



HELEN BAMBER FOUNDATION ANNUAL REPORT

Trustees Report and Financial Statements
for the year ended 31 December 2023

Charity number: 1149652
Company number: 08186281

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REFERENCE AND ADMINISTRATIVE DETAILS

FOUNDER

Helen Bamber OBE (1925 — 2014)

PRESIDENT

Emma Thompson DBE

TRUSTEES

Adam Epstein – *Chair from March 2023*

John Scampion – *Interim Chair (until March 2023) and Treasurer*

Nina Kowalska – *Deputy Chair from December 2023*

Sir Nicolas Bratza

Patricia Chale

Daniel Colton (*resigned in June 2024*)

Olivia Curno

Nancy McCartney

Elizabeth Mottershaw

Samantha Peter

Professor Ian Watt

BOARD OBSERVERS

Rehab Jameel

Mafusi Maime

MANAGEMENT EXECUTIVES

Gareth Holmes – *Executive Director of Fundraising and Communications*

Anne Muthee – *Finance and Operations Director (resigned in September 2023)*

Katy Robjant – *Executive Director of Clinical and Counter-Trafficking*

Kerry Smith – *Chief Executive Officer*

CHARITY NUMBER 1149652

COMPANY NUMBER 08186281

REGISTERED OFFICE AND OPERATIONAL ADDRESS

Bruges Place, 15-20 Baynes Street

London

NW1 0TF

AUDITOR

Sayer Vincent LLP

Chartered Accountants & Statutory Auditors

110 Golden Lane, London, EC1Y 0TG


BANKERS

Coutts & Co

440 The Strand

London


WC2R 0Q



**"I feel worthy now when I am
around other people. I don't
constantly worry what others
may think of me and whether
they are judging me... I feel
like a human being. I feel like
I'm catching up on life."**

**Kasongo*, a Helen Bamber Foundation client
from Democratic Republic of the Congo**

*All names of clients in this report are changed to protect their identity.



INTRODUCTION TO THE HELEN BAMBER FOUNDATION

Who we are

The Helen Bamber Foundation Group (HBF Group) is dedicated to improving the lives of survivors of trafficking, torture and human cruelty. The Helen Bamber Foundation, Asylum Aid and Migrants' Law Project work together in the HBF Group to support people who have endured unspeakable atrocities, including religious and political persecution, forced labour, sexual exploitation, and gender-based and 'honour-based' violence.

Our clients come from around the world and are at breaking point after fleeing harrowing abuse in their countries of origin and during their journeys to the UK. They need special support, as their recovery is often long and requires holistic care, expertise and patience. We provide services that are vital to their recovery such as therapy, legal and medical advice, housing, education, employment, and community support. Our goal is to provide everything that our clients require to rebuild their lives in the UK, and live independently with security, freedom and dignity.

We learn a lot from our clients, and we share our learnings, and influence best practice, with charities around the UK and internationally. Through partnerships with other charities and organisations, we support additional survivors who are not our clients. Creating a better environment is fundamental to a survivor's recovery, and we bring about positive systemic change through policy advocacy and strategic legal work. Our advocacy work – whether policy recommendations, generating knowledge through research, or working with the media – is rooted firmly in the lived experiences of survivors, including our clients, and bearing witness to the adversities they have faced.

Asylum Aid is a committed, professional and collaborative charity dedicated to protecting people from persecution by providing legal representation and access to justice for refugees and those seeking asylum. Asylum Aid concentrates on complex cases of people who would struggle to get appropriate legal representation elsewhere: survivors of trafficking and torture, stateless persons and separated children. It is a key change-maker, and makes a significant contribution to policy and strategic legal review. The team also provides welfare advice to migrants and other vulnerable members of the community in Westminster, London.

Together we are innovative, ambitious and compassionate.

VISION

All survivors of trafficking, torture, and extreme human cruelty have safety, freedom and power.

MISSION

TO SUPPORT

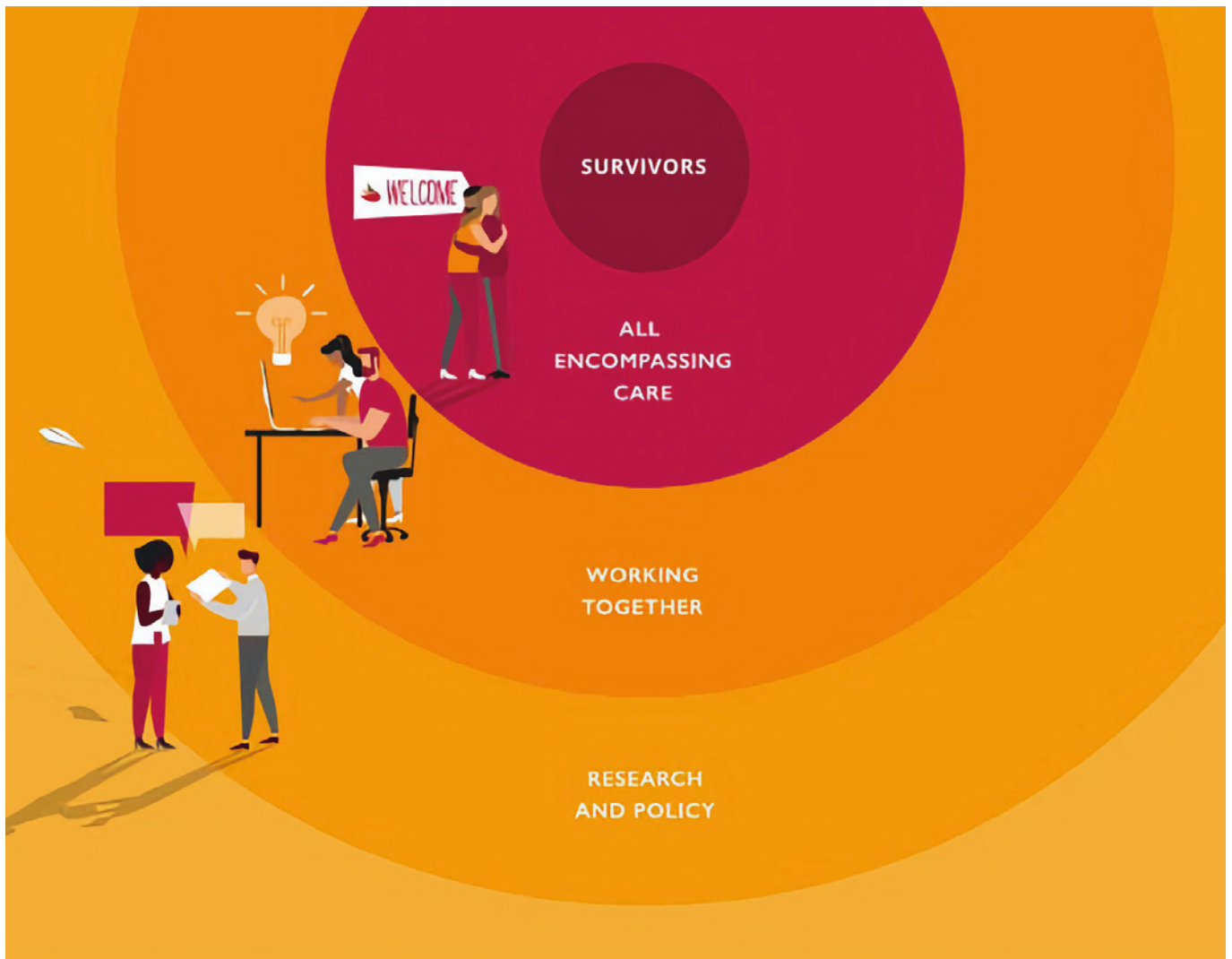
Our Model of Integrated Care (MoIC) directly or indirectly **supports** survivors of trafficking and torture across the UK and beyond. We protect survivors from persecution, re-trafficking, exploitation and abuse.

