal is robust and will provide what trafficked children need. We are working towards opening this project in 2016.
Unseen (UK)

Trustees' Report
for the year ended 31 December 2015 - continued

Achievements in 2015 – continued

Equipping Stakeholders

Training

During 2015, we have delivered a range of training to a number of agencies and this will continue to grow and develop for us in 2016.

We were commissioned to deliver training to a range of frontline agencies across Avon and Somerset by the Police and Crime Commissioner, as part of her Modern Slavery Pilot. As part of this we delivered 10 training sessions across the Avon and Somerset police force area, training over 135 individuals from 47 different agencies.

We were successful in tendering to deliver training for the Home Office's National Referral Mechanism Pilots. This was in partnership with the Home Office and ECPAT UK and involved delivery of bespoke packages to Slavery Safeguarding Leads and multi-disciplinary panel members across the South West of England and in the West Yorkshire area.

We agreed and formalised commissioning one of our Trustees to assist us in the delivery of this specialist training to Slavery Safeguarding Leads and multi-disciplinary panel members. We also trained a number of health practitioners, including paramedics, A&E staff and GPs.

Anti-Slavery Partnership

The Anti-Slavery Partnership (ASP) has gone from strength to strength this year, achieving its aims to grow wider than Avon and Somerset. The ASP has worked with partners to create an effective regional model and structure that has been implemented throughout the year. Working with the five police forces across the South West to establish local forums that then feed in centrally to the Regional Partnership has proved to be a successful model that in turn feeds into the police-led regional strategic governance group. Partners are engaged across the South West and the model has been viewed with interest from other areas and at governmental level.

Unseen Co-chairs both the Avon and Somerset and the Regional Partnership forums and the manager and co-ordinator for the ASP activity is seconded to Unseen to run this area of the business.

Influencing Society

This year we celebrated the Modern Slavery Bill becoming an Act (March 26th, 2015) of Parliament. Unseen was recognised nationally and by the Home Secretary through the work by Unseen’s CEO in leading the Centre for Social Justice Report: ‘It Happens Here’ as being the catalyst for the Modern Slavery Act. Unseen also successfully led the coalition of businesses, investors, NGO’s, faith communities and the public on the call for the inclusion of the Transparency in Supply Chains Clause (Section 54) in the Act. This part of the Act came into effect on October 29th, 2015.

In March and in conjunction with Unseen, Deloitte (UK and USA), Home Office and the US State Department organised a Tech Camp for major businesses and NGO’s in London investigating technological solutions in order to ensure Transparency in the Supply Chains. This was opened by the UK Minister for Modern Slavery, Karen Bradley.
Influencing Society - continued

In April our Managing Director was asked to write a paper regarding the resettlement issues facing survivors in the UK by the Chair of the Pontifical Academy of Social Sciences (PASS) at the Vatican. She presented the paper at the PASS plenary session in order to assist and inform the Vatican's response to Modern Slavery and was asked to assist in the writing of the final recommendations that were submitted to the Pope.

Internationally, our CEO was invited by the Taiwanese Government to present at their Annual Conference on Human Trafficking and to share methodologies and initiatives to combat modern slavery. He was also asked to present on the issue of Transparency in Supply Chains.

Unseen was invited to join the Clinton Global Initiative (CGI) in 2015 and our CEO attended the CGI Conference in September in New York and we are developing a Call to Action to help businesses develop a strategic response to the issues of modern slavery.

Unseen continues to attend the EU Civil Society Platform on Trafficking in Human Beings and our CEO was asked to present at the EU's annual conference marking Anti-Slavery Day in October in Brussels.

In late October and early November our CEO, in conjunction with the Home Office - Modern Slavery Unit's Deputy Head, met with both members of the US Federal Government, US Senators and separately the California Attorney General's Office to discuss the enactment of the Transparency in Supply Chains clause, the Modern Slavery Act and how Unseen and the Home Office have developed a collaborative model of working that has paid real dividends for improving the national response to modern slavery, refining survivor care and how the UK can lead to seeing the further extension of Transparency in Supply Chains legislation around the globe.

Discussions began with IOM (Jordan) around collaborative working in Jordan to deliver expert consulting on survivor care, a National Referral Mechanism and collaborative working with Government, as well as begin the process of starting Unseen (Jordan) to deliver services on the ground.

In November our CEO moderated at the Trust Law Conference in London on the issue of Data Integrity in the Modern Slavery arena, with delegates attending from across the globe.

Unseen managed the delivery of 'Vision for the Vulnerable' event. The event was a half-day conference for 80 church and ministry leaders from Bristol, held in Bristol Cathedral. Working with 3 other organisations; Beloved, One25 and Spring of Hope who work with vulnerable women in the Bristol area, the event served to raise awareness of the issues as well as promote the work of the four organisations and encouraged increased support from churches in the area. It highlighted the ability for agencies to work in partnership and come together under the common theme of tackling vulnerability in our communities.

The Unseen team regularly attended both local and national forums and meetings relating to violence against women and girls' strategy, homelessness and refugees ensuring slavery is on various agendas and recognised as a safeguarding issue.

We worked alongside the Human Trafficking Foundation and other Third Sector partners to develop, draft and publish the Trafficking Survivor Care Standards in order to improve the delivery of care to victims.
Achievements in 2015 – continued

Influencing Society – continued

Specifically, in relation to children, Unseen was tasked with and set up a trafficking taskforce group on behalf of Bristol Safe Guarding Children’s Board in order to improve the multi-agency response to child trafficking and slavery in the South West and to better understand the nature and scale of the issue locally.

