

FOREWORD

hope, commitment and justice

OUR YEAR IN REVIEW



Andrew Wallis OBE CEO, Unseen



Rosey Hurst Chair of Trustees

The progress made in the fight against modern slavery in 2024 was driven by the passion and perseverance of those who believe in freedom for all.

Every day, Unseen's team works tirelessly to support survivor recovery, prevent exploitation, and raise awareness and knowledge of modern slavery. From our frontline services offering critical assistance to those escaping and overcoming exploitation, to our Helpline providing a vital lifeline, and our work with businesses to drive ethical change to end forced labour - our collective efforts are making a tangible difference.

In 2024, we provided critical support to over 300 survivors, ensuring they had access to safe housing, outreach support, and the resources needed to rebuild their lives.

Our Modern Slavery & Exploitation Helpline remains a vital source of assistance, providing confidential guidance to those affected by exploitation, as well as supporting frontline professionals and responding to concerned members of the public. In 2024 alone, the Helpline responded to more than 11,000 calls, web forms and app submissions, indicating 4,839 potential victims across 2.089 cases.

Businesses also play a crucial role in tackling modern slavery and in 2024, our business services continued to grow, attracting major partners such as McLaren Construction Group, Booking.com, and Santander. These partnerships signal a shift towards greater corporate accountability, ensuring ethical supply chains and stronger protections against exploitation. Our Business Awards further celebrated those leading the way in responsible business practices, reinforcing the importance of transparency and action.



While we have made significant progress in the fight against modern slavery, there is still much work to be done. The UK has regressed in recent years due to the previous government's troubling conflation of smuggling and immigration with the crime of modern slavery. Modern slavery is a crime against individuals.

The Nationality and Borders Act 2022 (NABA) and the Illegal Migration Act 2023 (IMA) introduced harmful measures that have undermined protections for trafficking survivors. These laws have made it more difficult for victims to access support and have increased the risk of re-exploitation. By raising the evidential threshold for victim identification and restricting access to the National Referral Mechanism, these laws have created significant barriers to justice. If similar evidential requirements were imposed on victims of domestic abuse, there would be widespread outrage.

We welcome the current government's announcement that it will repeal some clauses of the IMA, but we urge it to go further and eliminate all modern slavery clauses in both the IMA and NABA, as this is not an immigration issue. Meanwhile, prosecution rates for traffickers remain low, and the sentences they face are often too lenient.

The UK was once seen as a global leader in tackling modern slavery, but these regressive policies have reversed the hard-won progress. Urgent reform is needed to ensure that tackling exploitation remains a national priority.

Your support as someone who shares our vision of a world free from slavery is more important than ever and is deeply appreciated by the team at Unseen. We commend this report to you and encourage your continued commitment to the battle against exploitation.

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Registered company number: 06754171

(England and Wales)

Registered charity number: 1127620

(England and Wales)

Unseen (UK)



raising awareness, inspiring action

our fight against modern slavery in 2024

Unseen led bold and creative campaigns in 2024 to shine a light on modern slavery, challenge exploitation, and inspire action. From safeguarding young people and empowering ethical consumers to mobilising industries, our campaigns reached thousands – sparking conversations and changing mindsets.

Through powerful collaborations, innovative initiatives, and widespread engagement, we made modern slavery impossible to ignore in 2024. Our campaign highlights include our work on:

Protecting young people: our #LikesToLines campaign empowered parents and professionals to combat county lines by raising awareness of the tactics used by gangs to control young people and how to spot the warning signs of exploitation.
Strengthening our fight against modern slavery: Unseen hosted powerful webinars to deepen supporters' understanding of our mission and the urgent need to combat exploitation. These included a session on our frontline work to mark World Day Against Trafficking in Persons and a special International Women's Day event, celebrating the vitrole of leading women in advocating for survivors.
Campaigning for justice: with partners in the Coalition to Stop Slavery, Unseen hosted roundtable of anti-slavery experts on how to hold traffickers to account for their crimes are ensure justice for survivors.
Raising awareness in the construction industry: in partnership with 11 leading UK construction companies, we created an educational video on labour exploitation in the sector 'Beyond the Shadows' that won a silver award at the Smiley Charity Film Awards.
Reaching new audiences: the Modern Slavery & Exploitation Helpline number was prominently displayed on the BT Tower in London as part of a series of activities marking Anti-Slavery Day on 18 October 2024.
Championing conscious consumerism: Our Black Friday pledge inspired hundreds to commit to ethical shopping, choosing fairness over fast bargains.
Eradicating child labour: Unseen supported the annual Chocolate Scorecard, which promotes ethical consumer choices and campaigns against the use of child labour in cocoa supply chains.



Scan QR code to watch 'Beyond the Shadows'

harnessing media coverage to spark conversations on exploitation

The extensive media coverage Unseen received in 2024 across prominent outlets such as the BBC, ITV, Sky News, The Guardian, The Independent, and The Times has been instrumental in amplifying our messages and raising awareness of modern slavery.

This exposure enabled us to reach millions of people, elevating the issue of exploitation in the public consciousness. By engaging audiences through trusted and widely recognised media platforms, we were able to educate individuals, spark critical conversations, and mobilise consumers and industries to take a stand against modern slavery.

Sky News was one of several high profile media outlets that shared the key findings from the Modern Slavery & Exploitation Annual Assessment 2023.





◀ Survivor Tania, supported by Unseen on her journey to recovery, spoke to BBC Points West about how she was subjected to labour exploitation by a gang on farms across England for many years.

MODERN SLAVERY SUPPORT SERVICES



the healing power of our safe houses

A safe house for survivors of modern slavery and exploitation is more than just a shelter – it is a sanctuary of hope, dignity, and renewal. At Unseen, we strive to create safe houses where survivors are heard, believed and protected in an environment of care and compassion.

Unseen's safe houses provided 29 survivors, 18 women and 11 men, with practical and emotional help in 2024, including support to access healthcare and legal services.

The survivors, spanning 25 nationalities including one British person, experienced various forms of modern slavery including labour exploitation, sexual exploitation and domestic servitude. Two had been forced by their exploiters to commit crimes.

Thanks to generous grants from companies like Screwfix, we've made these spaces homely and comfortable, helping residents feel safe.

Our safe houses provide survivors with the stability they need to begin rebuilding their lives, free from fear and exploitation.

"We have all got lives now thanks to Unseen"

Safe house residents in their own words:

"After suffering trauma, it takes time to come to your senses and forget the evil... I am happy that the good memories have replaced all the bad ones. I call this house paradise. It taught me how to live, laugh and try to be happy no matter what."

"Without the help we received, we would not be where we are today and we talk about this a lot. We have all got lives now thanks to Unseen. One woman, who was even scared of the fire alarm test every week at the safe house, now has a daughter who is three or four and who is in a dance class on stage, dancing in front of other people. This is the child of a lady who hid all the time!"

celebrating one year of the Wellbeing Café

Wellbeing is central to the healing journey. People who have experienced modern slavery can often end up isolated from safe support networks. In 2024, we marked the first anniversary of our successful Wellbeing Café, a safe space offering emotional support and advice for survivors.

Other wellbeing activities included a beach trip and a cycle ride along the Bristol to Bath path. These moments reminded us of the healing power of connection and being part of a supportive and caring community.





outreach in action: helping survivors rebuild their lives

We supported 278 survivors with tailored outreach services in 2024, empowering those in the community to live independently across the south-west.

A key role played by caseworkers has been to ensure survivors accessed their ECAT (European Convention on Action against Trafficking) entitlements, including safe accommodation, financial support and healthcare.

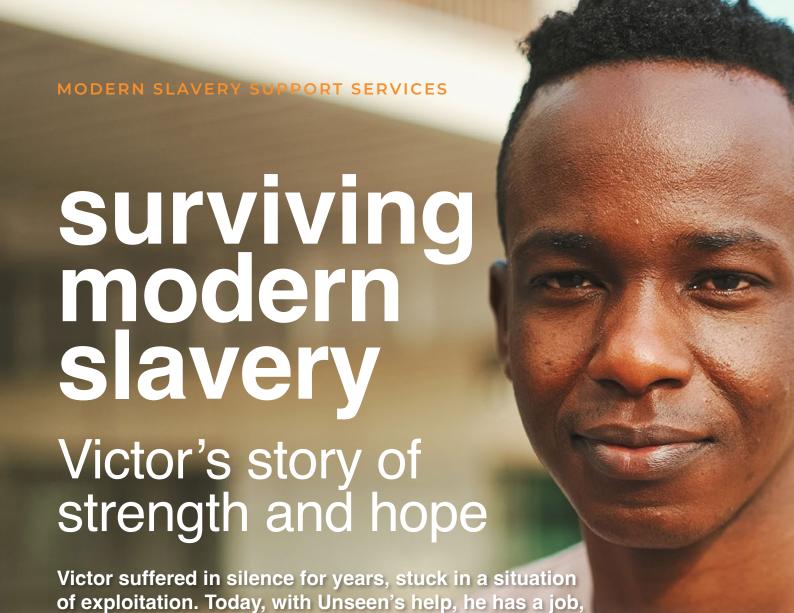
Many survivors experience chronic medical conditions, often undiagnosed or left untreated. They may require guidance and referrals to appropriate local services for essential care. Their needs can range from physical health treatment to specialist mental health support.

