



JUSTICE & CARE

Saving lives. Breaking
the grip of crime.

JUSTICE & CARE

(Company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

Company number 06990037

Charity number 1133829 (England and Wales)

Charity number SC042389 (Scotland)



CONTENTS

Page

Reference and Administrative Details	1
Chairman's Report	4
Trustees' Report	7-25
Independent Auditor's Report	27-29
Statement of Financial Activities	31
Balance Sheet	32
Statement of Cash Flows	33
Notes to the Financial Statements	36-47

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

James R Thomas
Lauren D Bethell
Hendrieke Van Dommele (Resigned 26/01/2018)
Jonathan Pugh-Smith
Jon Simpson

Key management

Chief Executive Officer
Compliance Officer
Global Director for Fundraising and
Communications

Christian Guy
Filipe Pereira
Jamie Fyleman

Secretary

Haysmacintyre LLP

Registered Office

10 Queen Street Place
London
EC4R 1AG

Independent Auditors

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

Solicitors

Wellers Law Group PLC

Bankers

HSBC Bank plc
76 Hanover Street
Edinburgh
EH2 1EL

Company Number

06990037

Charity Numbers

1133829 (England and Wales)
SC04239 (Scotland)

"I didn't know that I am
also important in my
society. Justice and Care
helped me to believe in
myself. Thank you."

Sadiya, Survivor

From September 2017 to August 2018...



RESCUED

135



SURVIVORS SUPPORTED

489 survivors cared for



ARRESTED

96 arrests



BROTHELS CLOSED

2 plus 10 wire mesh factories where children were being exploited



JAIL

8 Perpetrators jailed



CRIMINAL NETWORKS

14 where over 50% suspected perpetrators in network arrested



AWARENESS TRAINING

Delivered to 115,240 people, in the most at risk communities, trafficking awareness training



COMPENSATION

67 survivors received compensation



VIGILANCE

The creation of 43 vigilance groups in vulnerable communities



Other key achievements:

- UK Victim Navigator Project launched - forging new partnerships between our teams and police forces
- Helped secure the first life sentences in India for two brothel owners responsible for the sex trafficking of children
- India's President committing to roll-out a nationwide course we pioneered for survivors of trafficking
- In Bangladesh, training for border guards already leading to 72 victims of trafficking, almost half of them children, being identified, made safe and returned home

Chairman's overview

Charles Dickens famously opened his book A Tale of Two Cities with the line 'It was the best of times, it was the worst of times.' It feels particularly apt for the work of Justice and Care this year.

We remain acutely aware that there have never been more slaves in the world than there are today. More than 40 million is the estimate. It is the fastest growing crime in the world, affecting young girls like Yasmin who was taken from her home and sold by her father's best friend to a brothel, where she was raped time and time again.

Human trafficking is dark. It is dark as you meet people whose lives have been destroyed for the profit of others. Dark as you start to unpick the criminal networks responsible and see the impact on the communities targeted.

Towards the end of this financial year we were particularly affected by a decision from the Indian authorities to close-off foreign funding channels to many of their domestic NGOs. Our partner in India was hit but has been able to continue a level of operations in the interim. Seeing the short-term impact on our work has been painful, though we are optimistic for the future of the work there.

We also see incredible hope. In India, the work will continue not least because of the steps we had taken to make the partner self sustainable. Funders there are pledging to help ensure the work is built back up - our dream of developing a locally led and funded organisation is becoming a reality.

So too is the systemic impact we had hoped for. Earlier this year, for example, Yasmin told her story at an event the President of India hosted to launch a training course we have pioneered to help survivors of trafficking. The Government has pledged to make it available to 500,000 survivors.

The fact that Yasmin was able to tell her story shows the power of being able to overcome, to set out a new future. We have seen many others do so in court, helping to lead to 8 convictions and many more being charged.

Another example of systemic impact is work in Bangladesh, where our training of border guards has already seen more than 70 victims of trafficking identified and rescued (almost half of them children who had been reported missing in their villages) and returned home.

JUSTICE & CARE

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

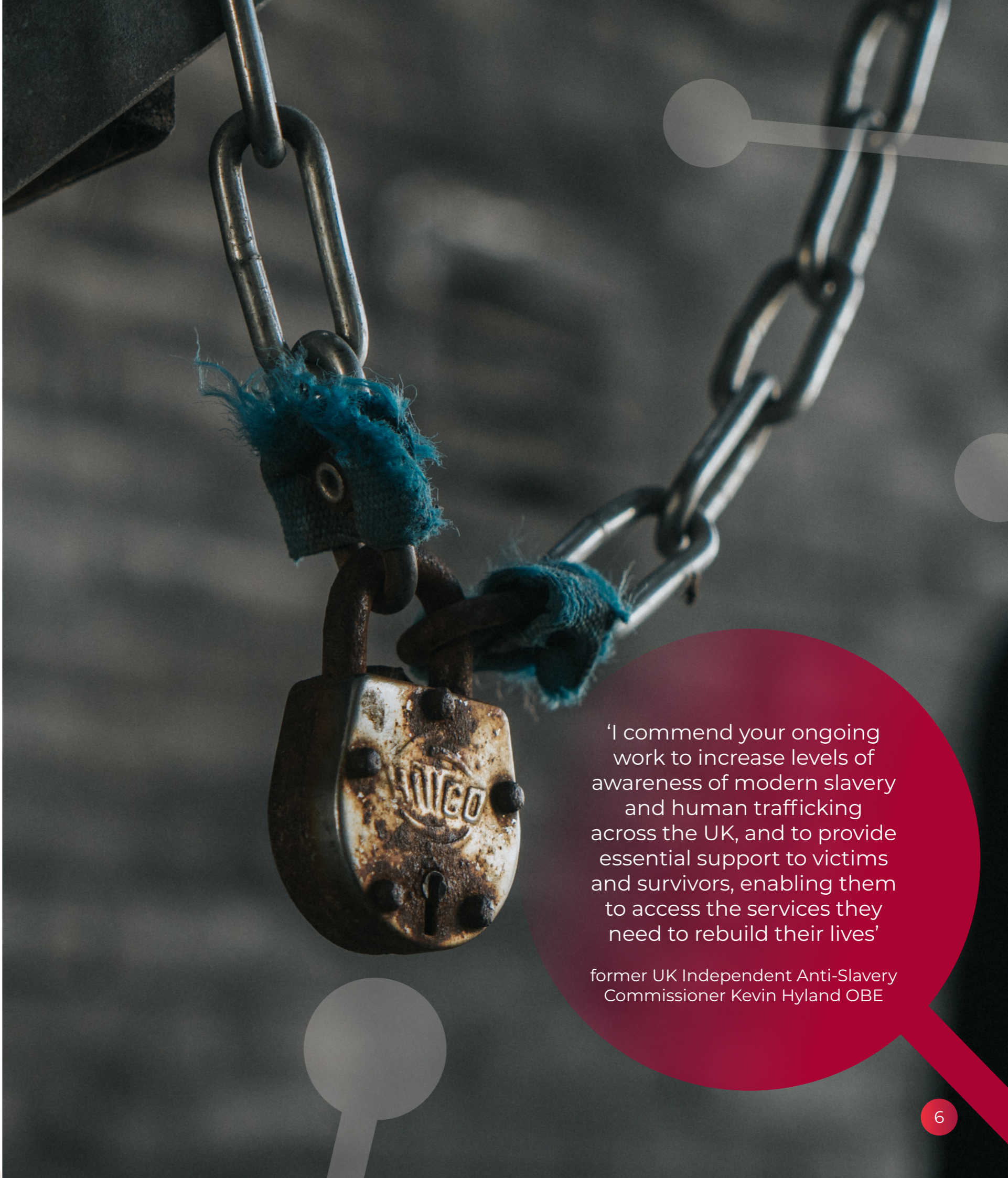
We are also excited, having proven our model in India, to have expanded our work in the UK. We have begun partnering with a number of police forces, placing victim navigators in the heart of police teams - providing insight to officers and, critically, care to victims once they are rescued.