Nationally, Unseen has visited and spoken at Local Government, Police and Crime Commissioner and Policing events as well as presenting in various schools, universities, businesses, churches and at fundraising events throughout the year to raise awareness of trafficking and slavery issues and the new legislation. Increasingly Unseen is presenting to businesses as a result of the Transparency in Supply Chains Clause and has presented at a number of events in partnership with the Chartered Institute of Procurement (CIPS).

Unseen continues to work with the UK Government to help develop and implement strategies to combat modern slavery. We are members of the Stakeholders Group which meets monthly with the Government Minister. We have fed into and produced papers on nationalising the Anti-Slavery Partnership that has been pioneered in the South West. We have also fed into consultations on the development of the Gangmasters Licencing Authority and long-term care for survivors of modern slavery. Our Managing Director has been invited to be a permanent member of the Regional Strategic Governance Group for Modern Slavery convened by Devon and Cornwall constabulary and Avon and Somerset constabulary’s Modern Slavery working group.

Public Benefit

The purpose of the Charity, to work towards a world without slavery, is inherently one which brings benefit to the public as a whole. In each area of our work - supporting survivors, equipping stakeholders, influencing society - our aims are aligned towards this societal transformation.

Our achievements in the past year reflect specific benefit which we have created, including:

- supporting survivors: 33 women have benefited from the safe house provision and a further 40 people from the RIO service. As well as these direct benefits, there is wider public benefit arising from supporting women in making a journey from being exploited to becoming net contributors to society.

- equipping stakeholders: the training delivered to frontline staff, most specifically the 135 individuals across Avon and Somerset police force area, will make a difference to how modern slavery is identified and tackled. In turn this will result in a society in which more victims are rescued and fewer vulnerable people are exploited.

- influencing society: most significantly, Unseen played a significant role in the process which led to the Modern Slavery Act and the inclusion of the Transparency in Supply Chains clause. This legislation will have an ongoing impact on society, not just in the UK but with a knock-on effect around the world, as modern slavery is more effectively tackled by the application of this law. The wide involvement of our senior staff in many parts of the world has influenced significant players to understand and attend to modern slavery issues, and we are confident will result in many more victims being rescued, and many more vulnerable people being prevented from falling into slavery.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015 - continued

Public Benefit - continued

The exact calculation of public benefit from our activities and initiatives becomes harder as these categories develop: while there are tangible results from supporting survivors, and to some extent from equipping stakeholders, influencing society is by its nature an area of work which is further removed from any obvious direct impact. But the difficulty in quantifying benefit from such activity makes it no less vital to achieving our vision, and indeed it is arguably this wider influence which will, over time, bear the most significant and sustainable transformation for the public.

Awards

Andrew Wallis, OBE

Unseen's CEO was awarded an OBE, in the Queen’s Birthday Honours, for his services to the Eradication of Human Trafficking and Modern Slavery.

Charity Times Awards - Charity of the Year, with an income of less than £1 million

This is awarded to a charity the judges believe has delivered outstanding service to its beneficiaries, promoted and raised its cause, been clear in its goals and strategy, demonstrated excellence, especially within the last year, but also, entrants should have an annual income of less than £1m while showing growth as an organisation since inception.

Charity Times Awards - Shortlisted - Rising CEO Star, Andrew Wallis

This is awarded to a UK-registered charity chief executive who has demonstrated dedication, professionalism and integrity throughout their short career, and who has produced an identifiably profound effect on the sector through their work and management and shows great potential going forward.

Lloyds Bank Foundation Charity Achievement Awards - Highly Commended - Championing Change

The Lloyds Bank Foundation Charity Achievement Awards are designed to recognise the amazing, life-changing work done by the small and medium sized charities they support.

GSK Impact Awards – Runner-up

The GSK IMPACT Awards have been running since 1997 and are designed to recognise and reward charities that are doing excellent work to improve people's health. They are funded by GlaxoSmithKline and managed in partnership with The King’s Fund.

Staffing

Unseen's staff team has grown over the past year both in our frontline delivery and support and development team.

We are determined and committed to ensuring as much funding as possible goes towards project staffing and intend to maintain a focused but lean support and development team structure. However, the Trustees are mindful of the potential for growth and development over the next 12 months and, to this end, have allocated a modest budget of 6% of next year’s total costs for this, ensuring that we invest in the infrastructure required as we expand and grow as an organisation.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015 - continued

Staffing - continued

Unseen operates a clear pay-scale which all staff are on. It is benchmarked to the NJC pay-scale which is widely used in the public and voluntary sectors.

Volunteers

Unseen are grateful to all those who have volunteered for the Charity of the last 12 months enabling Unseen to increase its reach and further its efforts to support survivors, educate the public about the realities of modern slavery and deliver invaluable support to the operational running of Unseen.

Unseen has been expanding its volunteer programme in 2015 expanding the range of opportunities available as well as the activities volunteers can get involved with. Unseen calculates 423 volunteer hours were used during 2015.

During 2015, Unseen’s administrative volunteer continued to provide invaluable support to the main office up until October when she was offered a paid role within the administration team. Since then we have advertised, interviewed and appointed a new volunteer administrator who will start with us in January 2016 which will expand the capacity of the team. The Charity also hosted an intern working with YWAM Bristol (Youth with a Mission) who spent 3 months in the Main Office lending her skills and experience to develop a strategy for engaging with churches over the next 3-5 years. This strategy has begun to be implemented from January 2016.