Caseworkers helped survivors access legal advice that can aid them in regaining control of their life and future. Many survivors have criminal histories or unstable immigration statuses often caused by the displacement or forced activities they experienced during exploitation.

To support survivors towards independence, caseworkers provided help accessing long-term housing and employment in the local area. They also collaborated with external partners, ensuring survivors can transition smoothly into long-term services for continued care and stability.

"When I was first referred to the National Referral Mechanism, I felt scared, I did not know what to do or what it all meant. My caseworker at Unseen called and when we met she explained everything. Each week I travel to the Wellbeing Café. I've been made to feel welcome. I can meet with people and talk to them in a relaxed environment, and I feel safe."

Survivor in Unseen's outreach services



Victor grew up in a deprived area of Kenya where his family struggled to afford to look after him and pay for necessities like school uniforms and books.

accommodation and feels hopeful about the future.

He noticed one of his classmates had new shoes and other items. His friend introduced him to the man who provided these, and soon this individual began giving Victor clothing, school materials and other things he needed to survive.

Coercion and control: how the exploiter gained power

Groomed by his perpetrator, Victor moved in with this person to ease the burden on his overwhelmed mother and gain continued access to the day-to-day provisions he badly needed.

This individual soon took advantage of Victor's vulnerable position and dependence and began to sexually exploit Victor.

Victor felt his options were limited – either he stayed with his exploiter or left to join a gang, which could have worsened his predicament. The exploiter manipulated the youngster, making him believe this kind of abuse was normal. This in turn discouraged Victor from going to the police.

Taking the first steps towards safety and freedom

When Victor grew older, he managed to get away from his exploiter and began working for a charity in the UK. Fearing that a return to Kenya would lead him back into the hands of his exploiter, he felt he had no choice but to apply for asylum to secure his safety. It was during this process that he revealed his years of exploitation and was officially identified as a victim of modern slavery through the National Referral Mechanism.

"I've received immense support from Unseen and the staff, they are very kind and helpful. Coming into the safe house has allowed me to actualise my move-on plan back into a normal life. This support is going to have a lifelong impact on me.

"My life has improved a lot from sofa surfing to finding a safe place to live and getting a job, and being able to save some money to find a place of my own in a few months."

Victor, a modern slavery survivor supported by Unseen

A new beginning: moving towards independent living

With support now available to Victor, he was able to enter Unseen's outreach services where he was assigned a caseworker to discuss his needs and assist his journey to recovery and independence.

Thanks to support from Unseen, Victor was able to provide evidence of his permission to work legally in the UK. He eventually got a job in the care sector, where he now cares for people in vulnerable positions.

With nowhere to live, Victor moved into one of Unseen's safe houses, providing the stability needed to plan his move to private rented accommodation and a fully independent life.

Image posed by model.

one call can change a life



how the Helpline is tackling exploitation

Modern slavery isn't a distant problem – it's happening right now, in communities across the country. The UK-wide Helpline provides vital support 365 days a year.

The Modern Slavery & Exploitation Helpline, an independent and confidential service run by Unseen, is an essential lifeline in the fight against modern slavery.

Every call, web form, and app submission can be transformational - offering victims a path to safety. equipping frontline workers with crucial guidance, and enabling businesses and the public to take action.

Indicating victims and tackling exploitation

The Helpline's Annual Assessment is one of the UK's most authoritative reports on modern slavery, providing key data and insights to policymakers, police, businesses, supporters and other stakeholders.

According to the 2024 report, the Helpline responded to 11,464 calls, web forms and app submissions, indicating 4,839 potential victims across 2,089 cases.

For the first time since the inception of the Helpline in 2016, females were the most prevalent gender for potential victims in 2024. The Helpline indicated

1,478 female potential victims (53% of the total) in 2024, compared to 1,306 males (47% of the total). The main type of exploitation affecting females was sexual exploitation, followed by labour exploitation and domestic servitude.

Strengthening partnerships and expanding reach

In 2024, we collaborated with Border Force on Operation Karetu, which educated young people on how to avoid exploitation while working abroad.

The Helpline team provided 1,579 referrals in 2024 to agencies including the police, local authorities, HMRC, the Gangmasters and Labour Abuse Authority and NGOs.

New referral pathways were established with the following organisations to ensure survivors can access the support they are entitled to: West Midlands Anti-Slavery Network, A21, Migrant Help, and Bristol Modern Slavery Operational Partnership.

^{*} Percentages are based only on available data. For instance, the Helpline recorded 1,478 female potential victims, but the true figure may be higher as gender was not always disclosed.

behind the call stories from the Helpline team

For those experiencing exploitation, the Helpline can be the first step toward safety and freedom. Behind this vital service is a team of dedicated advisers who offer reassurance, guidance, and urgent assistance. Here, they reflect on the impact of their work and what it means to be on the other end of the line.

"More than anything, working as a Helpline adviser on the Modern Slavery & Exploitation Helpline has shown me the power of intervention and the impact of a single call. The Helpline is a critical support system for potential victims, concerned individuals, and professionals seeking guidance. Some callers need immediate intervention or referral to ongoing support, while others may simply need validation of their concerns or signposting to resources. The Helpline provides a safe, accessible and confidential space for those who may have nowhere else to turn.

Every call has the potential to create change. Even when we aren't taking further action, providing emotional support can help someone feel heard, believed and empowered to take the next step. Every day, I see my colleagues working with such empathy and dedication, and I feel it's this commitment that makes the Helpline such a vital resource."

Geethika, Helpline Adviser

"Working on the Modern Slavery & Exploitation Helpline is incredibly rewarding. Every day, I can support people in vulnerable situations and knowing that I can make a difference fills me with pride. The work constantly challenges me to think critically, adapt, and grow — not just as a professional, but as a person. I'm always learning, whether it's deepening my understanding of modern slavery, refining my communication skills, or becoming more resilient in high pressure situations. This role pushes me to be a better version of myself, and I'm grateful to be part of such meaningful work."

Georgie, Senior Helpline Adviser





Khadija's story* is one of immense resilience and courage. Brought to the UK as a child by an acquaintance, she was sold into exploitation and forced to work in car washes that served as fronts for money laundering.

For over a decade, Khadija endured unimaginable hardship – working gruelling hours without pay, subjected to violence, and confined to a life of servitude. She was told she owed a debt for being brought to the UK. a lie used to control her.

When Khadija finally escaped, she faced new challenges. With nowhere to go and receiving constant calls from her exploiters, she was fearful for her safety. Khadija eventually became destitute, forced to sleep on the streets.

A lifeline of hope

It was at this critical moment that a charity worker connected Khadija with the Modern Slavery & Exploitation Helpline.

Our Helpline adviser worked closely with Khadija, guiding her to a police station and providing real-time advocacy once she arrived. The adviser, acting as the missing link between the survivor and the police, explained the police's statutory duties as first responders under the National Referral Mechanism, including their role in referring potential victims for support and protection.

A breakthrough for safety

This collaborative approach led to a breakthrough: Khadija was finally safeguarded and offered a place in a safe house.

Before the Helpline's intervention, Khadija was vulnerable and at high risk of being re-exploited by those who had controlled her for years. The advocacy of the Helpline team ensured that she received the protection and support she needed. Today, Khadija is safe, receiving the care and assistance required to rebuild her life.

The power of collaboration

This case highlights the vital role of the Helpline in bridging gaps and ensuring survivors like Khadija are not left behind. It also underscores the importance of collaboration between charities, statutory agencies, and law enforcement to achieve positive outcomes for survivors.

Thanks to the support of our donors, partners, business clients and other stakeholders, the Helpline continues to be a beacon of hope for survivors, ensuring they are heard, protected, and empowered to reclaim their lives.

^{*}Some details changed to protect identity. Image posed by model.



Call the Modern Slavery & Exploitation Helpline for information, advice and guidance on any modern slavery issue: 08000 121 700.



You can also report concerns online modernslaveryhelpline.org and via the Unseen app:

unseenuk.org/about-modern-slavery/download-the-app/

2024 in pictures



◆ Independent Anti-Slavery Commissioner Eleanor Lyons (centre) visited Unseen's Bristol office to find out more about our services and initiatives.