For Justice and Care, alongside our day to day work, this year we have been starting to work out plans to deepen our impact and reach. It will see us develop more work in the UK and Europe, support other local partners to develop their work and use their grass roots learnings to spark systemic change.

We are genuinely excited for the future. One in which we know we will be able to help more survivors like Yasmin rebuild their lives, make more communities safe, support the work of police to bring more of those responsible to justice and create ever greater systemic change. We know there is much work to be done - but we are so grateful for all the progress we have made. None of it would be possible without you, we are incredibly thankful.

Also a great thanks to the incredible staff team at Justice and Care, and my fellow Trustees who give so much time to bring freedom. As you read this annual report I trust you will be inspired by the work and share our optimism for the future.

James Thomas
Founder and Chairman



'I commend your ongoing work to increase levels of awareness of modern slavery and human trafficking across the UK, and to provide essential support to victims and survivors, enabling them to access the services they need to rebuild their lives'

former UK Independent Anti-Slavery
Commissioner Kevin Hyland OBE

TRUSTEES REPORT

The Trustees, who are also the Directors, present their report together with the financial statements for the year ended 31 August 2018.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Justice and Care is a registered charity in England and Wales, number 1133829, and also a registered charity in Scotland. It is a company limited by guarantee and not having a share capital. It is constituted by its Memorandum and Articles of Association and is governed by a Board of Trustees. Each member of the charity undertakes to contribute such amounts as may be required but not exceeding £1. The charity works closely with autonomous sister organisations in The Netherlands, The United States of America and Asia.

Governance and Management

The day to day work of Justice and Care is managed by a strong executive leadership team, led by our CEO in the UK, Christian Guy.

We continued to strengthen the team during the year, including recruiting Cristina Gavrilovic as our European Programme Manager and our first Victim Navigators.

The work of Justice and Care is overseen by the Trustees, who manage the overall activities of the charity by a series of meetings of the Board held four times per annum. The registered Directors of the company are also the Trustees. Trustees are appointed by the members in accordance with the Company's Articles of Association and details of the Trustees are listed on page 1.

Trustees are appointed by invitation of the existing Board based on their experience and their understanding and support of the charity's objectives. Potential Trustees are identified and then approached to determine whether they are able and willing to become part of Justice and Care. Interested individuals are invited to attend a number of Trustee meetings to enable them to gain an understanding of the ethos and philosophy of management of Justice and Care. They are also given information about the activities, resources and objectives of the charity as well as information regarding the roles and responsibilities of Trustees. At the end of this period, individuals are invited to become Trustees. An appointment is made at a formal meeting of the Board of Trustees.

Justice and Care UK also has an office in Bangladesh, registered with the NGO Affairs Bureau in the country. The objectives of the work there align with our global objectives and the results are incorporated in the financial statements of Justice and Care UK.

For 2017/18 Justice and Care UK held an inactive company, JCDA UK, which submitted its annual accounts separately. JCDA UK has subsequently been closed, strike off notification is currently published with Companies House and we will make this clear in our 2018/19 accounts..

Justice and Care UK works closely with Justice and Care Netherlands and Justice and Care United States. The entities share the same name but are not linked directly and they are stand-alone charities.

Remuneration for Key Management

The Trustees manage a Remuneration Sub-Committee consisting of the Chairman and another experienced Trustee to consider detailed remuneration matters on behalf of the Board. The Remuneration Sub-Committee review detailed benchmarking data from both the Charity and Corporate market to assist in setting key management remuneration. They also take into account the unique skill-set required for work in the anti-trafficking sector before making remuneration recommendations to the Board for approval.

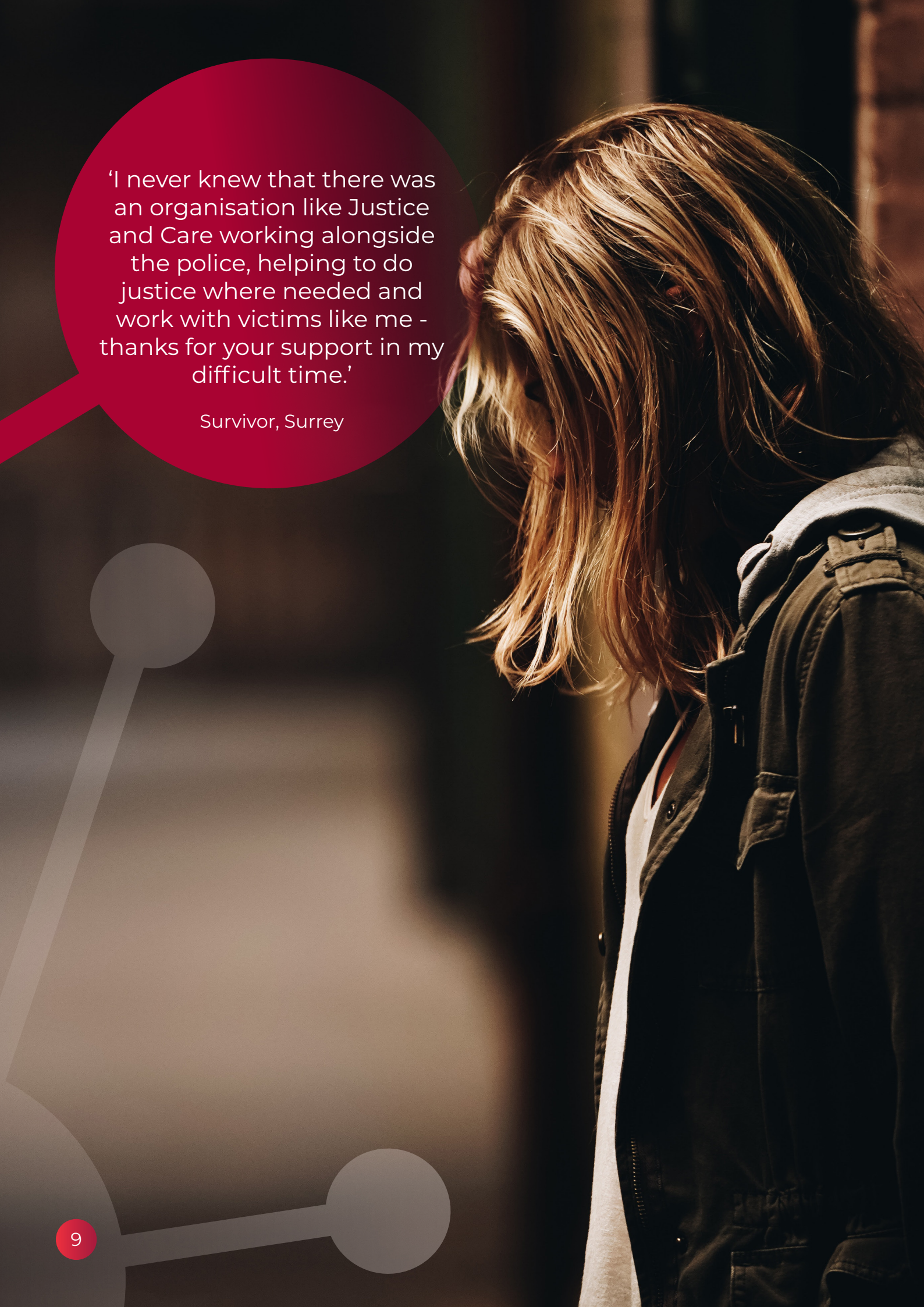
OBJECTIVES

The charity's objectives are for the public benefit and are:

- To prevent, tackle and eliminate all forms of violation of human rights and to relieve suffering caused thereby in such parts of the world and by such charitable means as the trustees may from time to time think fit.
- To advance education and other means to raise public awareness through the research of the causes and effects of human rights abuses and to disseminate the useful results thereof.
- To engage with volunteers and communities, to drive systemic change and prevention programmes through effective frontline work.