The numbers of volunteers signing up online is slowly increasing and during 2015 we have held a trial training group for those in the Bristol area interested in attending events to man stands or speak on Unseen’s behalf at events. The Charity is hoping to be able to develop this programme and the numbers of people able and ready to volunteer at events for us in 2016.

Supporters and Media

2015 saw the launch of the new Unseen website, to better signpost people to our projects work, training delivery, partnership working, information about the Charity and subject matter as well as making it easier to financially support the work of Unseen. Completely redesigned and restructured, the new website offers an increased functionality from the back end as well as an easy to navigate user interface. Since launching the website the Charity has received a lot of positive feedback about its ease of use as well as the clear and thorough information being provided.

From January to December 2015:

• 42,882 people visited the website in 2015 (74% new visitors)

• Traffic came from 165 countries, UK with 81%, US next with 6%, India and Poland both with 1% and the rest less than 1%

The Charity also increased its digital messaging:

• 5,873 supporters and donors were signed up to receive our quarterly newsletter (up by 1,611 on 2014)

• 47% of Unseen’s donors are regular donors. 72% of regular donors are those who specifically sponsor a room at WATER.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015 - continued

Supporters and Media - continued

- 4,346 Facebook fans, from 4,028 in 2014, 3,192 in 2013 and 2,144 in 2012.
- 5,794 followers on Twitter. This is up from 4,636 in 2014 and 3,500 in 2013. 52% of followers are located in the UK, 26% in the USA, 2% each for Canada, Australia and India. 63% of followers are female and 37% of followers are male.

Early in 2015, The Charity held a ‘Thank you!’ event, inviting our supporters (partner agencies and financial supporters) to celebrate with us the achievements of 2014/15 and to hear about our plans for the future. The event was a great success and achieved its aim of coming alongside those who have advocated for Unseen and supported our journey thus far.

Media

Unseen continues to work with the media, both print and broadcast, either to provide commentary and expert analysis on developing news stories or to contribute articles and thought leadership on the issue of modern slavery. The Charity has also been consulted as sector experts during the development phases for a number of major broadcast projects set for launch and broadcast in 2016.

As a result of our work on Transparency In Supply Chains legislation, Unseen is increasingly being interviewed by the trade press on the subject and how businesses can comply successfully with the new legislation.

Income Generation and Fundraising

This department has grown this year with the welcome addition of a Fundraising Officer (2.5 days a week) who joins the Fundraising Manager (4 days a week), making a total of two part-time staff. This has increased knowledge in the team, boosted the volume of trust applications made and enabled Unseen to continue to diversify its funding streams. Trusts now make up over 30% of the total year’s funding, while Government funding via our contract with The Salvation Army and other contract income is 42%. Individuals make up 24%, and of that 4.6% is regular giving, which we are working hard to increase, particularly via our Room Sponsorship scheme.

This year has also seen the Charity employ a part-time finance officer whose remit covers the consolidation, creation and management of budgets, analysis and reporting to Trustees and the Executive Team on the Charity’s financial performance which was previously carried out by the CEO and providing support to the fundraising department

Big Lottery continues to be a big supporter of our work, funding four salaries at our women’s safe-house and one in our resettlement service. The Charity applied for and was delighted to be successful in achieving funding for our new men’s safe-house project which will begin in 2016 when the project opens.

The Charity continued to promote regular giving this year and, encouragingly, raised £34,000 in this way during 2015. Of this total, £18,000 was generated by the Room Sponsorship Scheme for our women’s safe-house (WATER) and a small amount has already been raised for the children’s project which is due to open in 2016. We will also replicate this scheme when we open our new men’s project in 2016.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015 - continued

Income Generation and Fundraising - continued

‘Get Seen For Unseen’ was the Charity’s big campaign in 2015, which took place in October. The campaign was timed to coincide with the UK’s National Anti-Slavery Day on 18th October to capitalise on wider media awareness around this time. The event was covered by various print, radio and online media, including BBC Cornwall, BBC Bristol and The Bristol Post and generated new followers on Facebook, Twitter and Instagram.

The highlight was Bristol’s tallest church, St Mary Redcliffe Church, being lit up in neon colours (kindly donated by Enlightener Lighting), which could be seen for miles around. An 8m high banner was also draped over its façade to highlight modern slavery. The banner showed an image, donated by local illustrator Alex Lucas, who used the fairy tale of Cinderella to illustrate domestic servitude. The Charity’s Patron, Emelia Fox, also joined us for the campaign, dressing in neon on-set and tweeting to raise awareness of the issue.

2015 saw the introduction of Unseen’s first ethical product to be sold on its website: Unseen Keep Cups. Shortlisted as Ethical Product of the Decade by the Observer, they are the perfect way to enjoy a takeaway coffee and 42% of the sale price comes to Unseen. The Charity is now on the hunt for more items to add to this range of slave-free, sustainable products.

The focus for 2016 will be to expand the RIO service and launch the new children’s and men’s projects and UK Helpline and Resource Centre.

As in previous years, Clarke Willmott Solicitors in Bristol have very generously given Unseen office space, as well as the use of their meeting rooms and café. This equates to a significant cost saving for the Charity. This arrangement came amicably to an end in September 2015 due to ISO 14001 regulation changes and Unseen took on the rental of a new space for their main office.