Andrew Wallis, CEO of Unseen, delivers a moving speech at Bath Abbey as part of a special carol service to raise funds for survivors.





◆ Pharmaceutical design and qualification consultancy Scitech hosted the Construction Cup 2024 at Selhurst Park, the home of Crystal Palace Football Club, raising vital funds for Unseen.



◀ Lucy Mann, Unseen's Senior Business Engagement Manager, raised awareness of modern slavery in business operations and supply chains at the Connected Places Catapult Freight Innovation Cluster Industry Day.

A powerful video raising awareness of modern slavery in construction 'Beyond the Shadows', coordinated by Unseen in collaboration with 11 leading UK construction companies, won a silver award at the Smiley Charity Film Awards.





◆ Freya Smith and Will Robinson, Business **Engagement Managers** at Unseen, visit NatWest Group to raise awareness of modern slavery.

BUSINESS SERVICES

the power of collaboration

businesses uniting to end modern slavery

Unseen empowers businesses to tackle modern slavery across their operations and supply chains, providing the tools, insights, and support needed to protect workers and safeguard brand reputations.

Businesses are stepping up to combat forced labour, contributing to the growth of Unseen's Business Hub. Now in its third year, our Business Hub has expanded to 57 members, welcoming 12 more dynamic, forward-thinking businesses in 2024, including major names like McLaren Construction Group, Booking.com, and Santander.

Through the Business Hub, organisations access a range of bespoke services including tailored training, supply chain risk assessments and advisory services.

In 2024, four of our Business Hub members – Tesco, Next, Sainsbury's, and M&S – achieved Tier 1 status in the CCLA Modern Slavery Benchmark Report, representing the highest level of commitment and progress. This report is an annual assessment evaluating how well companies are addressing the risk of modern slavery within their operations and supply chains.

Our sector-specific Finance and Construction Hubs are also thriving, providing industry leaders in these high risk sectors with a collaborative space to create solutions. Membership is growing with 31 businesses in the Construction Hub and 22 in the Finance Hub in 2024, up from 15 and 10 on the previous year respectively.

Business Portal: providing companies with the latest data

By leveraging insights on labour exploitation from the Modern Slavery & Exploitation Helpline, our Business Portal gives businesses the information they need to identify and address risks before harm escalates.

In 2024, the Portal alerted businesses to 57 cases of potential exploitation, involving an estimated 190 workers. Notably, many businesses have reported stronger relationships with suppliers, thanks to the collaborative calls facilitated by Unseen. These interactions foster greater transparency and trust, allowing businesses to address concerns swiftly and proactively.

More businesses are recognising the power of data in tackling modern slavery. Lidl, McDonald's and ASOS were among the latest to join the Portal in 2024.

building knowledge through training and engagement

Education and inspiring action remain key to our mission. In 2024, we trained over 1,800 individuals across 63 businesses and statutory agencies, reaching an additional 33,000 employees through our e-learning modules. These bespoke modern slavery training programmes empower businesses and their staff to identify and address modern slavery risks more effectively.



Unseen Business Awards: celebrating those tackling modern slavery

Our second annual Unseen Business Awards celebrated companies leading the way in anti-slavery practices. Sponsored by ISG, Lloyds Banking Group, NatWest, and Nestlé UK, the event brought together over 60 industry leaders. From innovative supply chain audits to life-changing survivor support initiatives, the 2024 awards winners and shortlisters are proving that businesses can be a powerful force for good.



The 2024 Unseen Business Awards took place at London's Kia Oval, recognising businesses and professionals who have made significant contributions to the fight against modern slavery.

Manumit Coffee Roasters:

Business Impact Award, Unseen Business Awards 2024

"It was both a huge blessing and surprise to receive the 2024 Unseen Business Impact Award. We didn't get into this industry for awards or recognition, we simply wanted to help survivors of trafficking and exploitation to rebuild their lives in a safe and supportive environment. However, for our work to have been recognised in this way by an organisation like Unseen is a great honour and we are truly humbled."

Dai Hankey, Director of Manumit Coffee Roasters, which has provided stable employment to over 13 survivors of modern slavery.



True change happens when survivors lead the way. Our policy and research team is dedicated to ensuring survivor voices influence policies, shape services, and remain central to the national fight against modern slavery.

In 2024, we welcomed six new members to our survivor consultants group, increasing its membership to 13 individuals with lived experience of modern slavery. Their bravery and perspectives help shape our work, as well as influencing researchers, businesses, and

The valuable input of our survivor consultants drove many positive changes in 2024, from helping shape the cultural resources developed by the Modern Slavery and Organised Immigration Crime programme, to enhancing our frontline services and helping judge our Unseen Business Awards.

Breaking new ground in research

In 2024, our policy and research team, alongside the survivor consultants group, contributed to several research projects outlined below.

- Partnering with Liverpool John Moores University, we explored how social media facilitates child trafficking, providing key insights that can inform better protections for vulnerable young people¹.
- In collaboration with the Universities of Sussex, Bath, and the West of England, we published a report on how modern slavery and climate change intersect within public procurement².
- Funded by City Bridge Foundation, the survivor consultants have been working with the Modern Slavery & Exploitation Helpline team, discussing trends and advising Unseen on ways to enhance the service that is delivered.
- A year-long project evidencing the impact of recent immigration legislation started in 2024, co-produced by the survivor consultants.

Social media-facilitated trafficking of children and young people: https://bit.ly/4bVwTrk

Climate change and modern slavery in public procurement: https://bit.ly/3StoqDI

speaking truth to power

advocating for policies that protect survivors

Policy change is a crucial part of the fight against modern slavery. In 2024, we challenged laws that put survivors at risk, campaigned for better protections, and called for urgent reforms to improve the support system.

In 2024, our advocacy work included:

- Liaising with the office of Jess Phillips MP, Parliamentary Under-Secretary of State (Minister for Safeguarding and Violence Against Women and Girls), and other sector leaders to challenge the impact of harmful policies like the Nationality and Borders Act 2022 and Safety of Rwanda Act 2024 legislation that put survivors' safety and rights at risk.
- Presenting a joint statement on the capacity crisis facing non-statutory first responders within the National Referral Mechanism.
- · Calling on the government to prioritise the safety and wellbeing of victims through our 'Putting victims first' manifesto, outlining key recommendations to create survivor-centred reforms.
- Requesting changes to the policy on granting temporary permission to stay, known as VTS leave, to better support modern slavery survivors.

Shaping policy and research through lived experience

"We don't just speak for ourselves, we speak on behalf of many others who may never have the opportunity to be heard. This is why co-production must go beyond simply asking survivors to participate. It means listening without judgment, creating safe spaces, and showing that survivor voices don't just inform research, but shape it."

Unseen survivor consultant

PARTNERSHIPS AND COLLABORATION



the Coalition to Stop Slavery – a united effort

Unseen is a key member of the Coalition to Stop Slavery, a network of leading UK charities dedicated to combating human trafficking. By working together, we highlight the reality of modern slavery and drive engagement in tackling exploitation.

Our campaign activities in 2024 included coordinating a roundtable on the vital issue of holding more traffickers accountable for their crimes. Anti-slavery experts gathered to discuss the problem of low conviction rates for perpetrators and short sentences.



Chocolate Scorecard amplifying ethical practices in the chocolate industry

With NGO Be Slavery Free, we helped promote the annual Chocolate Scorecard, an innovative resource that champions ethical business in the chocolate industry and helps consumers make informed choices about their purchases. The annual Scorecard rates the ethics of the world's largest cocoa buyers, and the retailers who sell their products, on areas like child labour, living income, and traceability.



"Modern slavery is a complex and comosive crime, so it's vital we build and maintain strong working relationships with partner agencies such as Unseen, to identify and protect victims and bring perpetrators to justice.

We look forward to continuing our collaboration with Unseen and through our combined experience and expertise, we'll ensure the Avon and Somerset area remains a hostile place for those intent on committing these exploitative offences."

Carlos Filippsen, Detective Chief Inspector, Avon and Somerset Police





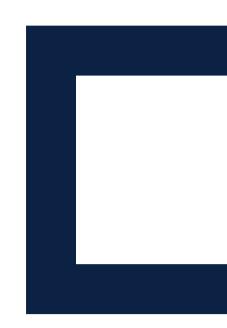
the power of collaboration how Unseen is fighting slavery in the south-west

Unseen continued to drive the fight against modern slavery in the south-west, spearheading the region's anti-slavery partnership (ASP) in 2024.

Partnership working to prevent and respond to modern slavery is recognised as essential to the UK's response to modern slavery and human trafficking by the Home Office and the Independent Anti-Slavery Commissioner.