TO COLLABORATE

We **collaborate** with others, especially those with lived experience, to find solutions to the challenges facing all survivors. Through partnerships, training, and promoting best practice, we work with more survivors.

TO ADVOCATE

As human rights advocates, we are uniquely placed, due to our expertise, research and influence, to bear witness to the experiences of survivor, to support their fight for rights, and to drive systemic changes.



A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER & CHAIR OF TRUSTEES

Unfortunately, the survivors we work with faced increased hostility in 2023. The government systematically removed existing safeguards designed to reduce the likelihood of further harm to survivors. The Illegal Migration Act has effectively taken away the ability to seek protection in the UK from most survivors, pushing them into the hands of those who would exploit them. Along with the inhumane Rwanda scheme, this has had a profound and detrimental impact on the mental health and recovery of the men, women, non-binary people, and children we work with across the Group. **More than 90% of those we work with reach the threshold for complex post-traumatic stress disorder because of their experiences, and have been considerably impacted by the external environment.**

Despite this, our multi-disciplinary team, who advocate on behalf of, and provide direct support to, survivors, enabled journeys of recovery. **In 2023, 60% of our clients saw an improvement to their mental health and 51% saw a significant improvement.**

We have also supported more people via collaborations and partnerships. Our experts continuously reached out to connect with others and fostered sector-wide relationships, and proved indispensable at a time of immense pressure. As we move into our new expanded offices in 2024, our collaborative approach to sector strengthening will be immeasurably enhanced. Our new central London Trauma Centre will be a welcoming and collaborative space from which the whole sector can benefit.

In 2023, we were a source of power for the survivors we work with as well as for our partners and sister organisations across the UK and internationally. At a time when our own government actively sought to reduce accountability and scrutiny of their policies by the courts – a key pillar of democracy – **we stepped up to engage and transform, and, where necessary, challenge.**

Nonetheless, it is a moment of deep shame and anguish that those who have been trafficked and tortured are being put in harm's way. We hope to work closely with the new government to reduce this risk but given the current state of the asylum system, we continue to be concerned about the rights of survivors. This makes the team spirit of those working and volunteering at the Helen Bamber Foundation, and our colleagues across the sector, even more incredible. This team spirit, along with the extraordinary encouragement we receive from our supporters, ambassadors and clients, gives us the capability and confidence to carry on our work. We take great comfort in knowing that we have justice, community and humanity on our side.



Kerry Smith
CEO, Helen Bamber
Foundation Group



Adam Epstein
Chair of Trustees, Helen
Bamber Foundation Group

WE ARE DRIVEN BY 'EXPERTISE BY EXPERIENCE'

"I felt so humbled to be called to serve as a board observer in the organisation that literally saved my life. I remember the first few board meetings, I felt small and not much of use because I was surrounded by highly intelligent people with different career backgrounds, but I soon came to realise that my contribution to the meetings were unique as a former client. I'm able to put light on some questions that come up in the meetings from a client's point of view; for example, when the question was asked 'why does it take so long for clients to stay before they are discharged?', I was able to use my own experience to explain..."

Mafusi Maime, Board Observer

Board Observers

We believe that survivors should have a voice and a say at the highest level of our organisation. Our two Board Observers, Rehab Jameel and Mafusi Maime – who contribute their knowledge, experience and expertise to support Trustees' strategic decision-making – have played an instrumental role in our recruitment processes for Trustees and senior management positions, and in planning the move to our new office. They visited the new building and provided suggestions on the design plans, successfully advised us on our key strategic processes, and played central roles on recruitment panels. We have also delivered a training and skills development programme over their three-year term, providing Observers with the support and confidence to become future Trustees.



Rehab Jameel
Board Observer



Mafusi Maime
Board Observer

Client Voices Forum

Our clients have immense and invaluable expertise as a result of their experiences. We regularly seek their guidance on our services and how to make them more fit for purpose. We do this through our Client Voices Forum, which met online once a month in 2023. Clients contributed ideas for community group activities and participated in the interview panels for staff recruitment. They have helped us fine-tune our new client engagement services and suggested ways to improve them.

Ambassadors for Change

Our Ambassadors for Change, who are leaders with lived expertise, advocated for policy changes that affect survivors. Comprising seven to nine members in 2023, they met weekly and have been campaigning for better accommodation for people seeking asylum. In June, they participated in a hugely successful three-day residential trip, during which they agreed that unsuitable accommodation, mental health, and local authorities' disability policies were three areas that significantly impacted them and their peers. Focusing first on housing, they developed an advocacy plan and an accommodation briefing with our Director of Policy to ensure their advocacy missions were clearly communicated.

The Ambassadors have created alliances with a wide range of community and government organisations, including Migrants Organise, Care for Calais Newham, Newham Council. Throughout the past year, the group has signed several open letters through these alliances, including one to King Charles advocating for better accommodation for people seeking asylum.

In 2023, our Ambassadors for Change made their voices heard

- They provided valuable feedback to Clearsprings Ready Homes, a company that provides housing services for the Home Office, on its 'welcome pack' for people arriving at asylum hotels. Some of their feedback was incorporated into the newest version of Clearsprings' welcome pack, for example, making clear what medical care residents will and will not receive on-site, along with what toiletries they are entitled to.
- Towards the end of 2023, the group was featured on the Refugee Action Experts by Experience Podcast, with one member sharing their horrific experiences of dispersal accommodation in London.
- The group focused on producing a short animated film on the mental health impact of poor asylum accommodation. This video is intended to educate and spread awareness among a wider audience as well as policymakers and will be released in the summer of 2024.



The Ambassadors for Change at a successful residential trip in Brighton in 2023

PART I: OUR SERVICES – MODEL OF INTEGRATED CARE (MOIC)

Our two Group members, Asylum Aid and the Helen Bamber Foundation, provide different services and, to make sure that the Group directly reaches as many survivors of trafficking, torture and human cruelty as possible, they do not share clients. See PART II for our collaboration on best practice, policy and strategic legal review.