'Justice and care helped me rise from the ashes. I had no confidence in me but now I dream of a life full of dignity.'

Nawrin



'I never knew that there was an organisation like Justice and Care working alongside the police, helping to do justice where needed and work with victims like me - thanks for your support in my difficult time.'

Survivor, Surrey

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

We are committed to doing all we can to see an end to slavery - bringing freedom to individuals and communities living in the grip of the crime, working with police to bring all those responsible to justice and sparking systemic change.

Our Approach:

- Ensure an end to end strategy is in place - from prevention in vulnerable communities to long-term care of survivors - we've learnt that it takes a wide-ranging approach to break the back of slavery
- A multi-disciplinary outlook - we bring together leading experts from different disciplines to work together to combat human trafficking as one team
- Deal with the issue as organised crime - bringing an end to modern-day slavery will not be possible without tackling the exceptionally profitable and largely undetected criminality behind it.
- Work with governments and State agencies - we know that it is governments that can change things at scale, that is why we are committed to doing all we can to support the role of statutory organisations to combat slavery

During the year we have been working in the UK, mainland Europe, India and Bangladesh.

UK

One day after school, 17 year old Maria went to a friend's house to 'hang-out.'

When she got there, her day suddenly became a nightmare. Waiting for her were a group of men who kidnapped her and trafficked her to the UK.

The criminals made her a false passport, presenting her as a 21 year old. She was told she would be made to work in a hotel as a cleaner - instead she was taken to a brothel, where she was forced to have sex with many men.

She was beaten, threatened with knives and locked in her room.

Maria's story is far too frequent here in the UK. Some estimates have the number of people enslaved in the country as high as 136,000, but the true picture is unknown. But what we know is that there are many victims like Maria, hidden in plain sight in the UK who are forced, among other places, to work in brothels, car washes, construction, farming, restaurants, in people's homes and nail bars.

Although the problem is acknowledged to be commonplace, prosecutions are few. That is why we have brought our work to the UK.

We have employed a small team, led by Cristina Gavrilovic - who came to us having led the response to slavery for Kent and Essex police. Under her leadership, the number of trafficking victims identified rose from 40 to 664, and a comprehensive multi-agency response was implemented.

Her work has been recognised widely including by the Human Trafficking Foundation, who awarded her for the Outstanding Contribution to the fight against Modern Slavery 2017 and the British Association of Women in Policing who named her among the Best Police Staff 2017.

During the year we began working with two police forces, Kent and Surrey, to pilot a pioneering project putting our workers at the heart of senior police units. They not only provide training and tactical advice to investigators and front line teams on the issue of slavery, but critically provide independent support to victims of trafficking as soon as they are rescued - helping them to understand their rights and choices, access the support services they need and navigate the criminal justice system.

We expect the project to lead to better victim care and co-operation with police, ultimately leading to much greater prosecution rates. Numbers of other forces and agencies are seeking to set up similar projects with us.

Also during the year we were delighted to see the successful prosecution of a British man, whose case we have been working on for several years with the National Crime Agency (NCA). The Reverend Jonathan Robinson, a retired vicar from Martock in Somerset, was found responsible for sexually abusing a boy from an orphanage he had helped set up in India and was finally convicted in April. We continue to work closely with the NCA.

Europe

As Maria's story illustrates, much of the flow of victims of trafficking is from Eastern Europe to the UK.

During the year we began scoping a small number of European countries to understand better the issue of vulnerability in these countries and the support mechanisms available to help victims of trafficking to return home.

We have met with charities, the police, government officials and others. This has helped shape a European Strategy that will start to be implemented in 2018/19.

In addition, we have employed a researcher who is now based in Brussels. We know that the criminal networks responsible for trafficking work across borders, yet there is little coordination between nations on dealing with the issue.

Our researcher is creating partnerships in Brussels and reviewing the action of different nation states to the issue. We expect the role to help share best practice, influence nation states to improve their response to slavery and work together across the EU to combat human trafficking.

Bangladesh

Having worked to repatriate victims safely who had been trafficked from Bangladesh into India, in 2017 we established a country office in Dhaka - to help survivors return home, to keep communities safe from traffickers, help spot and rescue victims and to spark systemic change.

Aftercare

Our team has quickly become the go-to NGO to support repatriations of Bangladeshi victims who had been trafficked to India. In their first year Justice and Care Bangladesh repatriated 103 of the 287 victims repatriated in the whole country. It is well documented that Bangladeshi victims have frequently languished in Indian shelter homes for years awaiting repatriation, which has a hugely negative impact on their recovery and ability to move on with their lives. Crucially in 100% of cases, our team were able to repatriate the victim within 12 months of referral.

Following safe and supported repatriation, we provide victims with life skills training, counselling, medical care, vocational training, education and ongoing social work support according to each victim's needs.

Prevention

Traffickers are known to target garment factories in Dhaka, offering fictitious job opportunities abroad to the vulnerable women there who are generally low status, poorly educated, poorly paid and already separated from their families and support structures. Our Bangladesh team conducted awareness sessions on trafficking and safe migration to over 900 female factory workers during a specially developed lunch hour programme.

Rescue and Prosecution

We support the work of police and border guards to identify and rescue trafficking victims. In the district of Jessore, the border guards had historically arrested all those without the correct documentation for attempted illegal border crossing. In the months following our training, the Border Guards Bangladesh (BGB) were able to identify 72 victims of human trafficking amongst those crossing the border, including more than 30 children. Instead of arresting them, the guards referred them to Justice and Care who were able to reunite them with their families. It transpired that almost all the children were the subject of missing persons reports lodged by their families across Bangladesh - now they are safely reunited.

The team supports victims to testify via video conference against their traffickers in India, to help them see their exploiters brought to justice without the trauma of facing their traffickers in court or having to remain in India for protracted court proceedings. Six victim testimonies were recorded in this way across four districts.

Systemic change

In July our team was able to convene the repatriation task forces from both India and Bangladesh for a bilateral conference on human trafficking. New commitments were made to strengthen cooperation and coordination to improve victim care and repatriation timelines.



Rifah's story

Rifah was trafficked to India when she was 22 years old, tricked by a boyfriend. She was held captive and forced into sex slavery.