The ASP was instrumental in supporting partner organisations to meet their statutory duties in tackling modern slavery and human trafficking. It promotes multiagency collaboration and ensures the use of all available approaches to prevent exploitation and assist survivors.

At the heart of this effort is Unseen's ASP coordinator, a crucial link connecting organisations, facilitating collaboration, and ensuring that key intelligence and legislative updates reach the right people at the right time. In 2024, this role proved vital in keeping partners informed about critical legislative shifts that shaped their duties towards survivors.



responding to emerging challenges

One of the year's most pressing challenges has been the alarming rise in exploitation within the care sector. The ASP, with Unseen at the forefront, has driven partner responses to this form of modern slavery in the south-west and Unseen has supported individual partners to navigate this complex crime.

Unseen developed a local partnership framework providing guidance to police force area partnerships on good practice and governance and Unseen supported two local partnerships to overhaul their operating structures for greater impact.

In 2024, Unseen designed and operationalised the Bristol Modern Slavery Operational Partnership, an innovative arrangement that brings together frontline professionals from a range of key agencies to identify and take action against traffickers and support survivors.

ambassadors and patrons

We are very grateful to our ambassadors and patron for the work they do promoting the work of Unseen across their networks.

Ambassadors

David Olusoga, historian and broadcaster James Ewins KC

Patron

Levison Wood, explorer, writer and photographer

CORPORATE PARTNERS AND FUNDERS

thank you

We are deeply grateful to our many corporate partners and funders in 2024, together with individual givers and major donors. Your generosity has enabled us to provide support to survivors and take one step closer towards eradicating slavery.

Corporate partners

Corporate partners in 2024 included:

- Achilles
- Aldi
- Airbnb
- ASOS
- AS Watson
- Avenues Group
- Barrettine
- Bidvest Noonan
- · Booking.com
- Boohoo
- · British Land
- Bupa
- · Cancer Research UK
- Capgemini
- · Cast Interiors
- · Challenge-trg Recruitment
- Churchill Group
- Co-operative Group
- · EG Group
- Drax
- · HSS Business Solutions
- IHG
- Indeed Flex
- Investec
- International Recruitment East
- ISG
- JD Foundation
- JD Sports
- · John Lewis Partnership
- Lidl
- · Legal & General
- Lloyds Banking Group

- · Luton Council
- · Marks & Spencer
- McDonald's
- McLaren Construction Group
- Muse Places
- NatWest
- NBCUniversal
- Nestlé
- Next
- Northern Trust
- Novuna
- Ocado
- Phoenix Group
- Sainsbury's
- Santander
- The Very Group
- Sky
- Smurfit Kappa
- · Sopra Steria
- Tesco
- Thatchers
- The Urology Foundation
- · Topspeed Couriers
- Wates
- Wellcome Trust
- WSH

Funders

- Big Give
- City Bridge Foundation
- Dandia Charitable Trust
- Eleanor Rathbone Charitable Trust
- Garfield Weston Foundation
- Heart of Bucks Community Foundation

- J & M Britton Trust
- · John James Bristol Foundation
- Kathleen Beryl Sleigh Charitable Trust
- Moondance Foundation
- Odin Charitable Trust
- Scouloudi Foundation
- · Souter Charitable Trust
- The Albert Gubay Charitable Foundation
- The Batchworth Trust
- · The Burden Trust
- The Clothworkers' Foundation
- The Emmanual Kaye Foundation
- · The Evan Cornish Foundation
- The Green Room Charitable Trust
- · The Henry Smith Charity
- The Merchant Venturers' Charity
- The National Benevolent Charity
- The National Lottery Community Fund
- The Nisbet Trust
- · The Samworth Foundation
- The Screwfix Foundation
- The Tony and Audrey Watson Charitable Trust
- · The Wixamtree Trust

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

funder spotlight

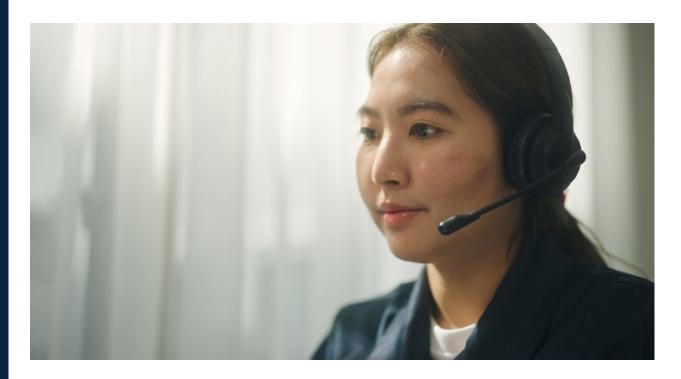


helpline awarded £1m to expand the fight against modern slavery

Funding of £1 million over five years from The National Lottery Community Fund will enable the Modern Slavery & Exploitation Helpline to target hard to reach communities across England.

The funding will increase the capacity of the Helpline to reach those most at risk of exploitation by recruiting more staff and through collaboration with survivor consultants, people with lived experience of modern slavery.

Survivor consultants will be supported to undertake research into target communities, helping codesign materials and approaches that are culturally sensitive, easily accessible in appropriate formats, and available in multiple languages.



FUNDRAISING ACTIVITIES AND CAMPAIGNS

every effort counts how our donors and fundraisers make a difference

Our fundraising team worked tirelessly behind the scenes to ensure every challenge, event, and campaign in 2024 had the biggest impact possible. Thanks to their hard work, hundreds of thousands of pounds were raised to support survivors.

In 2024, our dedicated community of supporters made an extraordinary impact, both on the ground and in the air. In March, 20 enthusiastic runners from our corporate fundraising partners - Hitachi, Accenture UK, and Bidvest Noonan (which selected Unseen as its charity partner of the year) - took on the London Landmarks Half Marathon, raising an impressive £13,500. Meanwhile, runners at the Bristol Half Marathon added another £2,000 to the total.

Fundraising efforts reached new heights - literally with Conlon Construction organising a charity skydive that brought in £2,500. Over in London, Scitech united 20 teams for a Construction Cup tournament at Selhurst Park, home of Crystal Palace Football Club, raising over £4,000 for Unseen.

Our student supporters also proved they're in voque when it comes to fundraising. The University of Bristol's Fashion Forward society raised a stylish £2,000 in a single event, while other students nationwide contributed over £10,000 to our cause.

We ended the year on a high by raising more than £75,000 through the Big Give fundraising appeal, with donations going towards providing vital wellbeing support to survivors of exploitation.

Funds were also raised through a range of sources including the submission of bids to trusts and foundations and appeals to supporters and the general public.



bringing communities together events and faith groups

Beyond fundraising, our community events strengthened bonds with our supporters. On International Women's Day, we hosted a powerful panel discussion, featuring three incredible anti-slavery champions: Professor and Human Rights Barrister Parosha Chandran; Professor Bela Arora; and Unseen's Chair of Trustees, Rosey Hurst.

Later in the year, supporters got a behind-the-scenes look at our frontline and Helpline services through a webinar with Unseen staff, deepening their understanding of how their contributions make a real difference.

Faith groups also showed their support. Bath Abbey led the way, partnering with us for an event marking International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade. This was followed by a moving Christmas carol service in November.

the voice of our donors

"Donating to Unseen is important to me because I know that my money is making a real difference in the lives of the most vulnerable people. I hope and pray that someday soon there won't be any need for charities to help victims of this horrific abuse. Until that day comes, I feel that it is every good person's responsibility to help how they can."

Mike, an Unseen donor

"Modern slavery is an abhorrent practice happening in plain sight, often affecting the most vulnerable — people without voice, support, or protection. I support Unseen because I like the way they combine frontline support for survivors with systemic change through their advocacy and consultancy work."

Ben, an Unseen donor

ORGANISATIONAL SUSTAINABILITY AND OPTIMISATION

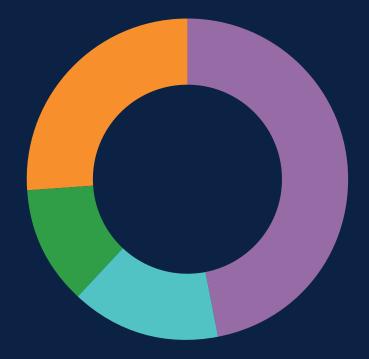
income

Our total income for the year was £3,294,058, an increase of £15,147 or 0.5% on the previous period. Fundraising income, which increased by £165,355, or 19% on the previous year, includes £46,353 generated via business engagement (2023: £62,149).

There was a £147,823 increase in earned income, related to services provided to businesses. We had a £213,113 decrease in income from our involvement in the Modern Slavery Victim Care Contract (MSVCC). In 2024, policy, legislation and research income was £7,528 (2023: £92,445).