In light of reduced public confidence in charities carrying out their fundraising duties to ethical and high standards, the Trustees have been made aware of the Etherington Review published in September 2015 and the Charity Commission’s CC20 Charities and Fundraising draft guidance published in December, which calls on Trustees to take greater responsibility for their charity’s fundraising activities. Unseen has ensured that all mailings state our policy of not sharing supporter details with any third parties and being able to opt out of any correspondence at any time. The Charity is watching closely to see what regulations are developed in 2016 to ensure we comply with them.

Financial Review


Factors contributing to the deficit on unrestricted funds (£38,636) include lower than expected voluntary income and a shortfall on charitable activities as well as an increase in overhead costs. This additional expenditure and the deficit on unrestricted funds were expected following the planned expansion of the organisational infrastructure in staffing and premises. This was discussed, planned and agreed by the Board of Trustees at the start of the financial year as critical to ensure that the Charity’s support team are up to strength to deal with the additional project work being planned. This investment will stand the Charity in good stead over the coming year.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015 - continued

Financial Review - continued

Likewise, the increase in restricted funds reflects funds raised for new projects to be launched in 2016 as well as the Charity’s ongoing projects.

Unseen recognises the valuable contribution of the following key organisations who supported our work over the past year:

- Allchurches Trust
- Ashworth Charitable Trust
- Big Lottery
- Bridge House Community Trust
- Bristol Cathedral
- Bristol City Council (Public Health)
- Comic Relief
- Clothworkers’ Foundation
- Dandia Charitable Trust
- Fuserna Foundation
- G F Eyre Charitable Trust
- Lloyds Bank Foundation for England & Wales
- Merchant Venturers
- Police & Crime Commissioner’s Community Action Fund
- Regional Organised Crime Unit
- St James’s Place Foundation
- Sir Halley Stewart Trust
- Soroptimists International
- Roger & Jean Jefcoate Trust

Reserves Policy

Unseen is determined to maintain a level of reserves equal to six months’ charitable expenditure in order to meet effectively the requirements of the long-term running of the Charity and in line with the requirements of the Charity Commission. This policy ensures the Charity has a buffer in the event of losing a major source of funding.

Whilst this target is currently met, the Trustees recognise that, with the planned expansion of the Charity’s operations the level of free reserves is likely to fluctuate and may go below this target over the forthcoming year.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2015 - continued

Plans for the future

The Charity’s focus and plans for the future are set out below:

- to continue to develop and strengthen the delivery of the WATER project
- to continue and expand a re-integration programme for survivors through the Resettlement Service to ensure longer term support is offered to all survivors
- to deliver accommodation and support service to male survivors of modern slavery
- to deliver an accommodation and support service to children to develop Unseen’s work internationally
- enhance the UK’s response to combatting Modern Slavery by launching the UK Helpline and Resource Centre
- to continue to develop diverse income streams, and in particular increase regular giving
- to successfully deliver on the 5-year strategy for 2015-2020
- to continue to be involved in strategic developments at national and international levels
- to continue to be committed to finding long-term, strategic and systemic solutions to the issue of trafficking and modern slavery

Auditors

The Auditors, Corrigan Associates Bristol LLP, will be proposed for re-election at the forthcoming Annual General Meeting. They have indicated their willingness to continue in office.

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

Chair: Daniel Morris
Date: 20/4/16

Trustee: Steve Daykin
Date: 30th April 2016
Report of the Independent Auditors to the Trustees of Unseen (UK)

We have audited the financial statements of Unseen (UK) for the year ended 31 December 2015 on pages eighteen to twenty-nine. The financial reporting framework that has been applied in their preparation is applicable law United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

This report is made solely to the charitable company's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under Section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors
As explained more fully in the Statement of Trustees Responsibilities set out on page three, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with regulations made under Section 154 of that Act.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements
An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements
In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 December 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:
- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.


Edward Corrigan (Senior Statutory Auditor)
For and on behalf of Corrigan Associates Bristol LLP
(Statutory auditors)
The Tramshed
25 Lower Park Row, Bristol, BS1 5BN

Date: 9 May 2016

Corrigan Associates Bristol LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.
Statement of Financial Activities
(Including an Income and Expenditure Account)
for the Year Ended 31 December 2015

<table>
<thead>
<tr>
<th>Notes</th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>2015 Total funds</th>
<th>2014 Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

**INCOMING RESOURCES**

Incoming resources from generated funds

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary income</td>
<td>108,314</td>
<td>7,862</td>
<td>116,176</td>
<td>144,269</td>
</tr>
<tr>
<td>Activities for generating funds</td>
<td>8,168</td>
<td>-</td>
<td>8,168</td>
<td>20,636</td>
</tr>
<tr>
<td>Investment income</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Incoming resources from charitable activities</td>
<td>342,641</td>
<td>272,747</td>
<td>615,388</td>
<td>560,013</td>
</tr>
<tr>
<td>Other incoming resources</td>
<td>16,106</td>
<td>-</td>
<td>16,106</td>
<td>2,167</td>
</tr>
<tr>
<td><strong>Total incoming resources</strong></td>
<td>475,229</td>
<td>280,609</td>
<td>755,838</td>
<td>727,085</td>
</tr>
</tbody>
</table>

**RESOURCES EXPENDED**

Costs of generating funds

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Costs of generating voluntary income</td>
<td>55,627</td>
<td>-</td>
<td>55,627</td>
<td>39,676</td>
</tr>
<tr>
<td>Charitable activities</td>
<td>426,188</td>
<td>212,586</td>
<td>638,774</td>
<td>528,687</td>
</tr>
<tr>
<td>Governance costs</td>
<td>32,050</td>
<td>-</td>
<td>32,050</td>
<td>25,232</td>
</tr>
<tr>
<td><strong>Total resources expended</strong></td>
<td>513,865</td>
<td>212,586</td>
<td>726,451</td>
<td>593,595</td>
</tr>
</tbody>
</table>