She was rescued by Justice and Care, initially taken to a local shelter home for protection: *'I still remember how good I felt when I saw one person from Justice and Care - they have been holding my hand since.'*

Today Rifah is back in Bangladesh, where she is working in a factory. Our team have helped protect her when those accused of her trafficking were trying to pressurise her to drop the legal case. She has been given counselling to help deal with her trauma.

'I feel blessed that Justice and Care came to know about me otherwise I should have been in prostitution still. They have made me capable of standing on my own two feet. Thank you Justice and Care for giving me a second chance in life.'

India

The majority of our activity during the year continued to be focussed in India - numerically the global epicentre of slavery and trafficking. For the past decade, our partner there (Waste Management Society (WMS)) has been developing our unique award-winning end-to-end response to the issue.

Making communities safe

We continued to work in some of the most vulnerable communities during the year that our intelligence and experience showed were being targeted by traffickers.

During the year, we supported the set up and development of 43 vigilance committees. Drawn from people across the community, in many cases including survivors of human trafficking, these groups help raise awareness of the issue, build resilience and also act as an early warning system when traffickers attempt to strike.

As part of this work, we were able to train directly more than 115,000 people in trafficking awareness. In addition, we were able to reach many more through radio programmes - which featured some of those who we have helped rescue telling their stories. Alongside awareness training, we helped thousands of vulnerable families - mostly members of isolated scheduled castes/tribes - to enrol their children in school, access welfare payments they are entitled to and access health care. By increasing a family's economic security in this way, we reduce the 'push' factors that drive them into the hands of traffickers.

Rohan was one of those who had been trained by Justice and Care, a young person living in the North of India. Soon after, a trafficker came to the community - trying to lure families to send their children to work for him.

'We quickly identified the trafficker, stopped him and helped remove him from the village. As a result of the awareness sessions, we knew about child rights and protection and realised the danger this man posed.'

Pursuing those responsible

People trafficking is a low risk, high return business - with whole criminal networks involved in the process.

During the course of the year in India, we were able to help police identify and map 25 criminal networks. This has already led to the arrest of 96 suspects. Two brothels and ten wire mesh factories, all of which were exploiting trafficked children, were also shut as a result of our working with Police.

'I had no dreams of being rescued or even returning home, but here I am - back at home with my daughter! I am so happy that Justice and Care saved my life from that bondage. I was able to come back to my family and give my daughter in marriage.' Poorvi

Rescue

During the year we were able to bring to freedom 135 victims of trafficking, 85 of them children. Children like Kajol.

Kajol was just 15 when she was trafficked - initially sold and forced to work in a dance bar and then moved again, this time being forced to work in a brothel with five other teenagers.

She was able to get hold of a phone one day and call home. That led to our team being called to help track down Kajol. We did, rescuing all the girls in the brothel and this led to the arrest of six people. Kajol is now being supported to rebuild her life.

Bringing perpetrators to justice

We will not rest until all those responsible for human trafficking are brought to justice. This year in India our work has led to eight successful prosecutions. Justice can take a long time to come to pass - those cases and many others have been moving slowly through the Indian courts for a number of years.

One particular success this year was the sentencing of a husband and wife who ran a brothel in Bihar, where children as young as 12 were raped up to 20 times a day. The young survivors told our teams of how they were lured, drugged and kidnapped from train stations and sold to this couple.

Thanks to the painstaking work of our teams in India, the couple were sentenced to life imprisonment - the first time that any trafficker has received a life sentence in India. It sends a critical message to other traffickers in the country.

'In most cases, once the girls are rescued, they go home and never come back to testify. But here, thanks to Justice and Care, some of the girls came back and described in detail the horrors they had been through. They told the court about forced abortions, the rapes and how some girls had even committed suicide.'

Prosecutor Sunil Kumar

Sparking systemic change

Alongside cases setting legal precedents, there were a number of other significant wins in India.

This included our partner helping to shape a new human trafficking bill, introduced by the Government in Parliament. Justice and Care was able to work with the United Nations to develop procedures for cross-border co-operation in trafficking cases, for the India/Bangladesh Border Forces. The India team was also able to bring together the Chief Justices from a number of South Asia countries for a conference and saw a course we pioneered for victims of trafficking launched by the President of India, with a promise to roll it out to 500,000 survivors.



'Human trafficking is the greatest human tragedy that has fallen upon us. It has to be avoided and the younger generation has to be the torchbearers against it.'

President Ram Nath Kovind of India, Justice and Care Reception

Capacity building

Outside investing in the direct work, we also helped with the capacity building of WMS - particularly helping to establish a highly successful in-country fundraising team. Our objective had been to help the organisation securing majority local funding.

During the year, the team was able to secure the support of some of the foremost businesses, trusts and foundations in India - raising \$1.4 million, with a number of other funders agreeing to support future growth. The work provided an excellent foundation for the work in India to develop.

FCRA

Indian charities require a license to receive foreign funds. This license is governed by India's Foreign Contribution (Regulation) Act 2010 (FCRA) and monitored by the Ministry of Home Affairs.

In July, towards the end of our financial year, we were informed by WMS that its FCRA license had been suspended temporarily for six months and bank accounts frozen without warning. Of 33,000 charities with FCRA status in India, it is reported that around 20,000 have faced the same issue¹. As the financial year closed the WMS team responded fully to overturn the suspension with the Indian authorities. Justice and Care UK considered the action taken as unjustified.

Our capacity building efforts had already resulted in WMS securing significant new Indian funding for their work in the twelve months prior to this issue - however the majority of programmes were still funded from the UK and were therefore severely disrupted.

This was a major blow for the work in India - for the survivors with whom we were working, the victims whose cases we were investigating, communities we were protecting and for the incredibly committed staff team, whose salaries could not be paid.

At the time of writing some of the foreign funding has been released and local bank accounts are re-opened, but liaison between WMS and the Indian Ministry of Home Affairs is ongoing. Many staff in India have had to leave and a significant amount of work has been paused or handed to partners. Thanks to the team though, the most vulnerable survivors continue to be supported with care and legal work.

All donors in the UK were informed about the challenge at the earliest opportunity, as was the Charity Commission because of its impact on the end use of our funds. We are grateful for the support we have received.

We hope the work in India can be rebuilt, in time, with local funding. However, with the inability to send significant funds to India, we are focussing on accelerating Justice and Care plans to broaden our fight against slavery elsewhere - in South Asia, Europe and beyond.

¹<https://timesofindia.indiatimes.com/india/fcra-licences-of-20000-ngos-cancelled/article-show/56203438.cms>



"I feel blessed that Justice and care came to know about me otherwise I still would have been in prostitution. They have made me capable of standing on my own two feet. Thank you, Justice and Care for giving me second chance in life."

Rifah, Survivor

PUBLIC BENEFIT

The Trustees confirm that they have complied with the duty in section 417 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

GRANT MAKING POLICY

Justice and Care outworks a significant part of its mission through bespoke partnership arrangements with a very small number of organisations in the countries of operation. These organisations are supported not only with grants from Justice and Care but also with significant support from our Board and leadership team, including helping them to build their own fundraising capacity.

Strategic priorities, budgets and key performance targets are agreed with partner organisations annually and reviewed quarterly. Detailed monitoring of targets and milestones takes place, alongside independent external evaluations, to ensure effective, efficient and quality service delivery. We are currently developing a Salesforce based Case Management System to allow live impact data from key partner organisations to be seen.

A robust programme of financial controls, reporting procedures, field inspections and legally formalised grant agreements ensure that grants are used transparently, effectively and in accordance with agreed objectives.

