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 2016
Unseen (UK)

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for the year ended 31 December 2016

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Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016

The Trustees present their report and financial statements for the year ended 31 December 2016. 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
Mrs Fiona Boobbyer
Mr Steve Daykin
Mr Jonathan Frank
Mrs Amanda Hamilton-Stanley (appointed 30 January 2016)
Mr Steven Jeffries
Ms Helen Pitches (resigned 30 January 2016)
Mrs Lorett Spierenburg
Mr Rob Taylor
Dr Jan Birtle (appointed 28 January 2017)

Executive Team:
Chief Executive Officer – Mr Andrew Wallis OBE
Managing Director – Mrs Kate Garbers
Executive Director – Ms Justine Currell

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 2016 – 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 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.

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, health and 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 and an interview with the CEO and Chair of Trustees in advance of appointment for all new Trustees, and on-going training of the current Trustees.

Meetings
Directors meet 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 was established in 2016.
Trustees’ Report
for the year ended 31 December 2016 – 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
The Trustees acknowledge their responsibility for the management and control of the organisation, and therefore are involved in the key aspects of the risk management process. Risks are explicitly identified and considered as part of the Trustees’ approach to making decisions, and an overall risk review activity is included in the charity’s annual governance calendar. The major risks to the charity have been reviewed during the year, and control systems and policies are in place to ensure that risks are appropriately identified and managed at all levels of the organisation.

Under the direction of the Trustees, the Senior Executive Team 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 and the Executive Team are subject to a DBS check.

All human resources processes have been outsourced to RSM HR Limited. Trustees are confident that as a result, all contracts, staff handbook and all procedures and policies comply with current employment legislation.
Trustees’ Report
for the year ended 31 December 2016 – continued

Accountability and Scrutiny
Unseen is committed to ensuring the charity is managed effectively and appropriately. The following are some examples of what has been done in 2016:

- Senior Executives and Managers across the business took part in the 360-review process. We continued to develop a culture at a board/executive level of high support and high challenge
- We continued to seek the advice and scrutiny of external experts e.g. auditors, fundraising consultants
- We continued to streamline and develop our monthly management information to provide a more comprehensive understanding of the organisation from a financial and operational perspective
- We continued to take steps to ensure the Trustees meet all legal obligations to the highest standard.

Related Parties
Trustees have no beneficial interest in the charity. Unseen’s ruling document permits the payment of trustees for the provision of services if certain conditions are met. Trustees are satisfied that all conditions have been complied with in regards to the arrangements outlined below. The board of trustees has regard to the Commission’s guidance on this subject and has taken it into account when making these decisions. Trustees will continue to monitor the following arrangements and the Trustees in question will not be present for any board discussions or votes on the subject.

In October 2015, the board signed a written agreement with Mr Steven Jeffries for him to deliver ad hoc Anti-Slavery training on behalf of the charity. Mr Jeffries was paid £1,800 under this agreement in 2016. Mr Jeffries is not an Unseen employee and is not being paid to carry out his trustee duties. In April 2016, the board signed a written agreement with Mr Anas Twassii, a related party of Mr. Rob Taylor, for him to provide consultancy work for Unseen in Jordan. Mr Twassii is not an Unseen employee. Mr Taylor is not an Unseen employee and is not being paid to carry out his trustee duties.

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
- UK Visa and Immigration
- UK Boarder Force
- Gangmasters Licencing Authority
- National Crime Agency: Modern Slavery and Human Trafficking Unit
- City Councils
- Local Authorities
- Children’s Services and Safeguarding Children and Adults Boards
- Devolved Administrations
- Regional and Local Anti-Slavery Partnerships and their members (statutory, law enforcement, third sector)
- Other NGOs to develop and deliver services to survivors of modern slavery and trafficking.

Unseen continued to be a sub-contractor during 2016 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 also works closely with a range of corporate partners to deliver the Modern Slavery Helpline and Resource Centre, including BT, Salesforce, Bristol Energy and Monsoon.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – 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, 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 Aims
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 a world without slavery.

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

- Collaborative
- Honourable
- Ambitious
- Dynamic
- Insightful
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

Comment from Chair of Trustees
2016 was a very significant year for Unseen.

In this report, you will read that Unseen opened the UK’s Modern Slavery Helpline as well as safe-house accommodation and support for male survivors of slavery. Both services were launched successfully and are making a valuable contribution to survivors and support agencies. Alongside this we grew our existing projects and expanded our training and consultancy offer.

This growth meant we doubled our turnover and headcount. We had anticipated a number of related challenges and I am pleased our planning has largely resulted in a successful absorption of this growth. For example, we have added capacity by appointing some very able managers (at different levels). But what impressed me the most was that our colleagues from all parts of the organisation have worked so hard to successfully integrate new people into both the organisation and our dynamic culture. It is my on-going belief that although survivors have experienced some of the worst of humanity they are now - in our Unseen team - experiencing some of the best.

Our financial position is healthy but - like many other charities - we will need to continue diversifying our income streams in order to maintain the sustainability of our current operations and to fund new projects. We have expanded our income generation and finance teams to help with this.

In 2017, we hope to finally open our service to children. In addition, we intend to continue growing our current services.

One day we hope to be able to close the charity because we’ve achieved our mission! To that end, we shall continue working with partners who share our goal. I am grateful to them, our volunteers, donors, funders and our staff team for all playing their part. Together we shall see a world without slavery.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

2016's Achievements

Supporting Survivors

WATER – Women’s Anti-Trafficking Emergency Refuge:
The women’s safe house was the first project opened by Unseen in 2011. The house provides 24-hour safe accommodation and high level support for up to eight female survivors of human trafficking and modern slavery.

In 2016, WATER supported 23 female survivors taking 17 new referrals in the year. Women in the house are supported to access a range of services as required including health care, psychological support, legal advice, and education opportunities. Some of the senior staff at the WATER project are also involved in supporting the police on modern slavery operations.

During 2016, the average stay at WATER was 145 days. Of the women, we supported:

- 100% accessed health care
- 69.5% accessed psychological support
- 78.2% accessed specialist legal advice
- 73.9% accessed education in the community
- 69.5% accessed education in house (Butterfly Project)

The top four countries of origin of the women supported by the WATER project were:

- Albania (21.74%)
- Nigeria (21.74%)
- Lithuania (8.7%)
- Romania (8.7%)
- Cameroon (4.36%)
- Eritrea (4.36%)
- Hungary (4.36%)
- India (4.36%)
- Latvia (4.36%)
- Pakistan (4.36%)
- Poland (4.36%)
- United States of America (4.36%)
- Vietnam (4.36%)

In 2016, we have increased access to a range of therapies, alternative to traditional talking therapies for our clients, to encourage increased self-esteem, empowerment and re-connection with self. This has included having two MA Music Therapy Student placements, working with Herbalists without Borders, Gardening for Health, Trauma Foundation South West Art Therapy, Pan Arts and See It from Her (photography). We have also provided music workshops, art sessions and gardening as therapeutic activities in house.