47%	Service income	£1,552,367
15%	Grants income	£479,632
0%	Policy, legislation and research income	£7,528
12%	Donations	£383,163
26%	Earned income	£871,368

Total Income £3,294,058



expenditure

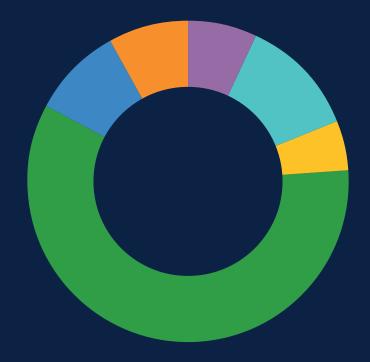
Our total expenditure for the year was £3,316,760, a decrease of £91,462, or 3%, on the previous year.

Our cost base has decreased during 2024 as a result of reduced activity within the MSVCC.

Of our £3,316,760 total expenditure, £3,046,358 was spent directly on charitable activities.

7%	Educating society	£221,168
12%	Business engagement	£406,772
5%	Policy, legislation and operational change	£157,321
59%	Support services	£1,974,316
9%	Organisational sustainability and optimisation	£286,781
8%	Raising funds	£270,402

Total expended £3,316,760



principal risks

To achieve our vision, we must manage our principal risks, which are outlined below for 2024:

- A hostile legislative environment continues to maintain a climate of fear and uncertainty for survivors. This means many do not seek the help they need.
- A fall in the percentage of people receiving reasonable grounds and conclusive grounds decisions means that fewer survivors qualify for support.
- Shifting government priorities and competition for the support of donors could result in a reduction of funding for survivor support. This is compounded by unforeseen increases in expenditure, such as increased employers' National Insurance contributions.
- Uncertainty over the future of the Modern Slavery Victim Care Contract, which is due for tender in 2025 with the contract holder set to be announced in 2026. This highlights the continued importance of diversifying income streams and ensuring a sustainable funding model for Unseen.

In guarter one of 2025, our principal risks, which are reviewed guarterly, were:

- Continued barriers in place preventing victims accessing support services.
- Increased costs and more challenging conditions in which to generate unrestricted income.
- Increasing demand for services and complexity in nature of support required (business services, Modern Slavery & Exploitation Helpline and frontline services).
- complex nature of our work and increasingly negative market conditions impacting staff health and wellbeing.

The trustees acknowledge their responsibility for the management and control of the organisation and are involved in the key aspects of the risk management process. An overall risk review is included in the charity's annual governance calendar. As part of the MSVCC, we must comply with ISO standards 9001, 14001, 23001, 27001, and 45001 but we are not ISO accredited.

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

Under the direction of the trustees, the senior leadership team has reviewed all forms of insurance to ensure that the cover provided is adequate for Unseen offices and secure accommodation needs. This review is revisited each year as the policies in place come up for renewal.

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

Going concern

The financial statements have been prepared on a going concern basis.

Net assets at the balance sheet date were £801,386 (2023: £824,088) and net current asets at the balance sheet date were £491,380 (2023: £534,406).

At the year-end, the balance of cash and bank balances held by the charity was £741,006 (2023: £385,893) and the level of unrestricted reserves was £798,292 (2023: £772,445).



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

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

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

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

Based on the above policy, the trustees calculate that the target level of free reserves would be between £727,620 and £1,091,430. At the year end we held £798,292 of free reserves, which is equivalent to 6.6 months of expenditure, where pre-secured income does not exist. The unit trust investments are included within free reserves as they are readily realisable, held to support the charity's ongoing operating activities, and are not subject to restrictions or designated for specific future purposes.

We plan to utilise these reserves as we move towards a greater level of income diversification and also continue to grow the charity so we can maximise our impact. Recent years have shown the importance of holding significant reserves, which enable us to absorb fluctuations in income and continue to make decisions that are in the best interests of the charity and its stakeholders.

governance and management

Legal status

Unseen is a charitable company limited by guarantee and governed by its memorandum and articles of association, which were updated in 2024. 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.

Governance

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

Appointment of trustees

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

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

Recruitment

Periodic skills audits are conducted, enabling trustees to identify potential gaps in the board that can then be suitably recruited for.

The usual term of office for a director shall be three years, at the end of which they shall retire. Subject to article 32, a director shall be eligible for reappointment by the directors for up to a further two terms, each of three years. No director shall serve for more than nine consecutive years, unless the directors consider it would be in the best interests of the charity for a particular director to continue to serve beyond that period and that director is reappointed in accordance with the articles.

An interview with the CEO and chair of trustees takes place before an appointment. There is also ongoing training of current trustees.





Equity, diversity and inclusion

The trustees recognise that having a board consisting of diverse individuals can support its effectiveness and leadership and enhance decision-making through a wide variety of perspectives, experience, and skills. Diversity is an area of ongoing improvement with a diversity audit scheduled for 2025.

Training has been provided to trustees so that the board is aware of diversity and its responsibilities in this area. We seek to minimise barriers around attendance at board meetings, for example ensuring that meetings are held with full disabled access and that trustee expenses are fully reimbursed.

As an organisation, we do not favour a quota approach to the wider diversity issue and instead, we focus on ensuring that the board is as diverse as possible within the need to recruit trustees with the right skills and experience. We continue to seek diverse people from a multitude of backgrounds.

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. Executive remuneration is approved by the board of trustees.

Meetings

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

Safeguarding

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

Enhanced Disclosure and Barring Service (DBS) checks are carried out on all staff and volunteers who work with vulnerable people being supported by Unseen. All trustees and the executive team are subject to an enhanced DBS check. Also, we:

- Have a trustee safeguarding committee and the wider board recognises its joint responsibility for safeguarding.
- Provide ongoing safeguarding training for all frontline staff.
- Have a monthly safeguarding report which captures all risks recorded and our response to these incidents. This ensures transparency in our actions and decision-making. This report is submitted to the senior leadership team monthly and the trustee safeguarding committee every guarter for review.

TRUSTEE DIRECTORS' REPORT

trustee directors' report

The trustees present their report and financial statements for the year ended 31 December 2024. The directors of the charitable company are also its trustees.

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

Objectives, activities, and public benefit

The objects for which the charity is established (the 'objects') are to relieve the need of, and to help and assist anyone who may have been a victim of human trafficking and modern slavery, in particular by:

- The provision of safe housing, medical care, financial support, legal advice, counselling and life skills and coaching.
- Raising awareness of human trafficking and modern slavery in the UK and internationally.
- Such other charitable objects and for the benefit of such other charitable bodies and institutions as the directors shall in their absolute discretion see fit.
- Nothing in the articles shall authorise an application of the property of the charity for purposes which are not charitable in accordance with section seven of the Charities and Trustee Investment (Scotland) Act 2005 and/or section two of the Charities Act (Northern Ireland) 2008.

Aims

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

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

Mission statement

Unseen is working towards a world without slavery.

Public benefit

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

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

- Support the most vulnerable.
- Help tackle the reasons slavery exists.

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'
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statement.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

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

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

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

This report was approved by the board of trustees on 14 June 2025 and signed on their behalf by:

Chair: Rosey Hurst

Rney Hunt

Trustee: Daniel Pounder

executive information

Charity name

Unseen (UK) trading as Unseen

Company number

06754171 (England and Wales)

Charity number

1127620 (England and Wales)

Company registered office and charity address

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

Trustees

Rosey Hurst, Chair

Dr Jan Birtle, Vice Chair (resigned June 2025)

Richard Marsh

Daniel Pounder

Vanessa Di Cuffa (resigned March 2024)

Nicholas Dutnall

Eric Anderson (resigned March 2025)

Andrea McMahon

Raquel McGrath

Ian Theodoreson (resigned September 2024)

Samantha Burt (resigned June 2025)

Shaun Sawyer (appointed May 2024)

Leah Brown (appointed February 2024, resigned March 2025)

Executive team

Chief Executive Officer: Andrew Wallis OBE

Director of Strategy: Justine Carter

Director of Fundraising, Communications, and Operations: Sian Hartstill

Deputy Director of Frontline Services: Lauren Saunders

Bankers

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

Triodos Bank UK, Deanery Road, Bristol, BS1 5AS

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

Independent Auditors' Report to the Trustees and Members

For The Year Ended 31 December 2024

Opinion

We have audited the financial statements of Unseen (UK) (the 'charitable company') for the year ended 31 December 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice: and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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



Independent Auditors' Report to the Trustees and Members

For The Year Ended 31 December 2024

Other information

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

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

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

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

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

Matters on which we are required to report by exception

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

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

Independent Auditors' Report to the Trustees and Members

For The Year Ended 31 December 2024

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 33, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