The organisational health of partner organisations is also monitored alongside service delivery, including assessments of compliance with in-country legislation, ethical considerations, Safeguarding and Equal Opportunities policies.

This collaborative arrangement allows partner organisations the benefit of the support and expertise of Justice and Care, lesson sharing across organisations and builds local capacity.

RISK MANAGEMENT

The trustees have considered the major strategic, business and operational risks which the charity faces to ensure there are systems in place to mitigate these risks - particularly in the light of developing our direct work in Europe and the new global strategy.

The top risks identified by the trustees are:

- Misuse of funds - alongside our direct anti-trafficking programmes we make grants to a small number of organisations, where naturally we do not have direct control over the spending of funds.
- Abuse of victims - we work with children and vulnerable adults and therefore must have the very highest standards of safeguarding in place for those we serve

Misuse of funds - mitigating actions:

In order to protect grants we make to partner organisations, we release funding in tranches, insist on clear monitoring, evaluation and reporting, conduct field inspections and utilise formalised grant agreements. See 'Grant Making Policy' on page 19 for more information.

Abuse of children and adults - mitigating actions:

Safeguarding is embedded in all aspects of the work. Our policy is regularly reviewed and where possible strengthened. Its implementation is monitored through field visits and inspection of casework. Alongside this, we implement robust and regularly reviewed policies and procedures on whistleblowing and data protection. All frontline staff are pre-screened and trained regularly on all aspects of Safeguarding, and compliance is formally reviewed as part of performance management.

Loss of key staff - mitigating actions:

We have recruited a number of key staff, many of them with a profile within the anti-slavery world. To mitigate the risk of losing these staff, we continue to work on creating a great working culture within Justice and Care and provide an empowered environment in which leaders are able to lead. Critically, many of the team have been drawn to Justice and Care because of the quality of our work - by remaining at the forefront of fighting slavery, we hope to mitigate the risk of losing key staff.

Staff safety - mitigating actions:

Due to the nature of our work, security for our staff and teams is our major priority, both within our offices and in the field. We ensure staff are trained in personal safety, undertake security assessments and ensure our lone working policy is being followed. In addition, we keep a relatively low profile as an organisation. We have strict protocols for our external communications and media to make sure there is minimum exposure of our teams as well as the survivors.

FUNDRAISING APPROACH AND REGULATION

Justice and Care has a relatively small fundraising team, with direct fundraising responsibility in the UK but also providing support to our sister organisations in India, the US and the Netherlands to help build their capacity to raise support for the work too.

The team has in a relatively short period, helped create a firm fundraising base for our work. We do not outsource any fundraising activities. Our activity is primarily focused around income from generous individuals, trusts, foundations and businesses. We organise small dinners in which we introduce potential donors to our work and also benefit from volunteers undertaking community fundraising, for example taking part in a sporting challenge, on our behalf.

We are members of the Fundraising Regulator and are fully committed to the standards and practice outlined in its Fundraising Standards Scheme. We do not use Third Parties

to fundraise on our behalf. The vast majority of our fundraising activities are based on developing strong relationships. We do not use cold calling or supplied data lists, helping to ensure that we protect vulnerable people and other members of the public from behaviour which:

- Is an unreasonable intrusion on a person's privacy;
- Is unreasonably persistent;
- Places undue pressure on a person to give money or other property.
- This year there have been no complaints in regard to our fundraising activity.

During the year we have ensured that we are fully GDPR compliant, helping to further ensure that we do not intrude on an individual's privacy. We have also ensured a number of policies and procedures are put into place including a fundraising code of conduct policy, a donation acceptance and refusal policy and a fundraising concern procedure.

FINANCIAL REVIEW

During the year we made great strides towards sustainable funding for Justice and Care - our decision last year to invest in fundraising capacity for our Indian partner to enable it to become much more self-sustainable paying dividends. We were delighted to see income there reach \$1.4 million, with significant pipeline funding also secured.

Justice and Care Bangladesh's financial statements are consolidated within Justice and Care UK. During the year Justice and Care Bangladesh had an income of £68,080 and a spend of £122,961, the difference reflecting a reduced grant due to being able to utilise an underspend from the previous year. In the UK, the results for the year as set out in the attached Statement of Financial Activities show income of £1,943,276 (2017 £546,816). Expenditure was £2,943,137 (2017 £3,353,504) made possible by the free reserves designated specifically for this purpose the year before.

Total funds restricted, designated and unrestricted at 31st August 2018 amounted to £2,353,643 (2017 £3,353,504). The trustees acknowledge and are so grateful for the support provided by the donors to the organisation.

Justice and Care has unrestricted general reserves of £1,024,794 and designated reserves of £1,250,000.00 as at 31st August 2018. These reserves are held both to bridge the income gap while our new fundraising strategy is outworked, to buffer a season of external economic uncertainty in the UK and to help launch the next phase of our operational strategy - as described in our reserves policy below.

With our history of excellent results, effective partnership and a strong fundraising team, the Trustees are confident that Justice and Care will remain a going concern.

WMS grant

As part of the Indian Government's action against our partner, WMS (see FCRA on page 16), some money that had been sent to India by JCUK as part of its grant funding was frozen in bank accounts there. The total amount frozen was USD 900,000, of which 95% was grants from JCUK. This was equivalent to approximately 10 weeks of funding for WMS, who at the

time were running a USD 4.6M annual budget. We sent grants on a quarterly basis, subject to performance reports, for risk management purposes.

Action by the WMS leadership in India has already led to the release of USD 171,000 of these funds, which have been used to pay money owed to staff and other creditors. The remaining balance of funds frozen in the account is roughly equivalent to the total owed to creditors (primarily staff salaries owed to those who worked for several months without pay). They continue to fight for the release of the remaining funds, which are owed to staff and other creditors, such as landlords - as per the intended use of the original grant.

Reserves policy

During the year, the Trustees adopted a new Reserves Policy to maintain at least four months of unrestricted funds, not committed or invested in tangible fixed assets ('the free reserves') and to review the exact reserves target each year - based on external and internal factors such as the organisation's strategy needs, the value of the pound and income forecast. During 2018/19 based on this assessment, the Trustees have decided to aim to maintain six months of reserves in order to:

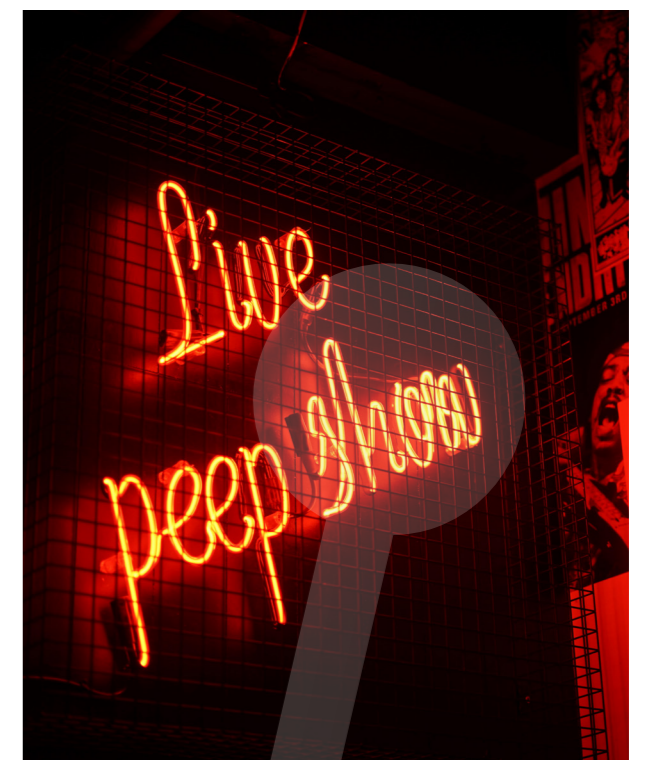
- Ensure that we can invest in the global strategy with some flexibility
- Provide resilience against significant fluctuations in the value of the £ due to Brexit

Commitments

At the end of the period, Justice and Care had no committed amounts as the funds for our partners are approved in September each year after they put in project proposals and budgets. Only on review and approval of those budgets by the Board do we commit those funds.