Asylum Aid delivers quality legal representation and advice to protect people seeking safety in the UK from further persecution and harm. *Migrants' Law Project joined Asylum Aid in 2023*, enabling us to further our current strategy of building legal expertise and capacity in the sector. A full account of Asylum Aid's work is in its annual report. For a summary of their direct provision, see [page 21](#) of this report

The Helen Bamber Foundation provides direct support through our Model of Integrated Care (MoIC); it's the core of what we do. As each client's journey to recovery is complex and unique, we offer **six specialist services:**

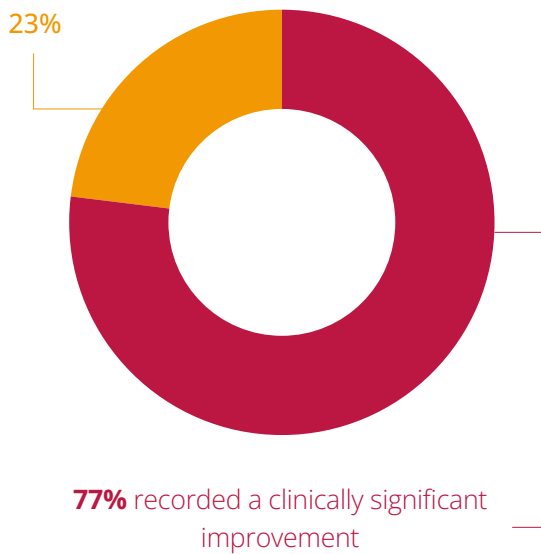


The goal of the MoIC is to build a lasting and sustained recovery for all our clients, so we provide support for as long as our services are needed. We measure the success of our MoIC using the Clinical Outcomes in Routine Evaluation (CORE) tool plus a range of clinical tools and surveys. In 2023, despite the very challenging external environment, **60% of our clients saw an improvement in their mental health.**

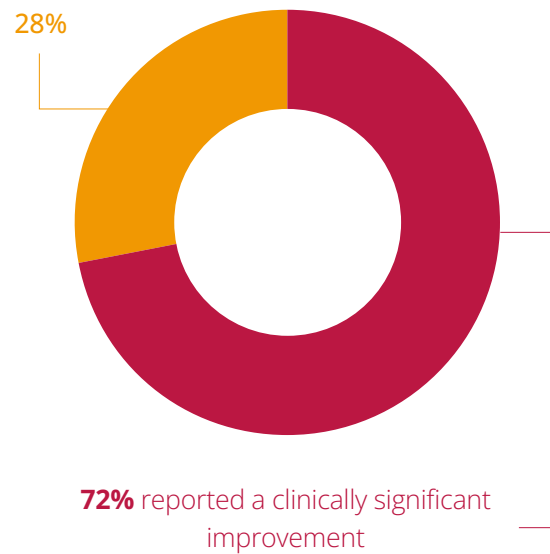
In a client satisfaction survey conducted anonymously, 94% clients said that they 'feel safer' after joining the HBF and 92% clients shared that they 'feel better' after joining the HBF as compared to before.

IMPACT ON CLIENTS WHO COMPLETED THERAPY IN 2023:

Improvement in PTSD symptoms



Improvement in depression symptoms



Becoming a Helen Bamber Foundation client

To illustrate the journey a client undertakes from their referral to the Helen Bamber Foundation to receiving our services, we're sharing the story of Aria. Aria grew up in poverty in Albania, and her parents were in debt to a loan shark and unable to repay the money. Aria was kidnapped by a criminal gang, subjected to sexual exploitation, and later trafficked to the UK for the same purpose. After years of exploitation, she managed to escape. In 2023, a mental health service referred Aria to the Helen Bamber Foundation.

Aria is one of 63 new clients we were able to welcome in 2023. This number represents a fifth of the 332 survivors referred to us over the year, nearly all of whom would benefit from our support if we had the capacity. As with all our clients, we began Aria's referral process by gathering information about her asylum and/or trafficking claim, as well her mental health. This allowed our multidisciplinary team to identify whether she had a cross-section of needs, if she would specifically benefit from our service, and that these needs could not be met elsewhere. Based on this multidisciplinary review, we took her forward for both an Initial Assessment and a Medical Needs Assessment, where we screen for conditions that require emergency service support that we cannot provide. We then decided to formally accept Aria as a new client.

Aria came to our office to formulate a Client Care Plan, with the expertise of our multidisciplinary team. This is centered around her as a person, encouraging her to lead in formulating a personalised plan that considers her legal and mental health priorities – the twin pillars of recovery for the survivors we work with. It is also a space to express aspirations and future goals, while gaining a clearer understanding of how best we can support each individual.



Legal protection

A CRITICAL LINK BETWEEN THE SURVIVOR AND THEIR LEGAL REPRESENTATIVE

A growing number of people seeking asylum in the UK either struggle with receiving legal representation or have had bad experiences with their solicitors. Our legal team bridges this gap by ensuring that our clients have good quality legal representation, and offer second-tier expert immigration advice to these legal representatives.

We also provide Medico-Legal Reports (MLRs), which document the long-term physical and psychological impact of traumatic experiences. These are used as evidence for the more complex requests for international protection in the UK, and often directly help us to improve survivors' chances of receiving a positive decision. Because most beneficiaries of this service are MLR-only clients, and do not access our MoIC services such as therapy, we are able to support more survivors nationally.

Towards the end of 2023, we successfully developed a new shortform MLR to be used for 'suitability assessments' for people seeking asylum who are housed in large-scale accommodation, such as Bibby Stockholm barge, ex-Ministry of Defence sites, and hotels.

CHAOTIC LEGISLATION AND ITS UNCERTAIN IMPLEMENTATION

The passing of the Illegal Migration Act 2023, and the lack of guidance or information on how the Home Office would operationalise this legislation, has created huge confusion and untold harm, as we have been left unable to fully advise our clients on how it will affect them. On top of this, some aspects of the Act are retrospective, and there is a lack of quality legal representation in this field. Survivors of interpersonal violence already find it challenging to put their trust in others; this legislation further erodes their belief that they will ever be treated fairly. This prolongs and complicates the work of recovery and disclosure, as survivors lose trust in the system and face setback after setback with no hope of securing protection in the UK.

Despite these challenges, our legal team had some major wins

- We provided **429** survivors with legal protection services in 2023.
- **89** of our MoIC clients received legal protection such as refugee status, humanitarian protection, or limited leave to remain based on their particular circumstances.
- We provided **75** MLRs to **73** clients. We also provided **11** suitability assessments to clients accommodated at RAF Wethersfield and **nine** clients who were threatened with transfer (or indeed were accommodated) to the Bibby Stockholm barge.
- We supported **24** survivors being rehoused in more appropriate accommodation.

Following the provision of MLRs in 2022, of known final outcomes, 94% were granted a form of leave to remain in the UK.



Therapy

“All the therapists I saw [at HBF] helped me; they helped me to see myself. To understand myself.”

Abdo, a client from Sudan

Abdo had faced state persecution and was struggling with PTSD. He was particularly stressed about being sent to Rwanda and felt vulnerable as he had received a notice of intent to be removed there. Reporting to the Home Office every two weeks compounded his feelings of anxiety, persecution, and fear of being deported. After these visits, he was often late, due to delays or because he struggled to orientate himself after reporting. After we provided written clinical evidence about the impact of these reporting visits on his recovery, the frequency was reduced. He began to regularly attend therapy, and over six sessions, his clinical risk scores were reduced.

KIND, RESPONSIVE AND TAILORED

The trauma that many of our clients have endured has left them with severe psychological problems. It is very common for survivors to suffer from Post-Traumatic Stress Disorder (PTSD), complex PTSD, depression, anxiety, low self-esteem, disturbing thoughts and feelings, painful flashbacks, nightmares, intense feelings of sadness, fear and anger, as well as shame and self-hatred. Clients like Abdo often struggle with responding to therapeutic support due to external circumstances, such as the looming fear of being sent to Rwanda or separation from family members still in conflict zones like Gaza or Sudan. Our therapy team understands that, and ensures that our services are responsive, kind and tailored to the changing environment our clients are in.

Our clinicians also contribute to non-clinical staff wellbeing through regular group or individual supervision. They guide NHS trainees, who join our therapy team as part of their clinical training to gain expertise with trauma and migrants, towards qualifying as accredited clinical psychologists.