**NET INCOME/(EXPENDITURE) AND NET MOVEMENT IN FUNDS FOR THE YEAR BEING TOTAL COMPREHENSIVE INCOME**

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>(38,636)</td>
<td>68,023</td>
<td>29,387</td>
<td>133,490</td>
<td></td>
</tr>
</tbody>
</table>

**RECONCILIATION OF FUNDS**

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total funds brought forward</td>
<td>298,831</td>
<td>83,000</td>
<td>381,831</td>
<td>248,341</td>
</tr>
<tr>
<td><strong>TOTAL FUNDS CARRIED FORWARD</strong></td>
<td>260,195</td>
<td>151,023</td>
<td>411,218</td>
<td>381,831</td>
</tr>
</tbody>
</table>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure is derived from the Charity’s continuing activities.

The notes form part of these financial statements.
Unseen (UK)

Balance Sheet
as at 31 December 2015

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015</td>
<td>2015</td>
<td>2015</td>
</tr>
<tr>
<td>Notes</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>FIXED ASSETS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td>10</td>
<td>7,640</td>
<td>862</td>
</tr>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>11</td>
<td>62,267</td>
<td>-</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td></td>
<td>217,966</td>
<td>150,161</td>
</tr>
<tr>
<td></td>
<td></td>
<td>280,233</td>
<td>150,161</td>
</tr>
<tr>
<td>CREDITORS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due within one year</td>
<td>12</td>
<td>(27,678)</td>
<td>-</td>
</tr>
<tr>
<td>NET CURRENT ASSETS</td>
<td>252,555</td>
<td>150,161</td>
<td>402,716</td>
</tr>
<tr>
<td>TOTAL ASSETS LESS CURRENT LIABILITIES</td>
<td>260,195</td>
<td>151,023</td>
<td>411,218</td>
</tr>
</tbody>
</table>

Funds of the Charity

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted funds</th>
<th>Restricted funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015</td>
<td>2015</td>
<td>2015</td>
</tr>
<tr>
<td>Notes</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Unrestricted funds</td>
<td>13</td>
<td>260,195</td>
<td>-</td>
</tr>
<tr>
<td>Restricted funds</td>
<td>13</td>
<td>-</td>
<td>151,023</td>
</tr>
<tr>
<td>TOTAL FUNDS</td>
<td>260,195</td>
<td>151,023</td>
<td>411,218</td>
</tr>
</tbody>
</table>

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The notes on pages 21 to 29 form part of these financial statements.

The financial statements were approved by the Board of Trustees on ..........................................., and were signed on its behalf by:

CHAIR: DANIEL MORRIS
DATE: 30/4/16

TRUSTEE: STEVE DAYKIN
DATE: 20th April 2016
Unseen (UK)

Statement of Cash Flows
for the Year Ended 31 December 2015

<table>
<thead>
<tr>
<th>Notes</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>CASH USED IN OPERATING ACTIVITIES</td>
<td>1</td>
<td>37,321</td>
</tr>
<tr>
<td>CASH FLOWS FROM INVESTING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of tangible fixed assets</td>
<td>(6,856)</td>
<td>(5,105)</td>
</tr>
<tr>
<td>CASH USED IN FINANCING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase in cash and cash equivalents in the year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents at the beginning of the year</td>
<td>30,465</td>
<td>87,091</td>
</tr>
<tr>
<td>TOTAL CASH AND CASH EQUIVALENTS AT THE YEAR END</td>
<td>337,662</td>
<td>250,571</td>
</tr>
<tr>
<td></td>
<td>368,127</td>
<td>337,662</td>
</tr>
</tbody>
</table>

Unseen (UK)

Notes to the Statement of Cash Flows
for the Year Ended 31 December 2015

1. Reconciliation of net movement in funds to net cash flow from operating activities

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Net movement in funds</td>
<td>29,387</td>
<td>133,490</td>
</tr>
<tr>
<td>Depreciation charge for the year</td>
<td>3,264</td>
<td>2,442</td>
</tr>
<tr>
<td>Decrease/(increase) in debtors</td>
<td>9,357</td>
<td>(45,882)</td>
</tr>
<tr>
<td>(Decrease)/Increase in creditors</td>
<td>(4,687)</td>
<td>2,146</td>
</tr>
<tr>
<td><strong>Net cash used in operating activities</strong></td>
<td>37,321</td>
<td>92,196</td>
</tr>
</tbody>
</table>
1. ACCOUNTING POLICIES

Accounting Conventions
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Unseen (UK) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes set out below.

Statement of Compliance
Unseen (UK) is a company limited by guarantee and incorporated in England. The Registered Office is 103 First Floor, Deben House, 1-5 Lawrence Hill, Bristol, BS5 0BY.

The principal activities of the charity are the provision of help and assistance for those who are victims of human trafficking and raising awareness of human trafficking locally, regionally and nationally.

Reconciliation with previous Generally Accepted Accounting Practice
This is the first year in which the financial statements have been prepared under FRS 102 and the Charities SORP (FRS102).

In preparing the accounts, the Trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required.

At the date of transition (being 1 January 2014) no restatements were required as such a reconciliation of opening balances is not provided.

The financial statements are prepared in sterling which is the functional currency of the charity.