This year we have increased the whole team’s understanding of complex trauma so we are more equipped to work with survivors of trauma. This was through an in-house Post Traumatic Stress Disorder training day, but also through individuals sharing knowledge from external training they have attended. We have strengthened partnerships with Somerset & Avon Rape and Sexual Abuse Support (SARSAS), Herbalists without Borders, the local Salvation Army, Gardening for Health, University of Bristol, University of the West of England, Trauma Foundation South West and See It From Her. In doing so, we have increased awareness within these organisations of modern slavery and the support needs of survivors.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

MAP – Men’s Anti-Slavery Project
In June 2016, we opened our first project for male survivors of modern slavery and human trafficking. The house provides 24-hour safe accommodation and high level support for up to five male survivors of human trafficking and modern slavery. Survivors are encouraged to access support around their physical and psychological health needs, legal advice and education during their stay. Staff provide emotional support, practical coping skills and specialist advice around addiction.

Since opening MAP has supported 14 survivors. During 2016, the average stay at MAP was 66 days. Of the men, we supported:

- We have helped repatriate 30% of survivors referred to MAP
- 77% accessed medical care during their stay
- 30% were supported to find employment
- 87% of survivors who were surveyed said that they felt safe at MAP
- 38% have been assisted to contact loved ones back in their home country
- 28% have been referred to and seen by counselling services
- We have helped two survivors make criminal injuries compensation claims

The origin of the men supported by the MAP project in 2016 were:

- Polish (30%)
- Vietnamese (14%)
- Americas (7%)
- Czech (7%)
- Indian (7%)
- Lithuanian (7%)
- Romanian (7%)
- Slovakian (7%)
- Somali (7%)
- Sudanese (7%)

At MAP, we have supported four survivors to find full-time legitimate employment. This has helped to highlight that survivors of trafficking and modern slavery want an opportunity to independently provide for themselves and integrate into wider society. 36% of men at MAP worked on their English language with staff, including one survivor being encouraged to express himself through poetry. Staff have offered relaxation sessions and techniques to improve sleep hygiene to residents.

We have also helped four survivors safely return to their home country, arranging a continuation of support when they return. If they were to remain in the UK, they would have limited access to publicly funded benefits or support so there was a heightened risk of being re-trafficked or living in severe destitution.

We have made connections with local health services, including our local GP surgery who have gained a good understanding of our work and the complex needs of our clients. We have also established strong links with a local counselling service, facilitating a simple referral process. This has enabled our clients to access information and interventions in a timely manner.

Links we have made with employment agencies has been useful in helping survivors access legitimate work. This in turn has offered them routine, a sense of purpose and financial independence.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

RIO – Resettlement, Integration, and Outreach Service:
The RIO project provides practical and emotional support to victims of modern slavery living in the community. During 2016 we supported 49 individuals (and their families).

30 people have been through the Outreach service for an average of 180 days while their case was within the NRM. 19 individuals have received ongoing support following a positive Conclusive Grounds decision through the resettlement service, for an average of 63 days.

RIO staff’s support meant that:

- 61% of those who identified housing as a support need, were assisted in securing accommodation
- 75% of all survivors in the RIO service have been assisted to access health services
- 82% of people are accessing education in the community
- 55% of RIO clients were referred for professional psychological support

The top countries of origin of the survivors supported by the RIO service were:

- Albania (33%)
- Nigeria (14%)
- Vietnam (8%)
- Kenya (8%)
- Eritrea (6%)

2016 has seen an increase in staffing for this service, as well as a move to a bigger office to accommodate this. We have introduced the use of bank staff for when staff are at capacity for this service and we have also been able to roll out our resettlement service to all survivors in receipt of a positive conclusive grounds decision in Bristol.

86% of clients who completed an exit questionnaire on leaving the RIO service reported an increased feeling of being able to keep themselves safe.

RIO staff provide support to police on operations and welfare visits. In 2016 we attended 14 police operations totalling 94.5 staff hours. During the course of these operations, Unseen staff were able to speak to 57 potential victims of trafficking and modern day slavery. As an immediate result of these operations three victims consented to be entered the NRM and subsequently accessed support. Six people were arrested on Modern Slavery offences. Those potential victims that chose not to leave with us at the time, had their rights explained to them and were provided with details of who to contact when they are ready.

CHIPS – Children in a Place of Safety (Project in Development)
Once open (July 2017), this will be the first children’s home in the UK specifically for children who have been trafficked and is our first provision for victims under the age of 18. Children will have a safe place in which to begin recovering from their experiences with specialist support.

In 2016, we appointed a Children’s Service Manager. We have also raised awareness of the issues faced by trafficked children by attending local safeguarding meetings (missing and CSE groups) which has resulted in us being asked to offer advice and guidance regarding cases whilst the project is in development. We have been liaising with local authorities during the development of the project to ensure that it will meet their needs which has raised awareness of the issue and influenced local government responses to child victims of trafficking as we work to agree emergency placement protocols with social care and emergency duty teams. So far, the project has also received widespread support from every local authority we have visited.
Trustees’ Report
for the year ended 31 December 2016 – continued

Helpline and Resource Centre
In March 2016, Unseen won a Google.org funded bid, overseen by Polaris (US NGO) to develop and establish a new and enhanced UK-wide Modern Slavery Helpline (MS Helpline). By October 2016, the Helpline had established a base in Bedfordshire and recruited and delivered an intensive 4-week training programme to 11 employees. During its first three months of operation the Helpline received approximately 470 calls; co-hosted two launch events; launched a separate Helpline website; established a robust social media presence; and fulfilled multiple media requests. The Helpline is working with a wide range of partners to ensure that potential victims can be effectively identified and supported.

The Helpline is continuing to build an expansive directory of services, including special points of contact in police forces across the UK, contact information for each Local Authority’s safeguarding teams, and invited approximately 120 NGOs to join our Directory of Services, to be posted on the Helpline’s website.

The Helpline has secured four key corporate partnerships. Most importantly, we have secured BT as our founding partner. Through their support, we have procured the IT and telephony equipment needed to establish and run the Helpline effectively. BT has also provided wider support through a social media thunderclap which had a reach of over two million people, and developed video resources to raise awareness. We are also working with Salesforce, who has provided pro-bono support to deliver a case management platform to record call information and provide capability to run routine Helpline data reports. We have secured three-years of financial support from Monsoon and we are actively pursuing additional strategic sponsorships.

The Helpline is helping victims of modern slavery by offering emotional support and safety planning on the call and connecting them to a range of services including, safe housing, medical care, financial support, legal advice, counselling, and life skills coaching. The Helpline is raising awareness as to the extent and nature of modern slavery occurring within the UK, as well as the gaps in responses and services. The Helpline will be routinely sharing data with other charitable bodies and NGOs, as well as government entities and law enforcement agencies, to improve services for survivors of trafficking and increase well-informed, tailored prevention strategies across the UK.

Since launching on 10 October 2016, the MS Helpline has handled over 160 Modern Slavery cases, of which over 15% involved a potential victim directly contacting the Helpline, and in around 45% of cases, an individual in direct contact with a victim contacted the Helpline for support. Trained Advisers spoke with the victims or victims’ advocates regarding the circumstances of exploitation, safety planning, and options for services. The MS Helpline made approximately 100 referrals, in 2016, to safeguarding teams within Local Authorities for safeguarding, or to law enforcement for investigation and prevention. In multiple cases, the MS Helpline has facilitated victims entering the NRM and referrals have triggered police investigations.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

Equipping Stakeholders

Training
During 2016, Unseen’s face to face course for frontline professionals received CPD accreditation and we have expanded our team of trainers, improving our capacity to meet an increase in training requests. Throughout the year, we have trained over 1,200 individuals from over 80 different agencies and organisations including four Police Forces, the NHS, Local Authorities, Charities and Businesses.