OBSTRUCTIONS TO RECOVERY

The government's creation of a hostile environment for people seeking asylum through the denial of secure immigration status, providing unsuitable accommodation, and threatening removals under the Rwanda scheme, have posed major obstacles to our clients responding to therapy positively in 2023. With a lack of safe routes to the UK, some clients were anxious about their children arriving in the country to join them through dangerous journeys. We also noticed an increased risk of self-harm due to shared accommodation in hotels. Terrible living conditions engendered a heightened sense of worthlessness, desperation and despair. Low self-esteem and hopelessness pushed some into contact with their traffickers, putting them at risk of being further exploited. Our therapy team spent an increasing amount of time gaining clients' trust, building their self-esteem, and creating an environment conducive to therapeutic care.

Through it all, our therapy team significantly improved lives

- We offered **77** people stabilisation sessions in 2023. Of those completing stabilisation, **65%** reported a clinically significant improvement in their functioning.
- The therapy team supported **307** clients in 2023; among MoIC clients, **121** actively received therapy, and **146** were assessed.

In 2023, of clients who had completed therapy, 77% recorded a clinically significant improvement in their PTSD symptoms, 72% reported a clinically significant improvement in their depression symptoms, and 67% had a reliable improvement in their overall functioning.



Medical advice



Chanda, a client from India, was diagnosed with fibromyalgia, having suffered from chronic and widespread pain for several months. She was confused by the diagnosis and had read conflicting information about it online. Due to insufficient time with her NHS GP, she couldn't fully understand the diagnosis, the treatment options, or the prognosis.

During an hour-long appointment, we fully explained the condition to Chanda and advised her on lifestyle changes, exercises and meditation, and gave her the opportunity to answer as many questions as she needed. Our team invited her to attend health education sessions that we run once a term as part of the Community Group on alternate Thursdays. She attended a session on Coping with Chronic Pain, held by an anesthetic trainee who spoke to her about her pain and advised her to try yoga to manage her symptoms. Chanda has started to do this at home with online classes.

LISTENING INTENTLY AND SPENDING EXTENSIVE TIME

Experiencing ill health, pain and distress like fibromyalgia can hinder a survivor's journey to a full and sustained recovery. Survivors like Chanda often have difficulty accessing mainstream health care, for multiple reasons. They can find it difficult to talk about their past experiences or health concerns, often due to shame or the trauma that it triggers. Beginning to address their complex medical needs can be extremely difficult, particularly in today's busy and overstretched NHS. If medical needs are not addressed, survivors are unable to embark properly on their journey to recovery, and can end up suffering in silence. Ongoing pain, unmet medical needs, and disability can lead to a deterioration in their physical and mental health and can be a permanent reminder of their past experiences.

At the start of their journey with HBF, all clients receive a medical needs assessment. One of our in-house GPs will spend extensive time listening to and assessing their medical concerns and help them understand their problems, and will liaise with external services, particularly the NHS, to support their treatment. The Medical Advisory Service is led by a part-time member of staff and GP, and is supported by GP volunteers.

The team also provides health education for our clients within a programme delivered at the community group.

Our medical advisory team paved the way for recovery

- The team supported a total of **277** clients in 2023 and completed **73** medical needs assessments.
- Over the year, the medical advisory service provided **261** appointments.

Nearly 100% of MAS clients report that they are better able to understand their symptoms and manage their health concerns as a result of our interventions.



Housing and welfare

Behrooz, a survivor of torture from Iran, had lived in a full-board hotel since he had arrived in the UK in 2021. He presents with very severe symptoms of PTSD and chronic suicidal ideation. In mid-July 2023, he was granted refugee status. But his relief was short-lived as he was given only 10 days' notice to leave his hotel accommodation. We quickly submitted a homelessness application to Islington Council and referred Behrooz to a housing solicitor. Fortunately, we found him a home by the day of his eviction – but a few days later, the electricity went out and he spent a night walking around a local park, too afraid to sleep in the dark. We contacted the electricity supplier and after several hours, his accounts were sorted and the arrears of the previous tenant were wiped off his electricity meter.

SECURING RIGHTFUL ACCOMMODATION AND FINANCIAL SUPPORT

Clients like Behrooz struggle with claiming the benefits and support that they are entitled to. Our housing and welfare team plays a pivotal role in ensuring that these clients can access safe and secure accommodation and financial support to meet their daily needs. Our support ranges from applying for different benefits for our clients to referring them to housing solicitors. This work is essential in reducing the risk of re-trafficking, exploitation and abuse our clients face, and to help them understand the support available to them and to feel confident in accessing their rights. The team also contributes to policy and research conducted internally and externally by charity partners to understand and improve the living conditions for people seeking asylum in the UK.

CONSEQUENCES OF SHORT EVICTION NOTICES

In 2023, the Home Office changed the start of the 28-day notice period of the end of Asylum Support from the eviction notice date to the date of grant of status. However, without an eviction notice, new refugees cannot seek support from the council, and the Home Office was unable to issue these at the same time as grant of status. A shockingly high number of our clients received the minimum eviction notice period of only seven days, making it significantly more challenging to support our clients find new homes at short notice. If made homeless, our clients are at significant risk of re-trafficking, exploitation and abuse.

In the face of these demands, our housing and welfare team were determined to support clients

- In 2023, the housing and welfare team supported with **45** evictions, more than twice as many as 2022.
- The team had **12,361** interactions with **381** clients.
- We raised **£35,103.77** in grant funding for destitute clients.
- We supported **27** clients to receive **£108,957.73** in backdated benefits they had been wrongfully denied. We also advised and helped clients to receive unclaimed benefits.
- The team supported around **50** clients living in hotels, a total of **76** people including their children and partners.

We resolved 490 (solvable) instances or threats of homelessness/destitution/unsuitable accommodation, 405 of which were resolved within three months.



Counter-trafficking

“The only reason I stopped myself from speaking to them [traffickers] is because of you. I thought of you and how you stopped me speaking to them last year in March when I wanted to call them in distress. I knew that I am not alone and that I will get help and that my life is better now.”

Hong, a Vietnamese survivor of human trafficking and sexual exploitation

Hong was at high risk of being re-trafficked when she was referred to us in 2023. She was constantly worried about her traffickers would track her down in London, and would often receive messages and threats on her phone and social media, including compromising photos of her from when she was still in exploitation. On several occasions, the counter-trafficking team was left extremely concerned for Hong’s safety and wellbeing. She would often require significant crisis management, and was admitted into hospital on one occasion.

With our support, Hong deleted her social media accounts and changed her mobile number. In consideration of the ongoing risks to her safety, the counter-trafficking team helped Hong to receive external support from Justice and Care in reporting threatening incidents and liaising with the police. We are in regular contact with Hong’s ‘circle of professionals, including her solicitor and allocated support worker, to guide her journey and ensure her continued safety. At her substantive asylum interview in July 2023, she was accompanied by a member of the counter-trafficking team. Hong continues to receive regular contact and holistic support from the team due to her high risk of re-trafficking, as well as her significant support needs.

CREATING A CIRCLE OF TRUST AND SAFETY

Hong is one of several clients who are susceptible to being re-trafficked, exploited and abused in the UK, due to a variety of reasons including low self-esteem, volatile housing situation, or insecure immigration status. Through our counter-trafficking service – which is central to the prevention of re-trafficking – we work in a trauma-informed way to ensure our clients are safe from abusers and have sufficient agency to securely rebuild their lives in the UK. We achieve this by building trusting relationships and proactively working with survivors to continuously identify, understand and monitor their specific risks and fears. We create a safe and collaborative ‘circle’ of professionals around each client, to help them feel empowered and supported in whichever way is most suitable for them.