Preparation of the accounts on a going concern basis
Based on the level of reserves held and budgets and forecasts prepared, the trustees consider it appropriate to prepare the financial statements on the going concern basis.

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

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Income from grants is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

- Contract income in advance of the period to which it relates is deferred if performance criteria prevents recognition on receipt.
Notes to the Financial Statements - continued
for the Year Ended 31 December 2015

1. ACCOUNTING POLICIES - continued

Incoming resources - continued
- For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor’s intention to make a distribution. Where legacies have been notified to the Charity, or the Charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.
- Investment income is included when receivable.
- Incoming resources from charitable trading activity are accounted for when earned.

Resources expended
All resources expended are included in the Statement of Financial Activities during the period to which they are incurred, or on an accruals basis and inclusive of VAT which cannot be recovered since the Charity is not registered for VAT.
- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

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

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Depreciation Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixtures and fittings</td>
<td>Straight line basis over 3 years</td>
</tr>
<tr>
<td>Computers equipment</td>
<td>Straight line basis over 3 years</td>
</tr>
</tbody>
</table>

Debtors
Other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

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

**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.

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

**Operating lease commitments**
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

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

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

2. **LEGAL STATUS OF THE CHARITY**
The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

3. **INCOMING RESOURCES**

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Fund</th>
<th>Restricted Fund</th>
<th>Total</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015</td>
<td>2015</td>
<td>2015</td>
<td>2014</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Voluntary income</td>
<td>108,314</td>
<td>7,862</td>
<td>116,176</td>
<td>144,269</td>
</tr>
<tr>
<td>Activities for generating funds</td>
<td>8,168</td>
<td>-</td>
<td>8,168</td>
<td>20,636</td>
</tr>
<tr>
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<td>342,641</td>
<td>272,747</td>
<td>615,388</td>
<td>560,013</td>
</tr>
<tr>
<td>Other incoming resources</td>
<td>16,106</td>
<td>-</td>
<td>16,106</td>
<td>2,167</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>475,229</td>
<td>280,609</td>
<td>755,838</td>
<td>727,085</td>
</tr>
</tbody>
</table>


3. INCOMING RESOURCES - continued

During the year to 31 December 2015 the following Trust funds supported the work of the Charity:

<table>
<thead>
<tr>
<th>Fund</th>
<th>£ 2015</th>
<th>£ 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bristol City Council</td>
<td>17,000</td>
<td>-</td>
</tr>
<tr>
<td>Comic Relief</td>
<td>43,642</td>
<td>32,177</td>
</tr>
<tr>
<td>Fuserna Foundation</td>
<td>10,000</td>
<td>-</td>
</tr>
<tr>
<td>Merchant Venturers</td>
<td>5,000</td>
<td>-</td>
</tr>
<tr>
<td>Network For Social Change</td>
<td>-</td>
<td>16,431</td>
</tr>
<tr>
<td>Regional Organised Crime Unit (ROCU)</td>
<td>15,000</td>
<td>-</td>
</tr>
<tr>
<td>Sir Halley Stewart Trust</td>
<td>20,000</td>
<td>20,000</td>
</tr>
<tr>
<td>The Big Lottery</td>
<td>113,226</td>
<td>83,664</td>
</tr>
<tr>
<td>Lloyds Foundation for England and Wales</td>
<td>750</td>
<td>9,200</td>
</tr>
<tr>
<td>Police &amp; Crime Commission</td>
<td>30,000</td>
<td>-</td>
</tr>
<tr>
<td>Souter Charitable Trust</td>
<td>-</td>
<td>10,000</td>
</tr>
<tr>
<td>Roger &amp; Jean Jefcoate</td>
<td>5,000</td>
<td>-</td>
</tr>
<tr>
<td>SFIA Educational Trust</td>
<td>-</td>
<td>50,000</td>
</tr>
<tr>
<td>Freedom II Foundation</td>
<td>-</td>
<td>4,992</td>
</tr>
<tr>
<td>Other trust income</td>
<td>39,300</td>
<td>19,172</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>298,918</td>
<td>245,636</td>
</tr>
</tbody>
</table>
### 4. RESOURCES EXPENDED

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds 2015</th>
<th>Restricted Funds 2015</th>
<th>Total 2015</th>
<th>Total 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Costs of generating voluntary income:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fundraising</td>
<td>37,780</td>
<td>-</td>
<td>37,780</td>
<td>31,521</td>
</tr>
<tr>
<td>Event</td>
<td>7,254</td>
<td>-</td>
<td>7,254</td>
<td>2,146</td>
</tr>
<tr>
<td>Other legal and professional</td>
<td>4,061</td>
<td>-</td>
<td>4,061</td>
<td>3,375</td>
</tr>
<tr>
<td><strong>Support costs</strong></td>
<td>6,532</td>
<td>-</td>
<td>6,532</td>
<td>2,634</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>55,627</td>
<td>-</td>
<td>55,627</td>
<td>39,676</td>
</tr>
<tr>
<td><strong>Charitable activities:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supporting survivors</td>
<td>359,836</td>
<td>171,929</td>
<td>531,765</td>
<td>409,465</td>
</tr>
<tr>
<td>Equipping stakeholders</td>
<td>23,458</td>
<td>29,304</td>
<td>52,762</td>
<td>64,707</td>
</tr>
<tr>
<td>Influencing society</td>
<td>42,894</td>
<td>11,353</td>
<td>54,247</td>
<td>54,515</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>426,188</td>
<td>212,586</td>
<td>638,774</td>
<td>528,687</td>
</tr>
<tr>
<td><strong>Governance costs:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and travel expenses</td>
<td>26,074</td>
<td>-</td>
<td>26,074</td>
<td>21,103</td>
</tr>
<tr>
<td>Auditor’s remuneration</td>
<td>3,391</td>
<td>-</td>
<td>3,391</td>
<td>2,400</td>
</tr>
<tr>
<td>Trustees expenses</td>
<td>1,139</td>
<td>-</td>
<td>1,139</td>
<td>765</td>
</tr>
<tr>
<td>Support costs</td>
<td>1,446</td>
<td>-</td>
<td>1,446</td>
<td>964</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>32,050</td>
<td>-</td>
<td>32,050</td>
<td>25,232</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>513,865</td>
<td>212,586</td>
<td>726,451</td>
<td>593,595</td>
</tr>
</tbody>
</table>
5. **ALLOCATION OF SUPPORT COSTS AND OVERHEADS**