Independent Auditors' Report to the Trustees and Members

For The Year Ended 31 December 2024

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

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

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

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

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

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

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

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



Independent Auditors' Report to the Trustees and Members

For The Year Ended 31 December 2024

Use of our report

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



Senior Statutory Auditor for and on behalf of Albert Goodman LLP **Chartered Accountants** Statutory Auditor

Date: 14 June 2025

Goodwood House Blackbrook Park Avenue **Taunton** Somerset TA1 2PX

Statement of Financial Activities (including Income and Expenditure Account)

For The Year Ended 31 December 2024

		Unrestricted funds	Restricted funds	2024 Total funds	Unrestricted funds	Restricted funds	2023 Total funds
Income:	Notes	£	3	£	£	£	3
Donations and legacies	3	303,491	115,547	419,038	365,640	103,507	469,147
Charitable activities							
Support services	4	1,552,367	443,756	1,996,123	1,765,480	290,442	2,055,922
Business engagement	4	810,323	-	810,323	614,956	-	614,956
Policy, legislation and	4		7 500	7 500	1 110	01 206	00.445
operational change Educating society	4	- 1,645	7,528 32,132	7,528 33,777	1,119 396	91,326 30,959	92,445 31,355
Organisational sustainability and	7	1,040	0Z, 10Z	55,777	330	50,959	01,000
optimisation	4	27,269	-	27,269	15,086	-	15,086
Total income		2,695,095	598,963	3,294,058	2,762,677	516,234	3,278,911
Expenditure:							
Raising funds	5	270,402	-	270,402	303,319	-	303,319
Charitable activities							
Support services	6	1,366,464	607,852	1,974,316	1,696,466	420,520	2,116,986
Business engagement	6	406,772	-	406,772	327,133	-	327,133
Policy, legislation and	0	140.700	7.500	157.001	00 500	04.000	170.015
operational change Educating society	6 6	149,793 189,036	7,528 32,132	157,321 221,168	82,589 197,231	91,326 30,959	173,915 228,190
Organisational sustainability and	J	100,000	02,102	221,100	107,201	00,000	220,100
optimisation	6	286,781	-	286,781	259,678	-	259,678
Total expenditure		2,669,248	647,512	3,316,760	2,866,416	542,805	3,409,221
Net income / (expenditure)		25,847	(48,549)	(22,702)	(103,739)	(26,571)	(130,310)
Transfer between funds	16	-	-	-	-	-	-
Net movement in funds		25,847	(48,549)	(22,702)	(103,739)	(26,571)	(130,310)
Reconciliaton of funds							
Total funds brought forward		772,445	51,643	824,088	876,184	78,214	954,398
Total funds carried forward		798,292	3,094	801,386	772,445	51,643	824,088

Balance Sheet

For The Year Ended 31 December 2024

Fixed assets	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	2024 Total funds £	Unrestricted funds 2023 £	Restricted funds 2023 £	2023 Total funds £
Tangible fixed assets Investments	12 13	25,397 284,608	-	25,397 284,608	19,224 262,827	7,631 -	26,855 262,827
		310,005	-	310,005	282,051	7,631	289,682
Current assets							
Debtors Cash at bank and in	14	346,537	-	346,537	511,734	81,958	593,692
hand		733,906	7,100	741,006	365,072	20,821	385,893
		1,080,443	7,100	1,087,543	876,806	102,779	979,585
Liabilities							
Creditors falling due within one year	15	(592,157)	(4,006)	(596,163)	(386,412)	(58,767)	(445,179)
Net current assets		488,286	3,094	491,380	490,394	44,012	534,406
Total net assets		798,292	3,094	801,386	772,445	51,643	824,088
The funds of the charity:							
Restricted funds Unrestricted funds	16 16	- 798,292	3,094	3,094 798,292	- 772,445	51,643 -	51,643 722,445
Total charity funds		798,292	3,094	801,386	772,445	51,643	824,088

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

Approved by the Board of Trustees for issue on 14 June 2025 and signed on their behalf by:

R Hurst Chair

Rney Hunt

D Pounder Trustee

Statement of Cash Flows

For The Year Ended 31 December 2024

		2024 £	2023 £
	Notes	_	_
Cash flows from operating activities			
Net movements in funds for the year Adjustments to cash flows from non-cash items		(22,702)	(130,310)
Investment income reinvested Depreciation and amortisation	13 12	(21,781) 24,328	(12,827) 22,740
		(20,155)	(120,397)
Working capital adjustments			
Decrease/(increase) in debtors (Decrease)/increase in creditors	14 15	247,156 150,983	(162,582) 135,710
Net cash flow from operations		377,984	(147,269)
Cash flows from investing activities			
Purchase of fixed assets	12	(22,871)	(3,730)
Purchase of investments	13	-	(250,000)
Net cash (used in)/provided by investing activities		(22,871)	(253,730)
Net increase/(decrease) in cash and cash equivalents		355,113	(400,999)
Cash and cash equivalents at the beginning of the reporting period		385,893	786,892
Cash and cash equivalents at the end of the reporting period		741,006	385,893
Analysis of cash and cash equivalents			
Cash at bank and in hand		741,006	385,893

Notes to the Financial Statements

For The Year Ended 31 December 2024

1. Accounting Policies

Basis of accounting

Unseen (UK) is a company limited by guarantee incorporated in the United Kingdom under the Companies Act. The maximum liability of each member is limited to £1. The address of the registered office is given on page 34. The principal activities of the Charity are the provision of help and assistance for those who are victims of human trafficking and raising awareness of human trafficking locally, regionally, and nationally.

The financial statements have been prepared in £ sterling on the historical cost basis and in accordance with accounting and reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)) and the Companies Act 2006.

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably. Amounts received which are not yet recognised are classified as deferred income.

Investment income is included when receivable.

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

Expenditure

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

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

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

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



Notes to the Financial Statements

For The Year Ended 31 December 2024

Tangible fixed assets and depreciation

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

Fixtures and fittings

Computer equipment

Straight line basis

over 5 years

Straight line basis

over 3 years

Investments

Investments which are publicly traded are recognised initially at fair value which is normally the transaction price (but excludes any transaction costs). Subsequently, investments which are publicly traded are held at market value, with all realised and unrealised gains and losses passing through the SOFA.

Debtors

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

Cash at bank and in hand

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

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 in the Statement of Financial Activities on a straight-line basis over the period of the lease. The charity has operating leases for the premises in which they operate. The title of the leased premises remains with the lessor.

Notes to the Financial Statements

For The Year Ended 31 December 2024

Fund accounting

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

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

1.12 Judgements and estimates

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

Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments. Investment portfolios are basic financial instruments measured at fair value through the income and expenditure account as detailed in note 18.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument

2. Legal status of the charity

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



Notes to the Financial Statements

For The Year Ended 31 December 2024

3. Donations and legacies

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Donations Grants of general nature	267,616 35,875	115,547 -	383,163 35,875	358,640 7,000	103,507	462,147 7,000
	303,491	115,547	419,038	365,640	103,507	469,147

4. Income from charitable activities

	Unrestricted	Restricted	2024 Total	Unrestricted	Restricted	2023 Total
	£	£	£	£	£	£
Support services						
Service Income	1,552,367	-	1,552,367	1,765,480	-	1,765,480
Support services - Grants						
received	-	443,756	443,756	-	290,442	290,442
Business engagement	810,323	-	810,323	614,956	-	614,956
Policy, legislation and						
operational change	-	7,528	7,528	1,119	91,326	92,445
Educating society	1,645	32,132	33,777	396	30,959	31,355
Organisational sustainability						
and optimisation	27,269	-	27,269	15,086	-	15,086
	2,391,604	483,416	2,875,020	2,397,037	412,727	2,809,764

Notes to the Financial Statements

For The Year Ended 31 December 2024

During the year to 31 December 2024 the following Trust funds and other institutions supported the work of the Charity and the amounts below are included in grants received above across notes 3 and 4:

	Unrestricted funds	Restricted funds	2024 Total funds	Unrestricted funds	Restricted funds	2023 Total funds
	£	£	£	£	£	£
Avon & Somerset Police &						
Crime Commissioner	-	41,416	41,416	-	39,828	39,828
City Bridge Foundation	-	44,240	44,240	-	-	-
Garfield Weston Foundation	-	-	-	-	45,000	45,000
Heart of Bucks Community Foundation	_	5,000	5,000	_	_	_
Hilton Foundation	_	-,	-	_	65,000	65,000
J & M Britton Charitable Trust	-	5,000	5,000	-	-	-
John James Bristol Foundation	-	10,000	10,000	-	10,000	10,000
Kathleen Beryl Charitable Trust	10,000	, -	10,000	-	, -	, -
Moondance Foundation	-	15,000	15,000	-	10,000	10,000
Odin Charitable Trust	-	10,000	10,000	-	· -	-
Samworth Foundation	-	50,000	50,000	-	50,000	50,000
Scouloudi Foundation	-	15,000	15,000	-	· -	-
The Albert Gubay Charitable		,	,			
Foundation	-	10,000	10,000	-	-	-
The Batchworth Trust	10,000	-	10,000	-	-	-
The Burden Trust	-	6,000	6,000	-	6,000	6,000
The Clothworkers' Foundation	-	10,000	10,000	-	-	-
The Emmanuel Kaye						
Foundation	-	30,000	30,000	-	-	-
The Evan Cornish Foundation	-	5,000	5,000	-	-	-
The Green Room Charitable						
Trust	-	5,000	5,000	-	-	-
The Henry Smith Charity	-	39,800	39,800	-	38,000	38,000
The JD Foundation	-	20,000	20,000	-	-	-
The National Lottery Community Fund	-	58,713	58,713	-	-	-
The National Benevolent						
Charity	-	20,000	20,000			-
The Nisbet Trust	-	10,855	10,855	-	10,014	10,014
The Peter Stebbings Memorial Charity	-	-	-	-	5,000	5,000
The Screwfix Foundation	-	5,000	5,000	-	-	-
The Tony And Audrey Watson						
Charitable Trust	5,000	-	5,000	-	-	-
The Wixamtree Trust	-	6,000	6,000	-	-	-
Other grants (individually < £5,000)	10,875	21,732	32,607	7,000	11,600	18,600
	35,875	443,756	479,631	7,000	290,442	297,442
	55,675	443,730	413,031	7,000	230,442	231,442

Notes to the Financial Statements

For The Year Ended 31 December 2024

During the year to 31 December 2024 the charity did not receive any amounts from universities and other institutions.

	Unrestricted funds	Restricted funds	2024 Total funds	Unrestricted funds	Restricted funds	2023 Total funds
	£	£	£	£	£	£
University Of Leicester	-	-	-	-	75,679	75,679
University Of Surrey	-	-	-	-	15,647	15,647
	-	-	-	-	91,326	91,326

5. Expenditure on raising funds

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Direct fundraising cost Staffing cost Support costs (note 7) Governance costs (note 7)	27,439 156,127 85,681 1,157	- - -	27,439 156,127 85,681 1,157	59,324 205,019 34,197 4,779	- - -	59,324 205,019 34,197 4,779
	270,402	-	270,402	303,319	-	303,319

Notes to the Financial Statements

For The Year Ended 31 December 2024

6. Expenditure on charitable activities

	Support	Business	Policy, legislation and operational	Educating	Organisational sustainability and	
	services £	engagement	change £	society £	optimisation £	2024 Total £
Activities costs	18,622	£	1,000	39	£ -	19,661
DBS checks	16,022	108	1,000	-	_	390
Depreciation	7,216	804	1,690	_	-	9,710
Finance costs	7,210	-	1,090	_	_	9,710
	_	_	_	_	_	_
General premises and sundry costs	17,431	-	21	-	77	17,529
Heat, light and insurance	21,607	-	-	-	-	21,607
Interpreting costs	34,126	-	-	-	189	34,315
IT costs	11,989	1,791	759	5,813	-	20,352
Office costs and comms	-	15,153	-	22,120	-	37,273
Printing, postage, stationery and advertising	2,271	-	-	-	-	2,271
Professional fees and outsourced service costs	4,995	1,994	-	-	-	6,989
Property costs	73,927	474	-	-	-	74,401
Staff and contractor costs	1,198,751	284,979	124,851	126,581	-	1,735,162
Staff other costs	28,646	1,460	383	-	-	30,489
Staff travel	16,148	11,347	2,503	534	12,859	43,391
Subscriptions	353	10,388	2	-	2,289	13,032
Telephone	26,831	370	-	-	-	27,201
Venue hire	-	-	-	-	-	-
MSVCC costs	349,718	-	-	-	-	349,718
Waste disposal and cleaning	4,992	-	-	-	-	4,992
Support costs (note 7)	144,449	75,468	24,811	65,104	265,346	575,178
Governance (note 7)	12,076	2,436	1,186	976	6,021	22,695
	1,974,316	406,772	157,320	221,167	286,781	3,046,358

Notes to the Financial Statements

For The Year Ended 31 December 2024

Expenditure on charitable activities - 2023

	Support	Business	Policy, legislation and operational	Educating	Organisational sustainability and	
	services	engagement	change	society	optimisation	2023 Total
	3	£	3	£	3	£
Activities costs	20,461	-	9,860	-	-	30,321
CRB checks	1,316	45	-	-	-	1,361
Depreciation	6,534	807	1,690	-	-	9,031
Finance Costs	-	(3,224)	-	-	-	(3,224)
General premises and						
sundry costs	11,095	-	11	-	184	11,290
Heat, light and insurance	4,308	494	-	-	-	4,802
Interpreting costs	35,333	-	-	-	-	35,333
IT costs	17,792	5,045	2,348	1,688	-	26,873
Office costs and comms	-	28,076	-	22,848	-	50,924
Printing, postage, stationery and advertising	712	53	-	-	-	765
Professional fees and outsourced service costs	607	-	720	-	-	1,327
Property costs	76,093	-	-	-	-	76,093
Staff and contractor costs	1,280,613	256,975	134,226	169,713	38,214	1,879,741
Staff other costs	31,006	1,875	2,528	25	-	35,434
Staff travel	17,025	11,266	2,157	9,432	11,308	51,188
Subscriptions	38	404	6	-	1,806	2,254
Telephone	22,312	458	182	-	-	22,952
Venue hire	312	-	-	-	-	312
MSVCC costs	454,450	-	484	-	-	454,934
Waste disposal and cleaning	3,528	-	-	-	-	3,528
Support costs (note 7)	110,968	18,277	14,954	11,750	203,078	359,027
Governance (note 7)	22,483	6,582	4,748	12,734	5,088	51,635
	2,116,986	327,133	173,914	228,191	259,678	3,105,902

Notes to the Financial Statements

For The Year Ended 31 December 2024

7. Allocation of support costs and governance costs

The charity identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the costs of raising funds (note 5) and five charitable activities (note 6) undertaken in the year. The table below gives the basis for the apportionment and the analysis of support and governance costs. The costs have been apportioned based on a % of direct expenditure (2023: % of direct expenditure).

	Support costs	Governance costs	2024 Total	Support costs	Governance costs	2023 Total
	£	£	£	£	£	£
Auditors' remuneration	-	7,920	7,920	-	11,820	11,820
Office costs and						
communications	110,034	-	110,034	107,280	-	107,280
Premises cost	21,338	-	21,338	21,385	-	21,835
Professional fees	50,535	3,729	54,264	36,615	2,617	39,232
Depreciation	14,618	-	14,618	13,708	-	13,708
Staffing costs	464,335	12,203	476,538	214,236	41,978	256,213
	660,860	23,852	684,712	393,224	56,415	449,638

8. Net incoming resources

Net resources are stated after charging:

	2024	2023	
	£	£	
Depreciation of owned assets	24,328	22,740	
Operating leases expenditure	94,507	108,399	
Bad debt expense	-	-	
Auditors' remuneration for:			
Audit services	7,920	7,860	
Accountancy services	-	2,820	
			Ì

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Notes to the Financial Statements

For The Year Ended 31 December 2024

9. Employees

Employment costs	2024 £	2023 £
Wages and salaries Social security costs Other pension costs	2,101,971 174,508 65,213	2,052,930 183,536 60,604
	2,341,692	2,297,070

Number of employees

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

	2024	2023
Direct staff	77	87
Leadership and operations staff	14	18
	91	105

Of the 91 employees, 65 were full-time and 26 part-time (2023: 68 and 37 respectively).

The key management personnel of the charity are considered to be the Chief Executive, the two Directors, and the Deputy Director, appointed November 2024 (2023: Chief Executive and two Directors). The total cost to the charity for employee benefits for the employed key management were £259,933 (2023: £257,291).

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

	2024 number	2023 number
£60,000 - £70,000	2	-
£70,000 - £80,000	1	1
£80,000 - £90,000	-	1

Defined contribution pension scheme

The company operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the company to the scheme and amounted to £65,213 (2023: £60,604).

Notes to the Financial Statements

For The Year Ended 31 December 2024

10. Trustees' remuneration and benefit

There was no remuneration nor other benefits paid to trustees for their governance duties during the year ended 31 December 2024 nor for the year ended 31 December 2023.