Unseen’s training has developed an excellent reputation and most requests for sessions are repeat bookings, through word of mouth referrals or from agencies engaged with the Anti-Slavery Partnership.

During 2016, we continued 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.

With the development of the Modern Slavery Helpline and the employment of new staff, we have been able to expand our training to offer another package specifically aimed at businesses who are keen to ensure they keep slavery out of their supply chains and business practices where possible.

ASP - The Anti-Slavery Partnership
The Anti-Slavery Partnership’s mission is to support and enable the discovery of, and response to, incidents of modern slavery and exploitation. We do this through a victim-centred, multi-agency and collaborative community effort at both a local and regional level.

2016 saw the further development of the ASP across the South West. There is now an ASP board in Avon and Somerset, Devon and Cornwall, Gloucestershire, Swindon and Wiltshire and Dorset, mirroring the police force areas across the region. The regional board has expanded to include the chairs of each of these boards.

The regional ASP now has representation from over 20 different agencies and organisations, it has produced a problem profile toolkit (an operational guide for multi-agency visits), it has developed and built a relationship with the Strategic Governance Group (enforcement group for Modern Slavery in the region), and it has continued to share good practice across the South West.

Through the ASP boards, Unseen has been invited to conduct training sessions to equip frontline professionals with the specific knowledge and resources they need, as well as raising awareness of the issue more generally.

Due to the work of the ASP there has also been an increase of operational activity across the region and increased focus on the issue from statutory organisations within the partnership.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

Helpline and Resource Centre
The MS Helpline provides immediate support to any frontline professional that may encounter a potential victim by working with callers to help identify and respond effectively to instances of modern slavery and potential victims. During every call, the Helpline Adviser reviews the details of the situation for signs of trafficking/slavery and informs the individual on the ground as to their duties, advocates for the victim, and informs the professional of avenues available to access services for the survivor.

The Helpline is well placed to provide unique data to partners and stakeholders about modern slavery cases. We have produced working level statistics for the calls we have taken during the last quarter of 2016 and will start to produce regular public statistics in the first quarter of 2017. The statistics will include high level data reflecting the number of potential modern slavery cases, the type of exploitation, the number of victims indicated and the number and percentages of cases in which a victim or someone in direct contact with a victim called the Helpline. The Helpline is gathering and coordinating a new level of data and is well-positioned to identify new trends and geographic locations of trafficking and slavery to feed into law enforcement agencies and supporting prevention activities.

Additionally, since its launch, the Modern Slavery Helpline has engaged in over 20 presentations regarding Modern Slavery and how the Helpline is a key step towards ending modern slavery in the UK. Presentations in specific locations include data on the number and types of instances of modern slavery in the area reported to the Helpline. This type of information is not available from any other government body or charity.

Influencing Society

Senior Management
In May 2016, Unseen’s Executive Team expanded to include the Executive Director who is responsible for the development and running of the Modern Slavery Helpline and Unseen’s work on business transparency.

Unseen was invited to join the Clinton Global Initiative (CGI) in 2015 and our CEO attended the 2016 CGI conference in September in New York and launched 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.

In May 2016, Unseen’s CEO and Executive Director visited US NGO Polaris in Washington DC to discuss the setting up of the UK Modern Slavery Helpline. Polaris is providing on-going technical assistance to Unseen around the operation of the Helpline.

Discussions continued with the International Office of Migration in Jordan (IOM) around collaborative working in Jordan to deliver expert consulting on survivor care, a National Referral Mechanism and collaborative working with Government, as well as to begin the process of starting Unseen (Jordan) to deliver services on the ground. A visit to Jordan was undertaken by Unseen’s CEO and MD to deliver training and discuss collaboration.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

Senior Management (continued)
Unseen also engaged in some research and fact finding work to understand the issues being faced within a South African context to see if we were in a position to assist. On visiting, Unseen met with a range of government officials from different departments; including Deputy Director Generals, Heads of Departments, Directors, Managers and public servants. Unseen also met with social workers, safe house managers, academics and other stakeholders from the NGO community, who were interacting directly with survivors and those who were raising awareness of the issue, delivering training and attempting to ensure a co-ordinated approach to the issue within the country. Since visiting we have written a brief which has been shared with partners we met outlining support we could offer, as we had a volunteer on the ground. A few further meetings have since been attended in Cape Town to try and move this offer forward but there has been no uptake at this stage.

This year, People against Poverty asked Unseen to support them to understand the issue of slavery and trafficking specifically in regard to work they do with children in Romania. We worked with them to deliver a workshop for the young people they are engaged with about trafficking, the signs to spot, how to travel safely and things to watch out for. As part of our prevention work this package and training for staff on the ground in Romania will be rolled out in 2017.

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

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 because of the Transparency in Supply Chains clause and has presented at several events in partnership with the Chartered Institute of Procurement (CIPS).

Unseen’s Managing Director worked with the University West of England to produce an independent report on the effectiveness of the training of NRM Pilots. This report was published in June and was received well by partner organisations. Throughout 2016, Unseen’s MD continued to be included on multi-disciplinary panels to make NRM decisions for potential victims and has continued to work with the Home Office to review this process. Unseen sat on two panel conferences in 2016 and reviewed 20 cases of potential victims of trafficking and slavery.

This year, Unseen’s MD was also invited to participate in the National Threat Group to work with national policing, Home Office and Law Enforcement partners to develop a partnership framework based on Unseen’s work with the Anti-Slavery Partnership in the South West region.

Unseen continues to actively work with the UK Government to help develop and implement strategies to combat modern slavery. We are members of the Modern Slavery Strategy Implementation Group which meets quarterly with the Government Minister. We have also been working with the Modern Slavery Unit at the Home Office helping to develop statutory guidance in relation to victim support.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

Helpline and Resource Centre
Lack of accurate data is one of the largest obstacles often highlighted in combatting modern slavery. Concomitantly, one of the key priorities of the Helpline is to receive, categorise and publish new data on modern slavery occurring within the UK. The MS Helpline has created a new stream of information and has already begun identifying new trends and new geographic hotspots. The Helpline is working collaboratively with a range of partners to identify opportunities to share data and break down data silos.

In addition to increasing timely information on instances of exploitation, the Helpline is well-placed to identify systemic gaps in responses and access to services. Not only through looking at aggregate data of incoming calls, but also by analysing data of outgoing referrals, the Helpline can identify recurring obstacles across the UK in identifying victims and in ensuring access to services.

As such, the Helpline has already informed key dialogues with the Home Office, devolved governments, police, National Crime Agency, other NGOs, and government entities. The Helpline is well placed to support UK law enforcement agencies and is already involved in key law enforcement activities where the involvement of the Helpline and its early trend analysis is beneficial.

Ambassadors and Patrons
We continue to work with Emilia Fox as our patron and are grateful for her continued support.

2016 saw the development of the Ambassador Programme with Unseen and has set the scene for growth and development in 2017. By the end of 2016, Unseen had eight Faith Ambassadors each representing a different church, diocese or religious group from Gloucester through to Plymouth, two Individual Ambassadors as well as one Helpline specific ambassador, James Ewins QC. The programme has enabled awareness raising (within ambassadors’ personal networks) of the issue and the work of Unseen. The Ambassadors have spoken at events on our behalf, sold Keep Cups, raised money and promoted our campaigns and events.