Volunteers

Justice and Care is incredibly grateful for the support of a number of volunteers who have helped with our work this year. This includes people who have provided support in our office, those who have undertaken fundraising for us - including those who have undertaken major sporting challenges and research. The support amounts to many hundreds of hours donated and has resulted in thousands of pounds being raised.



FUTURE PLANS

We are excited by the future of Justice and Care and have begun to develop a future strategy that enables us to deepen and widen the impact of our work.

This will continue to entail developing and strengthening our own direct work - in the UK, Bangladesh and Eastern Europe - and also partnering with a small number of other elite organisations around the world. We will develop a small Network of like-minded organisations to fight slavery and share models of best practice in doing so.

We will also look at how we can best take the learnings from all of this work to bring about systemic change, through strengthening our advocacy voice. Underpinning all of this work will be a commitment to our key strategic priorities, set by the Board, to:

- Prevent slavery and human trafficking in the most at-risk communities
- Work with the police and other statutory organisations to help bring all those responsible to justice
- Rebuild the lives of those affected by slavery
- Be a leading voice and authority on the issue of human trafficking
- Demonstrate and champion, through evidence based solutions, programmes and actions that can be taken to combat the issue
- Continue to develop organisational excellence and sustainable resource

Specifically during 2018/19, we expect among other things to:

- Create new partnerships with law enforcement agencies in the UK and further strengthen the work of our Victim Navigator programme
- See our CEO take a leading role in a major independent review of the UK's 2015 Modern Slavery Act
- Expand our work in Bangladesh
- Begin building work in Eastern Europe
- Agree at least one partnership with an elite anti-trafficking organisation in Asia
- Offer support to help anti-trafficking leaders in India

TRUSTEES/DIRECTORS

The Trustees/Directors who held office during the year were as follows:

James R Thomas

Lauren D Bethell

Hendrieke Van Dommele (resigned 26/01/2018)

Jonathan Pugh-Smith

Jon Simpson



It was really helpful to spend time in discussion with the Victim Navigator about recognising possible signs of modern day slavery that could be coming through our door. She provided the team with practical tools and resources to know what to do if we are concerned."

Rebecca Jespersen, Director,
The Lighthouse Woking

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors for the purposes of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

The trustees are required by law to prepare financial statements for each financial period, which give a true and fair view of the financial activities of the charity and of its financial position at the end of the period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the Companies Act 2006 and with applicable accounting standards and statements of recommended practice, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

So far as each of the trustees is aware, at the time the report is approved:

- there is no relevant audit information of which the company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

Haysmacintyre LLP have expressed their willingness to continue in office and offer themselves for re-appointment.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Director
Date:



"I had no dreams of being rescued or even returning home, but here I am - back at home with my daughter! I am so happy that Justice and Care saved my life from that bondage. I was able to come back to my family and give my daughter in marriage."

Poorvi, Survivor

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF JUSTICE & CARE

Opinion

We have audited the financial statements of Justice & Care for the year ended 31 August 2018 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow 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 Accounting Standards, 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 group's and of the parent charitable company's affairs as at 31 August 2018 and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 group 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.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 25, 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 group's and the parent 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 group or the parent 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.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. 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.

Opinions on other matters 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' Annual Report (which includes the strategic report and 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 strategic report and the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charity Accounts (Scotland) Regulations (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company; or
- the parent charitable company 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report

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, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charity Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in 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, for our audit work, for this report, or for the opinions we have formed.



“As the lead for Modern Slavery and Human Trafficking in Kent and Essex Police I am really pleased to be involved in this pilot. Working with partners is key to supporting victims and bringing offenders to justice. The Victim Navigator Role enhances the support investigating officers provide to often traumatised victims by providing dedicated support and access to professional care services.”

Detective Superintendent
Andy Waldie

JUSTICE & CARE

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure Account)

FOR THE YEAR ENDED 31 AUGUST 2018

	Note	General Fund £	Restricted Fund £	Total Funds 2018 £	Restated Total Funds 2017 £
INCOME FROM:					
<i>Donations and legacies:</i>					
Individual and corporate donations	2	1,430,904	511,222	1,942,126	348,752
<i>Charitable activities</i>					
Fundraising events		1,150	-	1,150	29,847
Other	3	-	-	-	168,217
Total income		1,432,054	511,222	1,943,276	546,816
EXPENDITURE ON:					
Raising funds					
Generating voluntary income	4	143,474	-	143,474	116,509
Charitable activities					
Grant making	5	1,803,506	432,373	2,235,879	2,934,123
Other charitable expenditure	5	563,784	-	563,784	575,453
Total expenditure		2,510,764	432,373	2,943,137	3,626,085
Net income/(expenditure) and movement in funds		(1,078,710)	78,849	(999,861)	(3,079,269)
Funds brought forward at 1 September 2017	13	3,353,504	-	3,353,504	6,432,773
Funds carried forward at 31 August 2018		2,274,794	78,849	2,353,643	3,353,504

All transactions during the year are derived from continuing activities.
All recognised gains and losses are included in the statement of financial activities.
Full comparative figures for the year ended 31 August 2017 are shown in note 19.
The notes on pages 36 to 47 form part of these financial statements.

JUSTICE & CARE CONSOLIDATED BALANCE SHEET AS AT 31 AUGUST 2018 Company number: 06990037

	Note	Group Restated 2018 £	Group Restated 2017 £	Charity Restated 2018 £	Charity Restated 2017 £
FIXED ASSETS					
Tangible fixed assets	10	29,826	7,645	26,182	6,580
CURRENT ASSETS					
Debtors	11	109,935	38,841	108,509	38,841
Cash at bank and in hand		2,296,312	3,404,055	2,291,703	3,342,484
TOTAL CURRENT ASSETS		2,406,247	3,442,896	2,400,212	3,381,325
CREDITORS (amount falling due within one year)					
	12	(82,430)	(97,037)	(80,336)	(96,867)
NET CURRENT ASSETS		2,323,817	3,345,859	2,319,876	3,284,458
NET ASSETS					
		2,353,643	3,353,504	2,346,058	3,291,038
FUNDS OF THE CHARITY					
	13				
Unrestricted funds		2,274,794	3,353,504	2,267,209	3,291,038
Restricted funds		78,849	-	78,849	-
TOTAL FUNDS		2,353,643	3,353,504	2,346,058	3,291,038

Approved and authorised for issue by the Trustees on
TRUSTEE

TRUSTEE

The notes on pages 36 to 47 form part of these financial statements.