During the year, travelling expenses of £110 were reimbursed to one trustee (2023: travelling expenses of £289 to two trustees).

11. Operating lease commitments

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

	2024	2023
	£	£
Land and Buildings		
Expiry date:		
Within one year	70,540	63,771
Between two and five years	68,412	113,019
Office Equipment		
Expiry date:		
Within one year	1,222	1,224
Between two and five years	916	2,135
Total	141,090	180,149



Notes to the Financial Statements

For The Year Ended 31 December 2024

12. Tangible fixed assets

Cost	Fixtures & Fittings £	Computer Equipment £	Total £
At 1 January 2024 Additions Disposals	24,128 8,691 -	144,140 14,180 -	168,268 22,871 -
At 31 December 2024 Depreciation	32,819	158,320	191,139
At 1 January 2024 Charge for the year Eliminated on disposal	22,709 5,840 -	118,704 18,488 -	141,413 24,328 -
At 31 December 2024	28,549	137,192	165,741
Net book value			
At 31 December 2024	4,270	21,128	25,398
At 31 December 2023	1,419	25,438	26,855

13. Investments

Cost	2024 £	2023 £
At 1 January Reinvestment of income Losses	262,827 21,781 -	250,000 12,827
At 31 December	284,608	262,827

Shares in subsidiary undertaking

None.

Notes to the Financial Statements

For The Year Ended 31 December 2024

14. Debtors

	2024	2023
	£	£
Trade debtors	170,972	342,429
Prepayments and accrued income	175,565	251,263
	346,537	593,692

15. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	35,819	29,157
Other taxes and social security	68,224	82,758
Other creditors	13,580	2,092
Accruals and deferred income	478,540	331,172
	596,163	445,179

Reconciliation of deferred income

Opening balance	318,153	191,840
Released during the year	(318,153)	(191,840)
Received during the year	467,637	318,153
Closing balance	467,637	318,153
Closing balance	467,637	318,153

Notes to the Financial Statements

For The Year Ended 31 December 2024

16. Summary of movement in fund

	At 1 January				At 31 December
	2024	Income	Expenditure	Transfers	2024
	£	£	£	£	£
Unrestricted funds					
General funds	772,445	2,695,095	(2,669,248)	-	798,292
	772,445	2,695,095	(2,669,248)	-	798,292
Restricted funds					
Anti-Slavery Partnership (ASP)	3,094	32,132	(32,132)		3,094
Helpline (Support Services)	48,549	353,345	(401,894)	_	3,094
	40,549		, , ,	_	_
One Team (Support Services) Policy, legislation, and	-	205,958	(205,958)	-	-
operational change	-	7,528	(7,528)	_	-
·	51,643	598,963	(647,512)	-	3,094
	•	,	, ,		,
TOTAL FUNDS	824,088	3,294,058	(3,316,760)	-	801,386
Summary of movement in fund	ls – 2023				
Summary of movement in func	ls – 2023 At 1				At 31
Summary of movement in func	At 1 January				December
Summary of movement in func	At 1 January 2023	Income	Expenditure	Transfers	December 2023
	At 1 January	Income £	Expenditure £	Transfers £	December
Unrestricted funds	At 1 January 2023 £	£	£		December 2023 £
Unrestricted funds	At 1 January 2023 £ 876,184	£ 2,762,677	(2,866,416)		December 2023 £
Unrestricted funds	At 1 January 2023 £	£	£		December 2023 £
Unrestricted funds General funds	At 1 January 2023 £ 876,184	£ 2,762,677	(2,866,416)		December 2023 £
Unrestricted funds General funds Restricted funds	At 1 January 2023 £ 876,184	£ 2,762,677	(2,866,416) (2,866,416)		December 2023 £
Unrestricted funds General funds Restricted funds Anti-Slavery Partnership (ASP)	At 1 January 2023 £ 876,184 876,184	£ 2,762,677 2,762,677	(2,866,416) (2,866,416) (30,959)		December 2023 £ 772,445 772,445
Unrestricted funds General funds Restricted funds Anti-Slavery Partnership (ASP) Helpline (Support Services)	At 1 January 2023 £ 876,184 876,184	2,762,677 2,762,677 30,959 333,449	(2,866,416) (2,866,416)		December 2023 £ 772,445 772,445
Unrestricted funds General funds Restricted funds Anti-Slavery Partnership (ASP)	At 1 January 2023 £ 876,184 876,184	2,762,677 2,762,677 30,959	(2,866,416) (2,866,416) (30,959) (360,050)		December 2023 £ 772,445 772,445
Unrestricted funds General funds Restricted funds Anti-Slavery Partnership (ASP) Helpline (Support Services) One Team (Support Services)	At 1 January 2023 £ 876,184 876,184	2,762,677 2,762,677 30,959 333,449	(2,866,416) (2,866,416) (30,959) (360,050)		December 2023 £ 772,445 772,445
Unrestricted funds General funds Restricted funds Anti-Slavery Partnership (ASP) Helpline (Support Services) One Team (Support Services) Policy, legislation, and	At 1 January 2023 £ 876,184 876,184	2,762,677 2,762,677 30,959 333,449 60,500	(2,866,416) (2,866,416) (30,959) (360,050) (60,500)		December 2023 £ 772,445 772,445
Unrestricted funds General funds Restricted funds Anti-Slavery Partnership (ASP) Helpline (Support Services) One Team (Support Services) Policy, legislation, and	At 1 January 2023 £ 876,184 876,184 3,094 75,120 -	2,762,677 2,762,677 30,959 333,449 60,500 91,326	(2,866,416) (2,866,416) (30,959) (360,050) (60,500) (91,326)		772,445 772,445 772,445 3,094 48,549

Notes to the Financial Statements

For The Year Ended 31 December 2024

16. Summary of movement in funds (continued)

Details of Restricted Funds:

One Team: Funding from One Team has been split up to cover the costs of the following three areas:

- Unseen women's safe house: A safe house for women who have suffered exploitation and trafficking.
- Resettlement and integration project: Resettlement, outreach and integration project for men and women who have survived trafficking and exploitation.
- Unseen men's safe house: A safe house for men who have suffered exploitation and trafficking.

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

Policy, legislation, and operational change: Research project in collaboration with Liverpool John Moores University which aimed to increase the understanding of the role social media plays in the exploitation of children and young people. This funding enabled Unseen to share our insights and facilitate people with lived experience of modern slavery feeding into this important topic.

17. Related party transactions

No related party transactions during the year. (2023: £4,620 was paid to Cultureology Ltd, a company where previous trustee Vanessa Di Cuffa is a director.)

18. Financial instruments

	2024 £	2023 £		
Financial assets measured at fair value through income and expenditure account	284,608	262,827		
Financial assets that are debt instruments measured at amortised cost	1,054,266	931,868		
	1,338,874	1,194,695		
Financial liabilities measured at amortised cost	66,301	44,268		
Item of income, expenditure, gain or losses				
2024	Income £	Expenses £	Net gains £	Net losses £
Financial assets measured at fair value through income and expenditure account	21,781	-	-	-
2023	Income £	Expenses £	Net gains £	Net losses
Financial assets measured at fair value through income and expenditure account	12,827	-	-	-





lan Theodoreson (1957 to 2024), former Unseen trustee

remembering Ian Theodoreson purpose, passion and principle

We remember with deep gratitude the life and legacy of lan Theodoreson, a cherished trustee and friend of Unseen, who passed away in 2024.

lan's unwavering commitment, expertise, and generosity during his time with Unseen have left an indelible mark on our organisation and bolstered our fight against modern slavery.

As head of our finance and audit subcommittee, lan guided Unseen through pivotal moments, managing financial complexities with clarity. His vision allowed us to take bold steps towards growth while managing our resources wisely.

Beyond his significant contributions as a trustee, lan was a generous supporter of our cause, demonstrating his deep belief in our mission to eradicate modern slavery.

His dedication has been a source of strength and inspiration to our entire team, reminding us of the profound impact our work can have on individuals and communities.

We will forever cherish the memory of lan's kindness, his dedication, and his passion for justice.

how you can help us end modern slavery

Every action, no matter how small, brings us closer to a world where no one is exploited for profit or power.

Whether you donate to support survivors, use your voice to advocate for stronger protections, or educate yourself and others on the signs of exploitation, you become part of the solution.

Businesses, policymakers, frontline professionals, and individuals all have a role to play. With your help, we can dismantle the systems that allow slavery to thrive and build a future rooted in freedom, justice, and dignity for all.

Stand with us today – because no one should have to fight for their freedom alone.

- Visit our website to subscribe to our newsletter
- Make a donation
- Explore collaboration opportunities with our teams



unseenuk.org











make a donation