AN INCREASED RISK OF BEING RE-TRAFFICKED

In 2023, many clients struggled to obtain quality legal aid representation, putting them at risk of staying in contact with, or returning to, their traffickers for fear of being returned to their country where they would face further violence. The counter-trafficking team, in cooperation with the legal protection team, dedicated a significant amount of time and capacity towards providing emotional support and managing expectations for those without legal representation. The team also saw an increase in the Home Office requiring clients to report to them weekly or fortnightly. The reporting requirement takes a big toll on our clients' mental health, and risks leaving them feeling fearful and vulnerable to being re-trafficked.

Overcoming these difficulties, the counter-trafficking team protected our most vulnerable clients

- The team supported **155** clients in 2023.
- We undertook **688** welfare calls, enabling us to ensure our clients are not in touch with their traffickers and are not exposed to problems that could lead to further exploitation.
- The team made **4,215** specific interventions (including, but not limited to, liaising with internal and external professionals on behalf of the client, such as Modern Slavery Victim Care Contract (MSVCC) providers, solicitors and police.)
- The team sent **58** advocacy letters (e.g., letters for grant of asylum, temporary leave to remain post grant of CG decision, reduction in reporting conditions, and housing letters.)
- We accompanied **24** clients to substantive asylum interviews, court hearings, and meetings with legal representatives.

The counter-trafficking team delivered 501 appointments in 2023, more than twice as many as the 214 in 2022. These involved performing safety checks and trafficking assessments.



Community and Integration



Alizeh, 30, had fled from Kyrgyzstan after experiencing persecution because of her sexuality. In 2022, she was referred to HBF, and soon started attending our community sessions. She had very low self-esteem and when encouraged to try new activities, she was extremely self-critical. Attending our yoga and relaxation group, she formed friendships with two other young women. Gradually, they started attending together and would meet beforehand to catch up. She told us how important it was to be around other people who understood what she had been through. She then joined our English, textiles, and community groups, and soon, her week was full of HBF activities.

Participating in these activities helped rebuild Alizeh's confidence. When she felt ready, we supported her to apply for college and get a travel bursary to get to her classes. Currently, Alizeh is thriving at college and when she recently came to the HBF office for an appointment, she was excited to share with us that her teacher believes she is a strong candidate for university.

FINDING COMMUNITY AND REBUILDING LIVES

Years of exploitation and experiences of cruelty have a detrimental effect on the ability of survivors to trust others and feel safe in social situations, increasing their isolation. Alizeh is one of many clients who suffer from low self-esteem and confidence, which makes them all the more vulnerable to further exploitation. Our community and integration team helps our clients regain their trust in people and society through one-on-one casework, a Creative Arts and Skills Programme (CASP), and a range of trauma-informed group activities such as yoga, textiles and English classes. The team also works closely with several community partners who run group activities exclusively for our clients.

Our one-on-one casework supports clients to access development opportunities such as education, employability and training schemes, as well as assisting with practical needs such as accessing gym memberships, college bursaries, laptops, bicycles, and external social integration opportunities. We work closely with several referral partners across London to ensure we can connect our clients with the support and resources they need.

SOCIAL WITHDRAWAL, ISOLATION, AND THE INCREASED RISK OF RE-TRAFFICKING

As with all teams in 2023, the community and integration team felt the impact of unsuitable accommodation and shorter eviction notice periods. We saw clients engage in group activities and education, and then quickly find themselves in a difficult housing situation, which inevitably impacted their mental health and their ability to maintain a healthy routine. At this stage, clients can disengage from education and group activities, and need encouragement to return when they feel ready. Social withdrawal and isolation can lead to re-trafficking and further harm if they are not protected and supported individually. Our community and integration team plays a pivotal role in breaking this cycle of vulnerability, and remains in contact with further education colleges to advocate for our clients and explain their circumstances, so they are not automatically withdrawn from their course due to attendance issues.

Our community and integration team has been integral to the wellbeing of our clients

- The team supported **245** clients in 2023.
- **90** clients engaged in Creative Arts and Skills Programme activities.
- The team supported **46** clients to get a gym membership.
- In May, we restarted the community group on a fortnightly basis, and prioritised the provision of a healthy hot lunch at every session. Our medical advisory team frequently visited the group to deliver health education workshops. We have also connected with local organisations who facilitated workshops. We are now seeing strong levels of attendance, with **15-20** clients attending every fortnight.
- During the summer holidays, we held a 'drama and confidence summer series' with **12** participants, with drama facilitator Alicia Clarke delivering a series of workshops over six weeks at the Pirate Castle in Camden.

The team referred 47 clients to Further Education colleges, including the Mary Ward Centre, and referred 10 clients for employment support.



Graduation – Moving on

“You changed my life. Nobody else did for me what you did. For as long as I live, I will be supporting HBF and will be grateful for everything you did for me.”

Nafuna, a client from Uganda.

Our work with clients is not restricted to a limited period, as we understand that the road to recovery is often long and not linear. We believe that regaining independence is integral to moving on, and we aid and support until we are confident that individuals are on their feet again. By the time they are ready to leave our service, they have the power, safety and freedom to thrive independently.

- In 2023, **53** clients formally graduated, due to the implementation of a new graduation process in 2022.
- Additionally, we supported **seven** clients to receive necessary assistance as they progress towards graduation.



ASYLUM AID SERVICES – PROTECTION FROM PERSECUTION

“I sometimes still don’t believe that I finally got the status... 12 years of waiting for the status and not being able to do anything for such a long time that all this feels surreal now. I’m really happy that I can finally work, study, travel and live a normal life, thanks to Asylum Aid.”

Ali

Born in Iran, Ali’s Iranian mother and Afghani father could not have an official marriage as his father had entered Iran illegally. At the time of Ali’s birth, Iranian law did not allow a child to be registered solely by their mother without a marriage certificate. Ali’s only identity document was a card that identified him as an Afghan national with temporary residency status in Tehran. He was expelled from university and often told to “go back to his country”. But he had no other country to go back to. He could not get Afghan identity documents as his father had left the family home when he was five and had not been in contact since.

As is the case with many stateless people, discriminatory nationality laws made it impossible for Ali to be accepted in his native country. Ali had no future in Iran because he was not recognised as a citizen and in 2011, he left. He made asylum claims in the UK on the basis of this discrimination but was unsuccessful as the discrimination did not reach the level of persecution required to qualify as a refugee. His initial claim was made prior to the establishment of a Statelessness Determination Procedure in the UK. Ali came to Asylum Aid for advice in 2020 and working with our pro-bono partners at Orrick, we made further attempts with both the Iranian and Afghan embassies to establish Ali’s right of admission to either country. Asylum Aid was able to instruct an expert on Iranian law and practice to confirm Ali’s account. The Red Cross was also instructed to try to trace his father, but was unable to do so.

Ali’s application was submitted in 2021. After we repeatedly contacted the Home Office for updates on his case, Ali was finally granted statelessness leave to remain in 2023. He had been in the UK for 12 years, with no right to work or move on with his life. Now he can, and is currently on an Access to Higher Education course so that he can finally enter university.