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 the following:

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<th>Project Goals</th>
<th>Supporting Survivors</th>
<th>Equipping Stakeholders</th>
<th>Influencing Systemic Change</th>
</tr>
</thead>
</table>
| WATER | • Supported 23 female survivors | • Favour’s story broadcast on BBC television - impact on public perception  
• Providing anonymised feedback from our frontline work to equip partner agencies with clear, up-to-date information about issues facing victims and survivors | |
## Unseen (UK)

### Trustees’ Report
for the year ended 31 December 2016 – continued

<table>
<thead>
<tr>
<th>Project Goals</th>
<th>Supporting Survivors</th>
<th>Equipping Stakeholders</th>
<th>Influencing Systemic Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MAP</strong></td>
<td>• Supported 14 male survivors since opening (Spring 2016)</td>
<td>• Providing anonymised feedback from our frontline work to equip partner agencies with clear, up-to-date information about issues facing victims and survivors</td>
<td></td>
</tr>
<tr>
<td><strong>RIO</strong></td>
<td>• Supported 49 individuals (and their families) to prevent destitution, homelessness &amp; re-exploitation to prevent clients being reliant upon the public purse</td>
<td>• Providing anonymised feedback from our frontline work to equip partner agencies with clear, up-to-date information about issues facing victims and survivors</td>
<td></td>
</tr>
<tr>
<td><strong>CHIPS</strong></td>
<td></td>
<td>• Raised awareness within partner agencies through attending local safeguarding meetings (missing and CSE groups)</td>
<td>• Influencing local government to understand the response needed for child victims of trafficking</td>
</tr>
</tbody>
</table>
| **Helpline**  | • Available to anyone, victim, member of public, business, frontline professional  
• Handled over 150 Modern Slavery cases. Over 15% involved a potential victim directly contacting the Helpline. About 45% of cases, supported an individual in direct contact with a victim  
• Provided approximately 100 referrals to safeguarding teams or to law enforcement  
• In multiple cases, the Helpline has facilitated victims entering the NRM, referrals have triggered police investigations | • Produced printed materials which are weekly posted throughout the UK to equip stakeholders identify and act  
• Enables any stakeholder to act in response to witnessing suspected modern slavery  
• Engaged in over 20 presentations regarding Modern Slavery and how the Helpline is a key step towards ending modern slavery in the UK | • Has responded to 10 media requests thereby increasing the amount of informed, data-backed awareness by the public |
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

<table>
<thead>
<tr>
<th>Project Goals</th>
<th>Supporting Survivors</th>
<th>Equipping Stakeholders</th>
<th>Influencing Systemic Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training</td>
<td></td>
<td>• We have trained over 1,200 People from 80+ different agencies, increasing awareness amongst frontline professionals and equipping them to act</td>
<td>• Where requested, we work with commissioning managers to tailor training package for specific agency which can highlighting potential gaps in agencies procedures – influencing changes in practice through advice and training</td>
</tr>
</tbody>
</table>
| ASP           | • Multi-agency visits support victims that may be encountered by informing individuals of their rights and offering entry into the NRM | • The ASP has enabled partnership working throughout the South West between various statutory agencies and NGOs  
• The ASP has enabled the sharing of information, increased gathering of intelligence, and increased awareness amongst frontline professionals | • The ASP has influenced a collaborative and joined up response to Modern Slavery across the South West  
• Nationally we have been involved in conversations about rolling partnerships out more widely |
| Other         | • As a member of Multi-Disciplinary Panels - supporting survivors to get the right Conclusive Grounds Decisions and outcomes | • Involvement in governments NRM pilot review – highlighting issues with the current system (based on our frontline experience) and inputting suggestions and solutions to overcome these |

Awards
Future in Review: Freedom Fighter – Andrew Wallis OBE in recognition of the work around the Modern Slavery Act and Transparency in Supply Chains as well as engaging the technology sector to develop innovative responses to modern slavery.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

Staffing and Organisational Structure
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 have a focused but lean support and development team structure.

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. We are undertaking a review of this in conjunction with HR and our remuneration committee in 2017.

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.

We have maintained our volunteer programme in 2016 and have offered volunteer opportunities at various events throughout the year taking on roles such as hosting information stands and marshalling larger events. We have also been able to offer two more substantial volunteering opportunities in relation to our Neon Night Walk, our fundraising event that happened in October. With oversight from the fundraising team, these two volunteers took the lead in the design and delivery of the event.

We have had continued administrative support throughout the year from a variety of volunteers offering a variety of days and commitments.

The numbers of volunteers signing up online is slowly increasing and we are always looking for new opportunities for individuals to help. We have calculated that over 940 volunteer hours were used during 2016.

Supporters and Social media
From January to December 2016:

- 48,420 people visited the website (72% new visitors)
- The top countries traffic came from are UK with 80%, US next with 5.5%, Russia with 2.5% and India, Germany, Canada, Australia, France and South Africa with less than 1% each.

We also increased our digital messaging:

- 6,876 supporters and donors were signed up to receive our quarterly newsletter (up by 1,003 on 2015)
- 49% of Unseen’s donors are regular donors. 51% of regular donors are those who specifically sponsor a room at WATER or MAP.
- 4,884 Facebook fans at the end of 2016, from 4,346 in 2015.
- 7,281 followers on Twitter at the end of 2016, from 5,794 in 2015. 52% of followers are in the UK, 25% in the USA, 3% in Canada, 3% in Australia, 2% in India and less than 1% in South Africa, France, Ireland, Netherlands and Germany. 67% of followers are female and 33% of followers are male.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

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 on several occasions in regard to breaking news stories.

As a result of our ongoing work to embed 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
Throughout 2016, we have received incredible support in aid of our work. All at Unseen are very appreciative of our supporters and donors who choose to donate their time, money and resources to ensure our work towards stopping slavery can happen.

Again, this year we have received funding from organisations such as Big Lottery, Comic Relief and the Police and Crime Commissioner, all of which we have a long-standing relationship with. We received funding from Google.org to set up and run the UK’s new enhanced Modern Slavery Helpline. We began several new relationships with Trusts and Foundations such as the Women’s Foundation and the Mall Fountain Fund, which provided funding towards a gardening project at the women’s safe-house.

We have also received vital support this year from businesses. We began a two-year ‘Charity of the Year’ relationship with Clarke Willmott Solicitors and were also supported by Synergy Creative and Policy Press. Churches, schools, community groups and individuals also showed their support for Unseen, highlights included a charity abseil, a 12-hour relay, and the third Bristol Ball fundraiser.

A new ‘Sponsor a Room’ scheme was launched when our men’s safe-house opened, providing sustainable funding for the service. The men’s safe house also provided us with the opportunity to dispel some myths about the non-existence of male modern-day slaves in fundraising communications.

‘Let’s Nail It!’ was the Charity’s big campaign in 2016, which was launched in October during Anti-Slavery week. This year-long campaign aims to raise awareness of modern slavery in the UK and encourages at least 13,000 people to stand in solidarity with slaves by painting their nails and donating to keep our safe-houses open. ‘Let’s Nail It!’ utilises a range of new images and graphics designed to engage members of the public with the reality of what modern slavery looks like in the UK. Staff, survivors, and supporters all joined in, posting pictures on social media, taking part in events and raising thousands to keep our safe houses open.