JUSTICE & CARE

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
FOR THE YEAR ENDED 31 AUGUST 2018

JUSTICE & CARE CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2018

	Note	2018 £	2017 £
Cash flows from operating activities	a)	(1,077,864)	(3,055,742)
Cash flows from investing activities			
Purchase of fixed assets		(29,879)	(2,768)
Cash used in investing activities		(29,879)	(2,768)
Decrease (increase) in cash and cash equivalents in the year		(1,107,743)	(3,058,510)
Cash and cash equivalents at the beginning of the year		3,404,055	6,462,565
TOTAL CASH AND CASH EQUIVALENTS AT THE END		2,296,312	3,404,055

a). RECONCILIATION OF NET INCOME TO CASH INFLOW FROM OPERATING ACTIVITIES

	2018 £	2017 £
Net(expenditure)/income for the year	(999,861)	(3,079,269)
Add back depreciation charge	7,698	5,108
Loss/(profit) on the sale of fixed assets	-	815
(Increase)/Decrease in debtors	(71,094)	9,750
(Decrease)/Increase in creditors	(14,607)	7,854
Net cash used in operating activities	(1,077,864)	(3,055,742)

"It's like I was brought back from the verge of death, had I not been rescued from the border I would have been sold into human trafficking racket, thanks for giving me my life back."

Victim M, Jashore District

JUSTICE & CARE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation undertaken in the preparation of the financial statements are as follows:

Statement of compliance

The financial statements are prepared under the historical cost convention as modified to include the revaluation of investments. The format of the financial statements has been presented to comply with the Companies Act 2006 and Charities Act 2011, FRS102 The Financial Reporting Standard applicable in the UK and Ireland and the Statement of Recommended Practice Accounting and Reporting by Charities ("SORP 2015"). The Charity is a Public Benefit Entity as defined by FRS102.

General information

The Charity is a company limited by guarantee, incorporated in England and Wales (company number: 06990037), a charity registered in England and Wales (charity number: 1133829) and a charity registered in Scotland (charity number SC042389). The Charity's registered office address is 10 Queen Street Place, London, EC4R 1AG.

Basis of Accounting

The financial statements have been prepared under the Companies Act 2006 and Charities Act 2011 on the historical cost convention which is consistent with the prior year.

Going concern

The Trustees consider that there are no material uncertainties which would cast doubt on the Charity's ability to continue as a going concern.

Significant judgments and sources estimation uncertainty

Estimates and judgements 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. Although these estimates are based on management's best knowledge of the amount, events or actions, actual results ultimately may differ from those estimates. The Trustees consider that there are no areas of judgement and estimation that have a significant effect on the financial statements.

Group financial statements

The financial statements consolidate the results of the charity and the overseas branch of Justice and Care Bangladesh operation. A separate statement of financial activities for the charity has not been presented because the charity has taken advantage of the exemption offered by section 408 of the Companies Act 2006. The movement of funds of the parent charity was a deficit of £944,980 (2017: £3,141,735).

Income and endowments

All income and endowments are recognised when the criteria of entitlement, measurement and probability of receipt have been satisfied.

"I will now know who to contact when an incident occurs instead of relying on immigration services"

RPU Officer

Income

Donations are accounted for on a received basis. Legacies are recognised on a receivable basis, when the conditions of entitlement, probability and measurement are met. Where the probability and/or measurement criteria for legacies and donations are not satisfied as at the balance sheet date but subsequent events resolve the uncertainty such that the criteria are met, an adjustment is made to recognise the income.

Gifts in kind donated to the charity for its own use are included in income and expenditure at their market value as at the time of the gift.

Expenditure

Expenditure is recognised as soon as the related liability is incurred and has been classified under headings that aggregate all costs relating to that category. Liabilities are recognised as soon as there is a legal or constructive obligation committing the Charity to the expenditure.

Employment benefits, including holiday pay, are recognised in the period in which they are earned. Termination benefits are recognised in the period in which the decision is made and communicated to the relevant employee(s).

Expenditure on raising funds comprises fundraising costs.

Expenditure on charitable activities comprises expenditure directly related to the provision of charitable purpose.

Support costs represent indirect costs relating to raising funds and the Charity's charitable activities. Support costs, including governance costs, are allocated to activities on bases that represent the Trustees' best estimate of actual use. The bases used to allocate costs to the above categories of expenditure are set out in note 5.

Governance costs comprise the costs of running the charity, including strategic planning for its future development, auditors' remuneration, certain legal costs and all costs of complying with constitutional and statutory requirements, such as costs of Board meetings and of preparing the statutory accounts.

Tangible Fixed Assets and Depreciation

Tangible fixed assets are initially recognised at cost. Items of furniture, apparatus and equipment, other than computers, costing less than £500 are charged against income in the year of purchase.

Depreciation is provided on fixed assets to write off their cost less estimated residual value over their estimated useful economic life by equal annual instalments as follows:

Computer equipment	33.3%
--------------------	-------

The carrying values of tangible fixed assets are reviewed for impairment in accordance with the requirements of FRS102.

Financial instruments

Basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable are accounted for on the following basis:

Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, when applicable, are shown within current liabilities.

Debtors and creditors

Debtors and creditors are measured at the transaction price less any provision for impairment. Any losses arising from impairment are recognised as expenditure.

Leases

Rentals paid under operating leases are charged to income on a straight line basis over the lease term

Funds

General funds comprise the accumulated surplus or deficit from the Statement of Financial Activities which is not restricted nor designated funds. They are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Designated funds comprise funds that have been set aside at the discretion of the Trustees for specific purposes. The purpose and use of the designated unrestricted funds are set out in the notes to the accounts.

Restricted income funds comprise unexpended balances of donations and grants held in trust to be applied for specific purposes. Restricted funds are funds subject to specific restricted conditions imposed by the donors.

VAT

Irrecoverable VAT is included within the category of expenditure for which it was incurred.

2. DONATIONS AND LEGACIES

	2018	2017
	£	£
Individual donations	1,798,587	306,278
Corporate donations	54,843	25,857
Gift Aid on donations	88,696	16,617
	1,942,126	348,752

JUSTICE & CARE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

3. OTHER INCOME

	2018	2017
	£	£
Foreign exchange gain	-	168,217

4. COSTS OF GENERATING FUNDS

	2018	2017
	£	£
Staff costs	100,668	74,644
Fundraising costs	37,582	37,594
Website and related costs	5,224	4,271
	<u>143,474</u>	<u>116,509</u>

5. CHARITABLE EXPENDITURE

	2018	2017
	£	£
Grants		
Grants paid to Waste Management Society	2,065,082	2,524,156
Grant to Bangladesh	-	33,158
Allocation of support costs (see note 6)	170,797	376,809
	<u>2,235,879</u>	<u>2,934,123</u>

Other charitable expenditure

Staff costs	130,853	214,398
Travel and other costs	148,290	64,991
Allocation of support costs (see note 6)	284,641	296,064
	<u>563,784</u>	<u>575,453</u>

6. SUPPORT COSTS

	2018	2017
	£	£
Staff costs	206,917	262,621
Rent and premises costs	57,801	62,976
Insurance	2,504	4,368
Printing, stationery and telephone	7,146	9,786
IT and equipment	5,136	1,410
Professional fees	76,676	172,489
Depreciation	7,698	5,096
Governance costs (see note 7)	46,435	32,222
Other costs	45,125	121,905
	<u>455,438</u>	<u>672,873</u>

Support costs are allocated to charitable activities on the basis on staff numbers in each area.