A year of challenges and growth

In 2023, Asylum Aid has been instrumental in supporting the most vulnerable individuals like Ali, who are stateless and often invisible. Having no documents, rights, nor state protection weighs heavy on their mental health and denies them a meaningful life. They cannot work, marry, study, open a bank account, nor drive; they cannot live in any meaningful way. This makes them especially vulnerable to trafficking and exploitation. Stateless persons are among the several vulnerable groups – such as children, survivors of torture, trafficking and gender-based violence, and homeless people – to whom Asylum Aid provided timely support, empowering them to begin the long process of rebuilding their lives in the UK.

But this hasn't been easy. External challenges came from many directions. We witnessed government hostility towards both our clients and our work; a crisis in the availability of legal aid representation for people seeking asylum as a result of years of underfunding and the declining sector; a constant cycle of new and complex legislation seeking to restrict the right to asylum; and a failing system of accommodation and support for those prohibited from working, leaving many living in appalling conditions and surviving on barely adequate subsistence.

Despite that, Asylum Aid took these problems head-on

- Asylum Aid significantly increased their capacity to provide expert advice and representation in 2023, enabling them to take on 85 new clients during the year.
- They provided legal representation to 193 clients, most of whom were survivors of trafficking, torture and gender-based violence, and stateless persons.
- They facilitated access to legal advice for approximately 41 clients through the Ukraine project.
- They provided advice to more than 820 individuals through the Westminster Advice Services Partnership. Asylum Aid's welfare advice team specialises in providing advice to migrant communities in Westminster, more than 90% of whom were either migrants and/or people of colour, and half of whom had a disability or long-term ill health. Many of those individuals do not have English as their first language. Asylum Aid's advisers and volunteers are multilingual, and they work with volunteer community interpreters.

As a result of Asylum Aid's hard work, 62 of their clients were granted protection in 2023.



PART II: DRIVING CHANGE THROUGH PARTNERSHIP, POLICY AND BEST PRACTICE

At the HBF Group, we firmly believe that it is through partnership and collaborations that we can bring systemic and lasting change. By partnering with other charities in the sector, we can have a direct impact on more survivors who are not our clients and fill the huge gaps in the services available to survivors in the UK and internationally.

While we increased our direct services under our Model of Integrated Care in 2023, hostile government policies, and a paucity of support services, for survivors meant that the work we put into helping each Survivor went up substantially. But we are determined to sustainably widen our impact through our strong relationships with other organisations and institutions and by providing training and sharing best practice and research findings.

We recognise that survivors of extreme cruelty need a positive and compassionate environment to recover and truly thrive. Through influencing policies, bringing forth legal challenges, and advocating for human rights, we create this environment for all survivors. We bear witness to the hostilities they face and use evidence and knowledge to advocate for better systems.

In this part of the Annual Report, we chart the wonderful partnerships we have had across the HBF Group in 2023 and the many ways in which together we transformed the systems that affect survivors' lives.

Pivotal partnerships

We expanded in unique and fundamental ways by welcoming Migrants' Law Project into Asylum Aid in 2023 from its previous home at Islington Law Centre. This milestone collaboration has taken us several steps ahead in fulfilling our strategy of building legal expertise and capacity. We were delighted to welcome three solicitors from MLP to Asylum Aid, who have strengthened our capacity to deliver specialist representation to young refugees and reunite them with their families. The MLP is a strategic legal project that seeks to protect and promote the rights of people seeking asylum, refugees and vulnerable migrants. This is done through direct casework provision to develop strategic legal action, including litigation, interventions and other avenues, as well as capacity-building, including training, supporting policy advocacy, and one-to-one advice and support to other organisations.

Since joining Asylum Aid, the MLP has continued its work on family reunion for refugees and vulnerable migrants locked out of mainstream family reunion policies. We have represented a number of families on successful reunion applications. With Safe Passage International and Islington Law Centre, we have been exploring how to use our expertise in this area to provide family reunion for people trapped in Gaza.

The Young Roots project successfully carried on into its fourth year and as part of this long-standing partnership, our therapy team provided support to 71 clients at the charity, which helps young refugees. We have seen great results in the form of mental health improvements among most individuals who engaged in therapy with us, and also in the confidence in our Young Roots colleagues referring to other health providers. Our team is now looking to replicate this model with the Hummingbird Centre in Brighton, allowing us to provide therapeutic care to more young survivors through our partners.

We delivered immigration advice to people sleeping rough or at risk of doing so in partnership with the Refugee and Migrant Forum of Essex and London (RAMFEL). Regularising immigration status can be a route out of homelessness, as it enables access to accommodation, financial support and vital medical care. More than half of the clients referred to us under this partnership have significant mental and/or physical health issues, and often have a history of trafficking, exploitation or abuse, or criminal records (often directly or indirectly linked to their lack of an immigration status within the UK). Since the project started in October 2022, Asylum Aid has taken on 25 cases through this partnership and following our advice, to date three clients have secured immigration status.

We continue to drive forward service delivery partnerships including one with the British Red Cross, will start in 2024 in their Refugee Services in Leicester and Derby, supporting their services to increase access to trauma treatment for the survivors they work with.

Reaching more survivors through training

Providing training is key to several of our partnerships as it allows us to significantly increase the overall number of trauma-informed legal, medical and therapeutic services available to survivors in the UK and in other parts of the world. These partnerships also provide a platform for developing future collaborations. We train therapists and medical and legal professionals across four broad areas:

- How to provide trauma-informed ways of supporting survivors of trafficking in order to reduce risk of re-trafficking and further exploitation,
- Therapeutic approaches in working with refugee and asylum-seeking populations,
- The application of medico-legal evidence in legal representations,
- How to provide high quality legal representation for individuals with complex cases and on reuniting families.

Overall, more than 1000 professionals benefited from our training sessions.

We upskilled therapists through the Central and North West London NHS Trust IAPT partnership by bringing our expertise to a programme commissioned by NHS England, with a view to train Improving Access to Psychological Therapies (IAPT) High-Intensity Therapists to work with people seeking asylum and refugees in high-dispersal areas across the UK. Many services lacked experience in working with this client group, and some were in the practice of refusing clients seeking asylum because of false notions that they would be 'too complex', with too many practical problems or too much insecurity for them to be able to benefit from the treatments for PTSD that other IAPT clients benefitted from.

- In 2023, the partnership trained and supervised 71 therapists across two cohorts, of whom 21 were from high dispersal areas. We have planned an additional cohort for June 2024.

Through our Justice Together Initiative Project, we are making a huge difference in ‘advice deserts’ across the UK, furthering our objective of building capacity across the immigration advice sector. Asylum Aid launched the Justice Together Initiative (JTI) Project in 2023 and provided training, supervision, and shadowing opportunities to OISC level two advisors working at organisations in ‘advice deserts’ across the UK. This built confidence in advisors to take on more complex asylum and human rights casework. Recognising that building capacity is a long-term commitment, the project also creates a permanent peer support network across three cohorts of trainees, and works with managers at partner organisations to support wider organisational development. Trainees also benefit from monthly group clinical supervision with a clinical psychologist to support their wellbeing and help them to develop self-care techniques.

“I feel that this has been a pivotal moment in my career. It’s been a total game-changer – it’s given me confidence, it’s given me a network, I feel like I’m part of something. And obviously it’s been demanding, but the flexibility shown, and the support we’ve had from everybody, has made it so worth it.”

Trainee, 2023 cohort

We supported therapists who work with survivors of trafficking in Myanmar in December 2022 and into 2023. In partnership with Trauma Treatment International, we provided a package of training to the Eden Project, which works in three locations across Myanmar with men, women and children who have been trafficked into and within Myanmar. Their clients are primarily young women and girls, many of whom have been trafficked for sex, working in brothels or on the streets, and have experienced multiple traumas.