The highlight of our Anti-Slavery week activities this year was our Neon Night Walk. Participants completed laps of the illuminated course at Leigh Woods, Bristol, and raised over £6,000 for Unseen. St Mary Redcliffe Church, Bristol, also lit the building up in neon colours (kindly donated by Enlightened Lighting), which could be seen for miles around. An eight-meter-high banner was draped over its façade to highlight modern slavery.

The fundraising department has grown again this year with the new addition of a full-time Lead Fundraising Manager who joined the team in December. This quickly increased the knowledge, capacity and expertise in the team and work has begun on strategizing for future growth.

Towards the end of 2016 we received the positive news that we had been awarded European Union funding and a new grant from the Big Lottery which will provide crucial funding for the Women’s Safe-House and the Resettlement Service.
Unseen (UK)

Trustees’ Report
for the year ended 31 December 2016 – continued

Financial Review
Income of £1,710,672 (2015: £755,838) was received in the year to 31 December 2016 whilst expenditure during the year amounted to £1,134,967 (2015: £726,451). This resulted in a combined surplus of £575,705 (2015: £29,387), comprising a surplus of £77,459 on unrestricted funds and £498,246 increase in restricted funds. Total reserves at the year-end amounted to £986,923 (2015: £411,218) comprising unrestricted funds of £337,654 (2015: £260,195) and restricted funds of £649,269 (2015: £151,023).

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

- Big Lottery
- Google.org
- Bristol City Council (Public Health)
- Comic Relief
- G F Eyre Charitable Trust
- Lloyds Bank Foundation for England & Wales
- Avon & Somerset Police & Crime Commissioner
- Regional Organised Crime Unit
- The Women’s Foundation
- John James Bristol Foundation
- Sport for Freedom
- The Emerton Christie Charity
- Burden Trust
- People’s Postcode Trust
- Quartet Express Programme
- Swan Mountain Trust
- Trusthouse Charitable Foundation
- Swire Charitable Trust
- Mall Fountain Fund
- Kilgreggan Trust
- Rolfe Charitable Trust
- Peter Stebbings Memorial Charity
- Didymus Charitable Trust
- The Bridging Fund Charitable Trust
- Safer Bristol Partnership
- Mayor’s Fund for Bristol
- Wixamtree Trust

Reserves Policy
Unseen is determined to maintain a minimum level of reserves equal to six months’ unrestricted charitable expenditure budgeted for the forthcoming year to meet effectively the requirements of the long-term running of the Charity, to provide investment for new initiatives and to play a supporting role should there be a shortfall in restricted income on any of the operational projects. This is 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.

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

- to continue to develop and strengthen the delivery of existing projects
- 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 an accommodation and support service to children
- to develop Unseen’s work internationally
- to enhance the UK’s response to combatting Modern Slavery via the UK Helpline and Resource Centre
- to continue to develop diverse income streams, and in particular increase regular giving
- to successfully deliver on the five-year strategy for 2015-2020
- to continue to build positive partnerships with corporates
- 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 including looking at the application of technology.
Trustees’ Report
for the year ended 31 December 2016 – continued

Fundraising statement
Unseen is fully compliant with Section 13 of the Charities (Protection and Social Investment) Act 2016.

Unseen’s fundraising approach centred on trusts and foundations, government funding, voluntary donations from supporters through appeals, events and campaigns. We had several corporate partnerships who took part in office fundraising and donated their services/products as gifts in kind.

Unseen did not use any professional fundraisers in 2016 or have any partnerships with commercial participators, there has therefore been no instances of failure to comply with a scheme or standard cited.

Unseen was not part of any fundraising schemes or standards in 2016. We are registering with the new Fundraising Regulator in 2017. Unseen monitors all activity undertaken by members of Unseen’s fundraising team and did not employ any third parties to conduct fundraising on our behalf.

Individual members of Unseen’s fundraising team are members of the Institute of Fundraising, channelling knowledge, best practice and expertise into fundraising activities. Unseen or anyone acting on its behalf has not had any complaints received about fundraising activities that have been undertaken.

To protect vulnerable people and others from unreasonable intrusion on a person’s privacy, unreasonably persistent approaches or undue pressure to give, in the course of, or in connection with fundraising for the charity, Unseen has an opt out mechanism on all of its fundraising materials, so that supporters can cease our communications with them at any time.

We have not contacted any person who is not a proactive supporter of Unseen. Unseen has not conducted wealth screening or bought ‘cold’ lists. Unseen does not conduct telephone, door to door or street fundraising to the general public.

If we have a reason to believe that a person may be vulnerable, we do not contact that person for fundraising purposes.

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 has been prepared in accordance with the provision of Part 15 of the Companies Act 2006 relating to small companies.

This report was approved by the Board of Trustees on 19 Jun 2017 and signed on their behalf by:

Chair: Daniel Morris
Date: 19/6/17

Trustee: Steve Daykin
Date: 19/6/2017
Report of the Independent Auditors to the Members of Unseen (UK)

We have audited the financial statements of Unseen (UK) for the year ended 31 December 2016 on pages twenty two to thirty three. 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 members, as a body, in accordance with chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, 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. 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 2016 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.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
in the light of our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law have not been made; or
- we have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Report.

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: 19 June 2017
Unseen (UK)

Statement of Financial Activities
(including an Income and Expenditure Account)
for the Year Ended 31 December 2016

<table>
<thead>
<tr>
<th>INCOME FROM:</th>
<th>Unrestricted Funds £</th>
<th>Restricted Funds £</th>
<th>2016 Total funds £</th>
<th>2015 Total funds £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations and legacies</td>
<td>3 118,471</td>
<td>42,649</td>
<td>161,120</td>
<td>116,176</td>
</tr>
<tr>
<td>Charitable activities:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supporting survivors</td>
<td>4 421,761</td>
<td>1,066,013</td>
<td>1,487,774</td>
<td>586,084</td>
</tr>
<tr>
<td>Equipping stakeholders</td>
<td>4 - 50,092</td>
<td>50,092</td>
<td></td>
<td>29,304</td>
</tr>
<tr>
<td>Influencing society</td>
<td>4 - -</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other trading activities</td>
<td>1,738</td>
<td>-</td>
<td>1,738</td>
<td>8,168</td>
</tr>
<tr>
<td>Other incoming resources</td>
<td>6,198</td>
<td>3,750</td>
<td>9,948</td>
<td>16,106</td>
</tr>
</tbody>
</table>

**Total income**

548,168                        1,162,504    1,710,672     755,838

<table>
<thead>
<tr>
<th>EXPENDITURE ON:</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Raising funds</td>
<td>5 58,077</td>
<td>-</td>
<td>58,077</td>
<td>58,194</td>
</tr>
<tr>
<td>Charitable activities:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supporting survivors</td>
<td>5 353,214</td>
<td>611,781</td>
<td>964,995</td>
<td>556,310</td>
</tr>
<tr>
<td>Equipping stakeholders</td>
<td>5 7,451</td>
<td>52,477</td>
<td>59,928</td>
<td>55,197</td>
</tr>
<tr>
<td>Influencing society</td>
<td>5 51,967</td>
<td>-</td>
<td>51,967</td>
<td>56,750</td>
</tr>
</tbody>
</table>