The breakdown of support costs and how these were allocated between the costs of generating voluntary income, charitable activities and governance is set out in the table below:

<table>
<thead>
<tr>
<th>Cost Type</th>
<th>Cost of generating voluntary income</th>
<th>Supporting survivors</th>
<th>Equipping stakeholders</th>
<th>Influencing society</th>
<th>Governance</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Premises costs</td>
<td>£280</td>
<td>£2,684</td>
<td>£266</td>
<td>£274</td>
<td>£350</td>
<td>£3,504</td>
</tr>
<tr>
<td>Staffing costs</td>
<td>£3,094</td>
<td>£57,495</td>
<td>£5,693</td>
<td>£5,854</td>
<td>£625</td>
<td>£72,761</td>
</tr>
<tr>
<td>Office costs and comms</td>
<td>£1,420</td>
<td>£13,787</td>
<td>£1,364</td>
<td>£1,404</td>
<td>£571</td>
<td>£18,546</td>
</tr>
<tr>
<td>Professional fees</td>
<td>£592</td>
<td>£15,250</td>
<td>£1,510</td>
<td>£1,553</td>
<td>£18,905</td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>£168</td>
<td>£1,610</td>
<td>£159</td>
<td>£164</td>
<td>£250</td>
<td>£2,351</td>
</tr>
<tr>
<td>Finance costs</td>
<td>£978</td>
<td>£9,371</td>
<td>£928</td>
<td>£954</td>
<td></td>
<td>£12,231</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>£6,532</td>
<td>£100,197</td>
<td>£9,920</td>
<td>£10,203</td>
<td>£1,446</td>
<td>£128,298</td>
</tr>
</tbody>
</table>

**Basis of apportionment**

The support costs listed above have been allocated to the various expenditure headings where either the expenditure has been directly incurred on the activity or apportioned based on staff time.

6. **STAFF COSTS**

The total staff cost for the company for the year ended 2015 was £457,085 (2014: £413,451) and comprises the following items:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and salaries</td>
<td>£417,089</td>
<td>£378,963</td>
</tr>
<tr>
<td>Social Security costs</td>
<td>£33,948</td>
<td>£28,988</td>
</tr>
<tr>
<td>Pension costs</td>
<td>£6,048</td>
<td>£5,500</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>£457,085</td>
<td>£413,451</td>
</tr>
</tbody>
</table>

Unseen employs 3 full-time and 19 part-time staff members at the WATER and RIO projects (2014: 4 and 12 respectively) and 3 full time and 5 part-time staff members in leadership and operations (2014: 2 and 6 respectively). One employee is paid over £60,000 pa. The increase in staffing costs in 2015 is due to recruitment of additional service delivery, fundraising, finance and admin support staff.

The Trustees acknowledge key management personnel within the organisation (the Executive Team), namely the CEO and Managing Director; costs incurred during 2015 on the Executive Team amount to £123,737; (2014: £117,581).
7. **TRUSTEES' REMUNERATION AND BENEFITS**

There was no remuneration nor other benefits paid to Trustees for their governance duties during the year ended 31 December 2015 nor for the year ended 31 December 2014.

As agreed by the Board and set out in the Trustees Report, one Trustee (Mr S Jeffries) will be paid for Anti-Slavery training undertaken for Unseen in 2015. An accrual of £1,800 has been made in respect of this fee.

**Trustees’ expenses**
The total expenses paid to the trustees for the year ended 31 December 2015 were £1,556 (2014: £765) and comprises the following items:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trustees expenses</td>
<td>1,556</td>
<td>765</td>
</tr>
</tbody>
</table>

4 Trustees' expenses were reimbursed in 2015 (2014: 3).

The increase in Trustees’ expenses is due to an extra Board Meeting and one additional Trustee than the previous year.

8. **OPERATING LEASE COMMITMENTS**

At 31 December the Charity had the following annual commitments under non-cancellable operating leases:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Motor vehicles</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expiring within one year</td>
<td></td>
<td>3,200</td>
</tr>
</tbody>
</table>

During 2015, the Charity leased one vehicle which under the terms of his remuneration package was available to Mr A. Wallis for both business and private use. The lease for this vehicle ended in October 2015.