- Twelve of their counsellors received training in Narrative Exposure Therapy (NET) and eight were further trained in the Trauma Informed Code of Conduct (TICC) and the prevention of re-trafficking.
- Throughout 2023, HBF and Trauma Treatment International offered group clinical supervision to the trained team.
- 37 survivors of trafficking were provided with treatment in 2023.

Our partnership with Jiyan and vivo international supported the delivery of trauma therapy for survivors of ISIS in Kurdistan, Iraq. In March 2023, we delivered a training in Forensic Narrative Exposure Therapy (FORNET), an adapted version of NET that targets aggression as well as PTSD symptoms in those who have been forced to cause harm to others through violence. Jiyan Foundation’s clients in Kurdistan are individuals and families who have endured forced recruitment into ISIS, sexual and physical violence and torture, and have witnessed atrocities and massacres. Many of the therapists in Jiyan had themselves lost family, some of whom were still missing. **Fifteen therapists were trained in both NET and FORNET, using the protocol developed by the Executive Director of Clinical and Counter-Trafficking and previously used in other contexts in which children had been forcibly recruited into armed groups and returned radicalised and violent.**

Following the training, the Helen Bamber Foundation and vivo international provided clinical supervision for the therapists, in groups or one-to-one. This continued to the end of 2023 on a weekly or fortnightly basis across the organisations. Some therapists said they preferred using FORNET to other evidence-based methods they had been trained in, because it also addresses the ongoing aggression that many returnees were struggling with in addition to PTSD symptoms.

We are shaping future leaders in the social justice legal sector by training the leaders of tomorrow. As part of our 'grow your own' model, we have developed our own internal pipeline process for progressing people into legal representation from administrative roles. And with the support of the Legal Education Foundation, we began hosting a Justice First Fellow in April 2023. The Justice First Fellowship is a programme for future leaders in the social justice legal sector to train in expert organisations and start their careers in promoting access to justice and the rule of law. Our Justice First Fellow is a promising trainee solicitor who currently works within our Public Law Team with exposure to our highest impact strategic legal cases, as well as working closely with teams across Asylum Aid on an exceptionally wide range of complex asylum and protection casework.

We also delivered the following training, focusing on the power of working in a trauma-informed way:

- TiCC training for lawyers in November with law firm DLA Piper for approximately 60 human rights solicitors worldwide.
- A session on trauma-informed NRM referrals at the First Responder Conference organised by the Human Trafficking Foundation. There were approximately 750 first responder delegates present (Home Office, police, local authorities, NGOs, and health sector).
- Training for health professions on working with refugees, people seeking asylum and trafficking survivors.
- TiCC training for lawyers as part of the Justice Together Initiative.

Changing the system

We create wider positive change for all survivors of trafficking and torture by influencing the development of law, policy and practice through our advocacy and strategic legal work. Our policy advocacy is led by our clients' experiences and is based on authoritative medico-legal expertise and research findings.

We have five key areas of focus in our policy advocacy and strategic legal work:

- Legal protection
- Preventing re-trafficking
- Children and young people
- Safe and supportive environment
- Recovery and integration

In 2023, the UK government demonstrated extreme hostility towards those seeking protection. Therefore our focus has been on supporting legal protection, preventing re-trafficking, and securing the rights of children and young people.

LEGAL PROTECTION FOR ALL

The first half of 2023 was spent fighting the passage of the Illegal Migration Bill, a draconian and unworkable piece of legislation that would ban survivors who enter the UK by irregular routes from accessing the asylum system or benefitting from the protections of the National Referral Mechanism. Instead, they would be subjected to indefinite detention, removal, or living in limbo in the UK. Working with the two coalitions that HBF chairs – the Refugee and Migrant Children’s Consortium and the Taskforce on Survivors of Trafficking in Immigration Detention – as well as with the wider sector, **we lobbied on child detention, inadmissibility and lack of protection, age assessment, and long-term support for survivors of trafficking.** Our evidence was widely and repeatedly cited by prominent MPs and Peers and the Joint Committee on Human Rights **and helped to secure 20 government defeats in the House of Lords** before the Bill passed in the House of Commons. We continue to fight this legislation and its implementation. In more positive news, **in June, the government confirmed that it had scrapped the Bill of Rights Bill, which we had strongly opposed.**

We led the fight against the Rwanda scheme and advocated for fair procedure. In 2023, Asylum Aid was the only charity to be granted permission to appeal against the High Court’s judgment in 2022. We argued that the Home Office’s Rwanda policy was unlawful because it denied people seeking asylum a fair chance to make their case against removal.

In its June 2023 judgment, the Court of Appeal upheld Asylum Aid’s arguments that most people need access to effective legal advice to make representations against removal, and that they should be able to make representations on all aspects of the decision to remove (including the general safety of the destination), and that seven days will not normally be enough time for people to have a fair chance to do so. Asylum Aid continues to press the Home Office to implement the Court’s judgment and to ensure that people have a fair opportunity to put their case against removal.

The Court of Appeal also said that it would not be lawful to send people seeking asylum to Rwanda because of the real risk that people could be sent back to countries where they fear persecution. Since the Supreme Court upheld that judgment in November 2023, no-one has yet been sent to Rwanda.

Throughout 2023, we engaged regularly with the Home Office on its very welcome attempts to address the asylum backlog via a ‘streamlined’ process and to make more decisions without lengthy re-traumatising interviews. As a result, grants of refugee status reached an unprecedented level of more than 62,000. However, while the Home Office claimed to have met the Prime Minister’s commitment to ‘clear’ the backlog of asylum decisions by the end of 2023, it did so by focusing resources on applications made before 28 June 2022 (so-called ‘legacy’ cases). Delays continued to plague the asylum system for those who have applied since that date. Our clients have been left facing long periods of uncertainty, unable to work, travel, be joined by their family, or get on with their lives.

We continue to work with the Home Office on its efforts to address new backlog and for quality decisions to be made within six months. In 2023, Asylum Aid secured permission from the Upper Tribunal to bring a challenge to the systemic problems underpinning these delays, on behalf of an Asylum Aid’s client who had waited more than four years for a decision on his case. Asylum Aid provided evidence to the Upper Tribunal about the widespread delays faced by our clients and the routine problem of providing timescales that are repeatedly not met, and that appear to have no real basis.

PREVENTION OF RE-TRAFFICKING

Without secure immigration status, survivors of trafficking live in experience constant fear of detention or removal, making them vulnerable to abuse, exploitation and re-trafficking. We lobbied extensively against the government's attempts to introduce a shorter form of leave for refugees under the Nationality and Borders Act 2022. While the policy was finally abandoned in June 2023, survivors who are not granted status still live in constant uncertainty. We provided evidence of the harm this causes in our report, ['Leave in Limbo: Survivors of trafficking with uncertain immigration status'](#), along with new data and a detailed analysis of our clients' experiences.

This evidence also fed into a groundbreaking case brought on behalf of an Asylum Aid client, whose public law team uncovered a secret policy under which the Home Office had denied leave to remain to recognised victims of trafficking who were waiting for a decision on their asylum claim.