**Total expenditure**

470,709                        664,258      1,134,967     726,451

**NET INCOME/(EXPENDITURE) BEING NET**
**MOVEMENT IN FUNDS**

77,459                         498,246      575,705       29,387

**RECONCILIATION OF FUNDS:**

| Total funds brought forward     | 260,195            | 151,023           | 411,218             | 381,831             |

**TOTAL FUNDS CARRIED FORWARD**

337,654                        649,269      986,923       411,218

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 on pages 25 to 33 form part of these financial statements.
Unseen (UK)

Balance Sheet
as at 31 December 2016

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds 2016</th>
<th>Restricted Funds 2016</th>
<th>Total 2016</th>
<th>Total 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Notes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FIXED ASSETS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td>11</td>
<td>4,269</td>
<td>16,566</td>
<td>20,835</td>
</tr>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>12</td>
<td>78,782</td>
<td>28,287</td>
<td>107,069</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>12</td>
<td>318,122</td>
<td>639,762</td>
<td>957,884</td>
</tr>
<tr>
<td></td>
<td></td>
<td>396,904</td>
<td>668,049</td>
<td>1,064,953</td>
</tr>
<tr>
<td>CREDITORS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due within one year</td>
<td>13</td>
<td>(63,519)</td>
<td>(35,346)</td>
<td>(98,865)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NET CURRENT ASSETS</td>
<td>333,385</td>
<td>632,703</td>
<td>966,088</td>
<td>402,716</td>
</tr>
<tr>
<td>TOTAL ASSETS LESS CURRENT LIABILITIES</td>
<td>337,654</td>
<td>649,269</td>
<td>986,923</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 25 to 33 form part of these financial statements.

The financial statements were approved by the Board of Trustees on 19 June 2017 and were signed on its behalf by:

**Chair: Daniel Morris**

**Date: 19/6/17**

**Trustee: Steve Daykin**

**Date: 19/6/2017**
Unseen (UK)

Statement of Cash Flows
for the Year Ended 31 December 2016

<table>
<thead>
<tr>
<th>Notes</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>CASH USED IN OPERATING ACTIVITIES</td>
<td>1</td>
<td>592,041</td>
</tr>
<tr>
<td>CASH FLOWS FROM INVESTING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of tangible fixed assets</td>
<td>(2,284)</td>
<td>(6,856)</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>589,757</td>
</tr>
<tr>
<td>Cash and cash equivalents at the beginning of the year</td>
<td></td>
<td>368,127</td>
</tr>
<tr>
<td>TOTAL CASH AND CASH EQUIVALENTS AT THE YEAR END</td>
<td></td>
<td>957,884</td>
</tr>
</tbody>
</table>

Unseen (UK)

Notes to the Statement of Cash Flows for the Year Ended 31 December 2016

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

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Net movement in funds</td>
<td>575,705</td>
<td>29,387</td>
</tr>
<tr>
<td>Depreciation charge for the year</td>
<td>5,745</td>
<td>3,264</td>
</tr>
<tr>
<td>Gift in kind – donated assets</td>
<td>(15,794)</td>
<td>-</td>
</tr>
<tr>
<td>(Increase)/decrease in debtors</td>
<td>(44,803)</td>
<td>9,357</td>
</tr>
<tr>
<td>Increase/(decrease) in creditors</td>
<td>71,188</td>
<td>(4,687)</td>
</tr>
<tr>
<td>Net cash used in operating activities</td>
<td>592,041</td>
<td>37,321</td>
</tr>
</tbody>
</table>
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. The financial statements are prepared in sterling which is the functional currency of the charity.

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.

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.

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.

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 a 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.
ACCOUNTING POLICIES - continued

Donated services and facilities
Donated 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 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.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the supporters is not recognised and refer to the trustees' annual report for more information about their contribution.

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

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

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

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

Allocation of support costs
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the activities of the charity. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

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</th>
<th>Depreciation Rate</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 and provisions
Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

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.

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. DONATIONS AND LEGACIES

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations</td>
<td>129,765</td>
<td>98,038</td>
</tr>
<tr>
<td>Sponsor a room</td>
<td>31,355</td>
<td>18,138</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>161,120</strong></td>
<td><strong>116,176</strong></td>
</tr>
</tbody>
</table>

During the year, contributions were received towards the running of charity and certain activities the charity undertakes. Of the £161,120 received in 2016, £118,471 is included within unrestricted funds and £42,649 has been received that is restricted to specific projects.

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.
4. **INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

<table>
<thead>
<tr>
<th></th>
<th>Supporting survivors</th>
<th>Equipping stakeholders</th>
<th>Influencing society</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service income</td>
<td>400,381</td>
<td>-</td>
<td>-</td>
<td>400,381</td>
<td>299,399</td>
</tr>
<tr>
<td>Training</td>
<td>28,336</td>
<td>-</td>
<td>-</td>
<td>28,336</td>
<td>12,289</td>
</tr>
<tr>
<td>Grants received</td>
<td>1,059,057</td>
<td>50,092</td>
<td>-</td>
<td>1,109,149</td>
<td>303,700</td>
</tr>
<tr>
<td></td>
<td>1,487,774</td>
<td>50,092</td>
<td>-</td>
<td>1,537,866</td>
<td>615,388</td>
</tr>
</tbody>
</table>

Of the £1,537,866 received in 2016, £421,761 is included within unrestricted funds and £1,116,105 has been received that is restricted to specific projects.

During the year to 31 December 2016 the following Trusts funds and other institutions supported the work of the Charity which are included in grants received above:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bristol City Council</td>
<td>21,500</td>
<td>17,000</td>
</tr>
<tr>
<td>Comic Relief</td>
<td>44,515</td>
<td>43,642</td>
</tr>
<tr>
<td>Fuserna Foundation</td>
<td>-</td>
<td>10,000</td>
</tr>
<tr>
<td>Merchant Venturers</td>
<td>-</td>
<td>5,000</td>
</tr>
<tr>
<td>Regional Organised Crime Unit</td>
<td>15,000</td>
<td>15,000</td>
</tr>
<tr>
<td>(ROCU)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sir Halley Stewart Trust</td>
<td>7,500</td>
<td>20,000</td>
</tr>
<tr>
<td>The Big Lottery – WATER/RIO</td>
<td>24,873</td>
<td>99,491</td>
</tr>
<tr>
<td>The Big Lottery – MAP</td>
<td>155,505</td>
<td>-</td>
</tr>
<tr>
<td>The Big Lottery – Other</td>
<td>3,572</td>
<td>13,735</td>
</tr>
<tr>
<td>Lloyds Foundation for England</td>
<td>6,250</td>
<td>750</td>
</tr>
<tr>
<td>and Wales</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police &amp; Crime Commission</td>
<td>38,800</td>
<td>30,000</td>
</tr>
<tr>
<td>Roger &amp; Jean Jeffcoat Trust</td>
<td>-</td>
<td>5,000</td>
</tr>
<tr>
<td>Peoples Postcode Lottery</td>
<td>20,000</td>
<td>-</td>
</tr>
<tr>
<td>Burdens</td>
<td>6,000</td>
<td>-</td>
</tr>
<tr>
<td>Women’s Foundation</td>
<td>12,500</td>
<td>-</td>
</tr>
<tr>
<td>Google.org</td>
<td>500,010</td>
<td>-</td>
</tr>
<tr>
<td>Devon &amp; Cornwall</td>
<td>10,980</td>
<td>-</td>
</tr>
<tr>
<td>IHG Foundation</td>
<td>42,381</td>
<td>-</td>
</tr>
<tr>
<td>Trusthouse CT</td>
<td>8,000</td>
<td>-</td>
</tr>
<tr>
<td>Cloth Workers</td>
<td>24,000</td>
<td>-</td>
</tr>
<tr>
<td>Kilkreggan Trust</td>
<td>30,000</td>
<td>-</td>
</tr>
<tr>
<td>Anonymous</td>
<td>50,000</td>
<td>-</td>
</tr>
<tr>
<td>Swire Charitable Trust</td>
<td>5,000</td>
<td>-</td>
</tr>
<tr>
<td>BT PLC</td>
<td>39,762</td>
<td>-</td>
</tr>
<tr>
<td>Other grants &lt; £5,000</td>
<td>43,001</td>
<td>44,082</td>
</tr>
</tbody>
</table>