7. GOVERNANCE COSTS

	2018	2017
	£	£
Legal fees	9,934	18,319
Audit fees	13,700	13,903
Consultancy fees	22,801	-
	<u>46,435</u>	<u>32,222</u>

8. NET INCOME

	2018	2017
	£	£
Net income is stated after charging:		
Depreciation	7,698	5,108
Auditor's remuneration – audit	13,700	13,903

JUSTICE & CARE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

9. STAFF COSTS AND NUMBERS

	2018	2017
	£	£
Wages and salaries	335,295	445,321
Social security costs	90,681	49,924
Pension contributions	12,462	4,418
Redundancy payment	-	52,000
	438,438	551,663

	No.	No.
--	-----	-----

The average number of staff employed by the charity during the year was:

Direct charitable activities	8.0	7.0
Support	5.0	5.0
	13.0	12.0

Two employees earned over £60,000 per annum (2017 – Two). One employee earned between £70,000-£79,999 while the other earned £90,000-£99,999. £1,117 pensions contributions were made for those employees who earned over £60,000 per annum (2017: £1,133).

No trustees received remuneration during the year (2017 – nil). Three Trustees (2017 – Two) received reimbursement of expenses incurred in respect of travel and subsistence incurred in performance of their duties during the year of £4,106 (2017 - £3,871).

The total employee benefits of the key management personnel were £230,441 (2017: £123,226).

Charity only staff costs totalled £384,075 in relation to 7 staff employed by the charity.

10. FIXED ASSETS

	Group Office & IT		Charity Office & IT	
	£	£	£	£
COST				
At 1 September 2017	21,555	21,555	20,478	20,478
Additions	29,879	29,879	26,556	26,556
At 31 August 2018	51,434	51,434	47,034	47,034
DEPRECIATION				
At 1 September 2017	13,910	13,910	13,898	13,898
Charge for year	7,698	7,698	6,954	6,954
At 31 August 2018	21,608	21,608	20,852	20,852
NET BOOK VALUE				
At 31 August 2018	29,826	29,826	26,182	26,182
At 31 August 2017	7,645	7,645	6,580	6,580



JUSTICE & CARE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

11. DEBTORS

	Group		Charity	
	2018	2017	2018	2017
	£	£	£	£
Trade debtors	2,861	2,861	2,861	2,861
Other debtors	104,559	1,962	103,133	1,962
Prepayments	2,515	34,018	2,515	34,018
	109,935	38,841	108,509	38,841

12. CREDITORS: amounts falling due within one year

	Group		Charity	
	2018	2017	2018	2017
	£	£	£	£
Trade creditors	7,354	228	7,354	228
Accruals	22,898	81,386	22,898	81,386
Taxation and social security	716	11,702	716	11,702
Other creditors	51,462	3,721	49,368	3,551
	82,430	97,037	80,336	96,867

ANALYSIS OF DEFERRED INCOME

Deferred income at 1 September	-	4,400
Applied during the year	-	-
Released during the year	-	(4,400)
	-	-



13. GROUP FUNDS (2018)

	At 1 September 2017	Income	Expenditure	Transfer	At 31 August 2018
	£	£	£	£	£
Unrestricted Funds					
General	1,353,504	1,432,054	(715,914)	(1,044,850)	1,024,794
Designated	2,000,000	-	(1,794,850)	1,044,850	1,250,000
Restricted Funds					
Asia Specific Funding	-	404,973	(339,569)	-	65,404
European specific funding	-	106,249	(92,804)	-	13,445
Total funds	3,353,504	1,943,276	(2,943,137)	-	2,353,643

Designated funds: Funds designated in 2017 for work in India totalled £2 million and £1,794,850 of this was expended on anti-slavery work in India. Following the FCRA issue in India, the balance of this designated fund has been re-designated towards the new international strategy. A further £1,044,849.39 of the unrestricted balance b/f has also been designated towards the new international, giving a total of £1,250,000. These designated funds will be used to further refine and then execute the new international strategy, which will be critical to the next stage of the charity's development. This strategy is detailed in the 'future plans' section of the narrative report.

Asia specific funding: Restricted funds given for projects fighting human trafficking in India. The majority of the grants were disbursed but one tranche was not sent to India following the FCRA issue. This tranche has now been reallocated to our anti-trafficking projects in Bangladesh with the donor's express agreement.

Europe specific funding: Restricted funds for the work in Europe which includes the Victim Navigator project supporting UK victims of modern slavery. It also includes research on modern slavery trends in Europe and work to drive systemic change in the UK.

JUSTICE & CARE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

GROUP FUNDS (2017)

	At 1 September 2016	Income	Expenditure	Transfer	At 31 August 2017
	£	£	£	£	£
Unrestricted Funds					
General	6,432,773	524,816	(3,604,085)	(2,000,000)	1,353,504
Designated	-	-	-	2,000,000	2,000,000
Restricted Funds					
After Care	-	22,000	(22,000)	-	-
Total funds	6,432,773	546,816	(3,626,085)	-	3,353,504

After care project has supported 40 women and children from Mazzar Trust.

14. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

	Restricted Funds	Unrestricted Funds	Total Funds
	£	£	£
Fund balances at 31 August 2018 are represented by:			
Tangible fixed assets	-	29,826	29,826
Current assets	78,849	2,327,398	2,406,247
Current liabilities	-	(82,430)	(82,430)
	78,849	2,274,794	2,353,643

Fund balances at 31 August 2017 are represented by:

Tangible fixed assets	-	7,645	7,645
Current assets	-	3,442,896	3,442,896
Current liabilities	-	(97,037)	(97,037)
	-	3,353,504	3,353,504

15. RELATED PARTIES

No related party transactions have been made in the year.

16. TAXATION

The company is a registered charity. No UK corporation tax liability arises.

17. OPERATING LEASE COMMITMENTS

Group	Equipment	
	2018	2017
	£	£
Leases which expire:		
Within one year	22,050	21,000
Charity		
Leases which expire:		
Within one year	22,050	21,000

18. FINANCIAL INSTRUMENTS:

	2018	2017
	£	£
Group		
Financial assets at amortised cost	2,403,732	3,408,878
Financial liabilities at amortised cost	59,532	85,335
Charity		
Financial assets at amortised cost	2,397,697	3,347,307
Financial liabilities at amortised cost	57,438	85,165

Financial assets consist of cash, other debtors and trade debtors.
Financial liabilities consists of trade creditors, accounts and other creditors.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

19. COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (2017)

	Note	General Fund £	Restricted Fund £	Total Funds 2017 £
INCOME FROM:				
<i>Donations and legacies:</i>				
Individual and corporate donations	2	326,752	22,000	348,752
<i>Charitable activities</i>				
Fundraising events		29,847	-	29,847
Other	3	168,217	-	168,217
Total income		524,816	22,000	546,816
EXPENDITURE ON:				
<i>Raising funds</i>				
Generating voluntary income	4	116,509	-	116,509
<i>Charitable activities</i>				
Grant making	5	2,912,123	22,000	2,934,123
Other charitable expenditure	5	575,453	-	575,453
Total expenditure		3,604,085	22,000	3,626,085
Net income/(expenditure) and movement in funds		(3,079,269)	-	(3,079,269)
Funds brought forward at 1 September 2016	13	6,432,773	-	6,432,773
Funds carried forward at 31 August 2017		3,353,504	-	3,353,504





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