9. **NET INCOMING RESOURCES**

Net resources are stated after charging:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditors' remuneration</td>
<td>3,391</td>
<td>2,400</td>
</tr>
<tr>
<td>Depreciation of owned fixed assets</td>
<td>3,264</td>
<td>2,442</td>
</tr>
<tr>
<td></td>
<td>6,655</td>
<td>4,842</td>
</tr>
</tbody>
</table>
10. **TANGIBLE FIXED ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>Fixtures and fittings £</th>
<th>Computer equipment £</th>
<th>Total £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>COST</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 January 2015</td>
<td>-</td>
<td>9,414</td>
<td>9,414</td>
</tr>
<tr>
<td>Additions</td>
<td>4,571</td>
<td>2,285</td>
<td>6,856</td>
</tr>
<tr>
<td><strong>At 31 December 2015</strong></td>
<td>4,571</td>
<td>11,699</td>
<td>16,270</td>
</tr>
<tr>
<td><strong>DEPRECIATION</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>As at 1 January 2015</td>
<td></td>
<td>4,504</td>
<td>4,504</td>
</tr>
<tr>
<td>Charge for the year</td>
<td>427</td>
<td>2,837</td>
<td>3,264</td>
</tr>
<tr>
<td><strong>At 31 December 2015</strong></td>
<td>427</td>
<td>7,341</td>
<td>7,768</td>
</tr>
<tr>
<td><strong>NET BOOK VALUE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 31 December 2015</td>
<td>4,144</td>
<td>4,358</td>
<td>8,502</td>
</tr>
<tr>
<td>At 31 December 2014</td>
<td>-</td>
<td>4,910</td>
<td>4,910</td>
</tr>
</tbody>
</table>

11. **DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

<table>
<thead>
<tr>
<th></th>
<th>2015 £</th>
<th>2014 £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other debtors</td>
<td>54,402</td>
<td>49,910</td>
</tr>
<tr>
<td>Prepayments and accrued income</td>
<td>7,864</td>
<td>21,714</td>
</tr>
<tr>
<td></td>
<td>62,266</td>
<td>71,624</td>
</tr>
</tbody>
</table>

12. **CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

<table>
<thead>
<tr>
<th></th>
<th>2015 £</th>
<th>2014 £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade creditors</td>
<td>8,694</td>
<td>17,418</td>
</tr>
<tr>
<td>Other taxes and social security costs</td>
<td>10,554</td>
<td>10,600</td>
</tr>
<tr>
<td>Other creditors</td>
<td>4,230</td>
<td>1,547</td>
</tr>
<tr>
<td>Accruals</td>
<td>4,200</td>
<td>2,800</td>
</tr>
<tr>
<td></td>
<td>27,678</td>
<td>32,365</td>
</tr>
</tbody>
</table>
### 13. MOVEMENT IN FUNDS

<table>
<thead>
<tr>
<th></th>
<th>At 1 January 2015</th>
<th>Incoming resources £</th>
<th>Resources expended £</th>
<th>Transfers £</th>
<th>At 31 December 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted funds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General</td>
<td>298,831</td>
<td>475,229</td>
<td>(513,865)</td>
<td></td>
<td>260,195</td>
</tr>
<tr>
<td></td>
<td>298,831</td>
<td>475,229</td>
<td>(513,865)</td>
<td></td>
<td>260,195</td>
</tr>
<tr>
<td>Restricted funds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WATER Project</td>
<td>-</td>
<td>133,707</td>
<td>(111,039)</td>
<td>-</td>
<td>22,668</td>
</tr>
<tr>
<td>Anti-Slavery Partnership</td>
<td>-</td>
<td>37,304</td>
<td>(29,304)</td>
<td>-</td>
<td>8,000</td>
</tr>
<tr>
<td>Resettlement &amp; Integration</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Project (RIO)</td>
<td>-</td>
<td>79,715</td>
<td>(56,449)</td>
<td>-</td>
<td>23,266</td>
</tr>
<tr>
<td>Children’s Project (CHIPS)</td>
<td>83,000</td>
<td>11,648</td>
<td>(1,608)</td>
<td>-</td>
<td>93,040</td>
</tr>
<tr>
<td>Men’s Project (MAP)</td>
<td>-</td>
<td>4,500</td>
<td>(2,833)</td>
<td>-</td>
<td>1,667</td>
</tr>
<tr>
<td>Support Team Fund</td>
<td>-</td>
<td>13,735</td>
<td>(11,353)</td>
<td>-</td>
<td>2,382</td>
</tr>
<tr>
<td></td>
<td>83,000</td>
<td>280,609</td>
<td>(212,586)</td>
<td>-</td>
<td>151,023</td>
</tr>
<tr>
<td>TOTAL FUNDS</td>
<td>381,831</td>
<td>755,838</td>
<td>(726,451)</td>
<td>-</td>
<td>411,218</td>
</tr>
</tbody>
</table>

#### Details of Restricted Funds

**Women’s Anti-Trafficking Emergency Refuge (WATER):** 24-hour staffed safe-house for women who have suffered exploitation and trafficking

**Anti-Slavery Partnership:** a collaboration between Unseen, regional police authorities and Bristol City Council to discover and respond to, incidents of human trafficking and exploitation

**Resettlement & Integration Project (RIO):** Resettlement, outreach and Integration project for men and women who have survived trafficking and exploitation

**Men’s Anti-Slavery Project (MAP):** final preparations to open a 24-hour staffed safe-house for men

**Children in a Place of Safety (CHIPS):** preparations to provide a 24-hour staff safe-house for children. Reserves of £93,040 for the CHIPS project are held with a view to launching the project in the first half of 2016. This follows our practice of ensuring funds are in place for the successful launch of projects in a financial positive situation in order to ensure resilience.

**Support Team Fund:** funds received to pay for back office support functions of project being undertaken.