|                                | 1,109,149| 303,700 |
5. RESOURCES EXPENDED

Raising funds

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct fundraising costs</td>
<td>4,381</td>
<td>3,249</td>
</tr>
<tr>
<td>Premises costs</td>
<td>963</td>
<td>1,990</td>
</tr>
<tr>
<td>Staffing costs</td>
<td>43,712</td>
<td>41,384</td>
</tr>
<tr>
<td>Office costs and comms</td>
<td>5,960</td>
<td>7,786</td>
</tr>
<tr>
<td>Professional fees</td>
<td>2,271</td>
<td>2,992</td>
</tr>
<tr>
<td>Depreciation</td>
<td>790</td>
<td>793</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>58,077</td>
<td>58,194</td>
</tr>
</tbody>
</table>

Expenditure on charitable activities

<table>
<thead>
<tr>
<th>Supporting survivors</th>
<th>Equipping stakeholders</th>
<th>Influencing society</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Staff and contractor costs</td>
<td>518,752</td>
<td>37,898</td>
<td>28,250</td>
<td>584,900</td>
</tr>
<tr>
<td>Staff other costs</td>
<td>710</td>
<td>-</td>
<td>-</td>
<td>710</td>
</tr>
<tr>
<td>Staff travel</td>
<td>27,263</td>
<td>3,763</td>
<td>10,625</td>
<td>41,651</td>
</tr>
<tr>
<td>Training costs</td>
<td>10,654</td>
<td>1,683</td>
<td>625</td>
<td>12,962</td>
</tr>
<tr>
<td>Activities costs</td>
<td>2,105</td>
<td>-</td>
<td>-</td>
<td>2,105</td>
</tr>
<tr>
<td>Counselling costs</td>
<td>4,770</td>
<td>-</td>
<td>-</td>
<td>4,770</td>
</tr>
<tr>
<td>Victim NRM costs</td>
<td>56,048</td>
<td>-</td>
<td>-</td>
<td>56,048</td>
</tr>
<tr>
<td>Interpreting costs</td>
<td>1,936</td>
<td>414</td>
<td>-</td>
<td>2,350</td>
</tr>
<tr>
<td>Medical costs</td>
<td>208</td>
<td>-</td>
<td>-</td>
<td>208</td>
</tr>
<tr>
<td>Subscriptions</td>
<td>1,539</td>
<td>300</td>
<td>625</td>
<td>2,464</td>
</tr>
<tr>
<td>CRB checks</td>
<td>1,229</td>
<td>-</td>
<td>250</td>
<td>1,479</td>
</tr>
<tr>
<td>Venue hire</td>
<td>155</td>
<td>-</td>
<td>-</td>
<td>155</td>
</tr>
<tr>
<td>Property costs</td>
<td>75,176</td>
<td>1,260</td>
<td>1,200</td>
<td>77,636</td>
</tr>
<tr>
<td>Heat, light and insurance</td>
<td>10,106</td>
<td>947</td>
<td>-</td>
<td>11,053</td>
</tr>
<tr>
<td>General premises and sundry costs</td>
<td>42,411</td>
<td>4,512</td>
<td>961</td>
<td>47,884</td>
</tr>
<tr>
<td>Waste disposal and cleaning</td>
<td>2,723</td>
<td>-</td>
<td>-</td>
<td>2,723</td>
</tr>
<tr>
<td>IT costs</td>
<td>10,570</td>
<td>420</td>
<td>100</td>
<td>11,090</td>
</tr>
<tr>
<td>Printing, postage, stationery and advertising</td>
<td>10,806</td>
<td>620</td>
<td>561</td>
<td>11,987</td>
</tr>
<tr>
<td>Telephone</td>
<td>25,763</td>
<td>270</td>
<td>200</td>
<td>26,233</td>
</tr>
<tr>
<td>Professional fees</td>
<td>4,300</td>
<td>390</td>
<td>150</td>
<td>4,840</td>
</tr>
<tr>
<td>Depreciation</td>
<td>2,134</td>
<td>-</td>
<td>-</td>
<td>2,134</td>
</tr>
<tr>
<td>Support costs (note 6)</td>
<td>125,553</td>
<td>6,022</td>
<td>6,805</td>
<td>138,380</td>
</tr>
<tr>
<td>Governance (note 6)</td>
<td>30,084</td>
<td>1,429</td>
<td>1,615</td>
<td>33,128</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>964,995</td>
<td>59,928</td>
<td>51,967</td>
<td>1,076,890</td>
</tr>
</tbody>
</table>

Of the £1,076,890 expenditure in 2016, £470,709 has been charged to unrestricted funds and £664,258 has been charged to restricted funds.
6. **ALLOCATION OF SUPPORT COSTS AND OVERHEADS**

The charity identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the three key charitable activities undertaken (see note 5) in the year. The table below gives the basis for the apportionment and the analysis of support and governance costs.

<table>
<thead>
<tr>
<th></th>
<th>Support costs</th>
<th>Governance costs</th>
<th>Totals</th>
<th>Basis of apportionment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Premises costs</td>
<td>8,426</td>
<td>-</td>
<td>8,426</td>
<td>Time spent</td>
</tr>
<tr>
<td>Staffing costs</td>
<td>98,794</td>
<td>26,092</td>
<td>124,886</td>
<td>Time spent</td>
</tr>
<tr>
<td>Office costs and comms</td>
<td>12,070</td>
<td>574</td>
<td>12,644</td>
<td>Time spent</td>
</tr>
<tr>
<td>Professional fees</td>
<td>15,855</td>
<td>-</td>
<td>15,855</td>
<td>Time spent</td>
</tr>
<tr>
<td>Depreciation</td>
<td>2,821</td>
<td>-</td>
<td>2,821</td>
<td>Time spent</td>
</tr>
<tr>
<td>Finance costs</td>
<td>414</td>
<td>250</td>
<td>664</td>
<td>Time spent</td>
</tr>
<tr>
<td>Auditors remuneration</td>
<td>-</td>
<td>3,000</td>
<td>3,000</td>
<td>Direct</td>
</tr>
<tr>
<td>Trustees expenses</td>
<td>-</td>
<td>3,212</td>
<td>3,212</td>
<td>Direct</td>
</tr>
<tr>
<td></td>
<td><strong>138,380</strong></td>
<td><strong>33,128</strong></td>
<td><strong>171,508</strong></td>
<td></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.

7. **STAFF COSTS**

The total staff cost for the company for the year ended 2016 was £753,498 (2015: £457,085) and comprises the following items:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Wages and salaries</td>
<td>687,174</td>
<td>417,089</td>
</tr>
<tr>
<td>Social Security costs</td>
<td>54,113</td>
<td>33,948</td>
</tr>
<tr>
<td>Pension costs</td>
<td>12,211</td>
<td>6,048</td>
</tr>
<tr>
<td></td>
<td><strong>753,498</strong></td>
<td><strong>457,085</strong></td>
</tr>
</tbody>
</table>
8. TRUSTEES’ REMUNERATION AND BENEFITS

There was no remuneration nor other benefits paid to Trustees for their governance duties during the year ended 31 December 2016 nor for the year ended 31 December 2015.

In October 2015, the board signed a written agreement with Mr Steven Jeffries for him to deliver ad hoc Anti-Slavery training on behalf of the charity. Mr Jeffries was paid £1,800 under this agreement in 2016. Mr Jeffries is not an Unseen employee and is not being paid to carry out his trustee duties.

Trustees’ expenses
The total expenses paid to the trustees for the year ended 31 December 2016 were £3,212 (2015: £1,556) and comprises the following items:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Travel and subsistence</td>
<td>3,212</td>
<td>1,556</td>
</tr>
</tbody>
</table>

Expenses of 4 trustees were reimbursed in 2016 (2015: 4 trustees).

9. OPERATING LEASE COMMITMENTS

At 31 December the Charity had the following future minimum lease payment under non-cancellable operating leases falling due as follows:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expiring within one year</td>
<td>12,203</td>
<td>-</td>
</tr>
<tr>
<td>Expiring in greater than 5 years</td>
<td>151,000</td>
<td></td>
</tr>
<tr>
<td></td>
<td>163,203</td>
<td></td>
</tr>
</tbody>
</table>

10. NET INCOMING RESOURCES

Net resources are stated after charging:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditors’ remuneration – audit of the financial statements</td>
<td>3,000</td>
<td>3,391</td>
</tr>
<tr>
<td>Auditors’ remuneration – non-audit services</td>
<td>1,000</td>
<td>-</td>
</tr>
<tr>
<td>Depreciation of owned fixed assets</td>
<td>5,745</td>
<td>3,264</td>
</tr>
</tbody>
</table>
### 11. 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 2016</td>
<td>4,571</td>
<td>11,699</td>
<td>16,270</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>18,078</td>
<td>18,078</td>
</tr>
<tr>
<td><strong>At 31 December 2016</strong></td>
<td>4,571</td>
<td>29,777</td>
<td>34,348</td>
</tr>
<tr>
<td><strong>DEPRECIATION</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>As at 1 January 2016</td>
<td>427</td>
<td>7,341</td>
<td>7,768</td>
</tr>
<tr>
<td>Charge for the year</td>
<td>1,523</td>
<td>4,222</td>
<td>5,745</td>
</tr>
<tr>
<td><strong>At 31 December 2016</strong></td>
<td>1,950</td>
<td>11,563</td>
<td>13,513</td>
</tr>
<tr>
<td><strong>NET BOOK VALUE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 31 December 2016</td>
<td>2,621</td>
<td>18,214</td>
<td>20,835</td>
</tr>
<tr>
<td>At 31 December 2015</td>
<td>4,144</td>
<td>4,358</td>
<td>8,502</td>
</tr>
</tbody>
</table>

The depreciation charge for the year is recognised within support costs and overheads. Included in addition is £15,974 (2015: £nil) of assets donated to the charity in the year.

### 12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other debtors</td>
<td>85,607</td>
<td>54,402</td>
</tr>
<tr>
<td>Prepayments and accrued income</td>
<td>21,462</td>
<td>7,864</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>107,069</td>
<td>62,266</td>
</tr>
</tbody>
</table>

### 13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade creditors</td>
<td>18,101</td>
<td>8,694</td>
</tr>
<tr>
<td>Other taxes and social security costs</td>
<td>21,385</td>
<td>10,554</td>
</tr>
<tr>
<td>Other creditors</td>
<td>1,872</td>
<td>4,230</td>
</tr>
<tr>
<td>Accruals and deferred income</td>
<td>57,507</td>
<td>4,200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>98,865</td>
<td>27,678</td>
</tr>
</tbody>
</table>
Unseen (UK)

Notes to the Financial Statements - continued
for the Year Ended 31 December 2016

14. MOVEMENT IN FUNDS

<table>
<thead>
<tr>
<th></th>
<th>At 1 January 2016</th>
<th>Incoming resources £</th>
<th>Resources expended £</th>
<th>Transfers £</th>
<th>At 31 December 2016 £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unrestricted funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General fund</td>
<td>260,195</td>
<td>548,168</td>
<td>(470,709)</td>
<td>-</td>
<td>337,654</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Restricted funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women's Anti-Trafficking Emergency Refuge (WATER)</td>
<td>22,668</td>
<td>125,716</td>
<td>(119,960)</td>
<td>-</td>
<td>28,424</td>
</tr>
<tr>
<td>Anti-Slavery Partnership (ASP)</td>
<td>8,000</td>
<td>47,480</td>
<td>(49,865)</td>
<td>-</td>
<td>5,615</td>
</tr>
<tr>
<td>Resettlement &amp; Integration Project (RIO)</td>
<td>23,266</td>
<td>119,262</td>
<td>(128,306)</td>
<td>-</td>
<td>14,222</td>
</tr>
<tr>
<td>Children’s Project (CHIPS)</td>
<td>93,040</td>
<td>55,008</td>
<td>-</td>
<td>-</td>
<td>148,048</td>
</tr>
<tr>
<td>Men’s Project (MAP)</td>
<td>1,667</td>
<td>214,425</td>
<td>(137,235)</td>
<td>-</td>
<td>78,857</td>
</tr>
<tr>
<td>Support Team Fund</td>
<td>2,382</td>
<td>35,571</td>
<td>(2,382)</td>
<td>-</td>
<td>35,571</td>
</tr>
<tr>
<td>Helpline</td>
<td>-</td>
<td>548,680</td>
<td>(210,148)</td>
<td>-</td>
<td>338,532</td>
</tr>
<tr>
<td>Contribution to MD salary</td>
<td>-</td>
<td>13,750</td>
<td>(13,750)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Jordan</td>
<td>-</td>
<td>2,612</td>
<td>(2,612)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>151,023</td>
<td>1,162,504</td>
<td>(664,258)</td>
<td>-</td>
<td>482,920</td>
</tr>
<tr>
<td><strong>TOTAL FUNDS</strong></td>
<td>411,218</td>
<td>1,710,672</td>
<td>(1,134,967)</td>
<td>-</td>
<td>986,923</td>
</tr>
</tbody>
</table>

Details of Restricted Funds

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

**Anti-Slavery Partnership (ASP):** 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 £148,048 for the CHIPS project are held with a view to launching the project in the first half of 2017. 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 deliver training modern slavery and human trafficking training to the hospitality industry.

**Helpline:** Google.org funds received to set-up a confidential UK Modern Slavery helpline service.

**Contribution to MD salary:** Funds received to support the salary of the Managing Director.

**Jordan:** Initial funds received to set-up an anti-slavery project in Jordan.