This policy had left least 1,500 survivors of trafficking and modern slavery destitute and vulnerable to exploitation. After Asylum Aid pursued a judicial review against the Home Office on behalf of its client, the High Court ruled in January 2024 that the department operated a secret policy to frustrate the right to leave to remain of confirmed victims of trafficking and modern slavery. Citing Asylum Aid's client, the Court said this secret policy only came to light because Asylum Aid had "diligently" gathered evidence. [Asylum Aid's client has now finally been granted discretionary leave to remain – and more than 1,500 people like him can access their right to safety, and begin their journey to recovery.](#)

CHILDREN AND YOUNG PEOPLE

In our [groundbreaking report](#) with the Human For Rights Network, we revealed that the Home Office is incorrectly treating hundreds of children seeking asylum as adults, based on a short visual assessment on arrival in the UK, and placing them alone and at significant risk in unsupervised accommodation and in immigration detention. Our figures showed that the government falsely claimed that half of age disputes are adults "posing as children" and that it used this to introduce both the detention of unaccompanied children and measures to force children to undergo invasive scientific procedures. [Our data was repeatedly cited in parliamentary debates, and after we published the report, we had several meetings with the Home Office, which committed to improve guidance.](#)

We continued to co-chair the Refugee and Migrant Children's Consortium (RMCC), a coalition of 90 organisations working together to promote the rights of young refugees and migrants. As well as work on age disputes and the Illegal Migration Bill, in 2023 the RMCC's evidence contributed to strong recommendations made by the UN Committee on the Rights of the Child (UNCRC) to the UK government. Direct engagement with the Home Office resulted in significant improvements to decision-making in unaccompanied children's asylum claims.

SAFE AND SUPPORTIVE ENVIRONMENT

We focused on bringing quasi-detention to an end. Since Napier and Penally Barracks were opened, HBF has worked extensively to highlight the terrible impact of ex-military institutional accommodation on the mental and physical health of people seeking asylum and survivors of trafficking. In 2023, the Bibby Stockholm barge and an accommodation centre in Wethersfield, Essex, were both opened. Our detailed report with Humans for Rights Network (HFRN) demonstrated that the government's use of Wethersfield airbase as a large 'open-prison camp' for men seeking asylum was causing significant harm and suffering. The report was widely covered in the media, including The Guardian and The Mirror, and played an important role in bearing witness and exposing what had been going on behind closed doors in a very isolated location. It was used in ongoing litigation on the use of the site and our concerns were raised via the Home Affairs Committee and the Independent Chief Inspector of Borders and Immigration. We also engaged directly with the Home Office officials about access to legal advice and healthcare; suitability criteria; and the response to the high likelihood of wrongly-assessed children ending up in accommodation centres.

We secured housing support for new refugees. In the summer – as part of a drive to move people out of hotels – the Home Office started giving as little as seven days’ eviction notice to people in asylum accommodation who were granted refugee status/leave. This left them at serious risk of homelessness and placed enormous pressure on support organisations and local authorities. At an early stage, we were integral in raising awareness about this issue and wrote to the Home Secretary and the Secretary of State for Levelling Up, Housing and Communities; met repeatedly with the Home Office; and briefed MPs, Peers and the House of Commons Library. We worked with a journalist at The Guardian, who interviewed our client, who was due to be evicted along with her 13-year-old daughter. We also flagged the issue to solicitors early on and we are working with a law firm that is issuing a strategic legal challenge on the Home Office’s policy change.

We were pleased to see a significant shift in the government’s operations in response to our advocacy work – documentations were issued quicker to avoid short-notice evictions, and newly-granted refugees were able to apply for benefits more easily. We continue to call for the ‘move-on’ period to new refugees to be doubled to 56 days to avoid these risks reoccurring.

RECOVERY AND INTEGRATION

Our medical and research director Professor Cornelius Katona was a Commissioner on the Commission on the Integration of Refugees, which throughout 2023 gathered evidence from more than 1,250 organisations and individuals regarding what would be required to improve the integration experiences of refugees and people seeking asylum, and to identify practical solutions to fix the broken system.

Commissioners included refugees and former asylum seekers; security officials; lawyers; third-sector workers; clinicians; education and health experts; academics; faith and community leaders; and politicians and policymakers from across the political spectrum. The Commission published its final recommendations in March 2024.

Our research: key to influencing policy and practice

HBF's research is grounded in the lived experiences of our clients, the expertise of our staff and volunteers, and the systemic problems we witness. In 2023, we strengthened our research projects to focus on our clients' priorities, the possible impact we can have on policy recommendations, and how we can use these findings to improve best practice across the sector. We value the importance of conducting high-quality research that travels beyond filling knowledge gaps to real-world applications.

It is important that our clients' voices are heard, and listened to, in every step of the research process. We successfully recruited two new research committee members with lived experience of seeking asylum, who will support the research committee in their work to ensure that all HBF research is high-quality and furthers our understanding about the survivors we support. This recruitment also aligns with our ongoing strategy to have people with lived experience who can meaningfully shape our research initiatives.

In 2023, we developed a range of research projects that have policy and practice applications

- In collaboration with Asylum Aid, Dr Francesca Brady has made steady progress on three related qualitative projects on **the mental health impact of statelessness** with doctoral psychology trainees. This study could potentially influence policy recommendations on statelessness.
- We have developed a collaboration with the Public Law Project (PLP) about **remote advice provision in the immigration and asylum context**, and have started data collection. The poor geographical spread of in-person immigration advice, particularly in asylum 'dispersal' areas, makes remote provision a viable option. This research will explore the function of remote provision of immigration and asylum legal advice and offer a perspective based on the experiences of those navigating the immigration and asylum system.
- Data collection was completed on, and analysis is underway for, three Doctorate in Clinical Psychology projects: **1) Hotel Accommodation**: a mixed-methods project exploring the experiences of some of our clients who have been living in hotels, and how this has impacted their mental health and wellbeing; **2) Age Disputes**: a focus group of Young Roots clients discussing their experiences of going through an age dispute; and **3) Family Separation**: a qualitative project exploring the impact of family separation on seven male HBF clients. These three research projects will share meaningful insights into our clients' experiences.
- We are progressing on a systematic review of **the mental and physical health impact of quasi-detention (i.e. barracks and other contingency asylum accommodation)** and have recruited two University College London (UCL) MSc students to do related systematic reviews (one qualitative and one quantitative).
- We made progress on a (funded) collaborative study with the University Birmingham on **the process of Home Office interviewing** by identifying good and bad practices and preparing recommendations for audit and training.
- **Lived experience of delivering psychotherapy to Amharic-speaking refugees, and of receiving such therapy**: The Ethiopian psychologist carrying out this funded PhD research at Birkbeck University of London has completed his first year of study, has developed and piloted his interview schedule, and is about to submit his application for approval to 'progress'.
- We have approved two new KCL DCLinPsy projects: **1) Experience of asylum procedures for sexual and gender minority asylum seekers and refugees** and **2) Nature and conceptualisation of mental imagery experienced by Arabic-speaking youth refugees**.

We contributed to an editorial illustrating the importance of mental health care professionals and NHS trusts in facilitating access to independent immigration advice and support for individuals. The article recommended that immigration advice should be an essential part of a person's clinical care.

STRUCTURE, GOVERNANCE AND MANAGEMENT

HBF staff and volunteers: a community effort

We can only provide the level of services required by our clients thanks to the dedication, professionalism and vision of our staff and volunteers. During 2023, on an average head count basis, we had 69 employees across the HBF Group, including 45 in HBF and 24 in Asylum Aid. Across the year, we were supported by 56 volunteers at HBF and 14 volunteers at Asylum Aid, among them doctors, therapists, teachers, solicitors, administrators, and other specialists.

We are also immensely grateful and privileged that Professor Cornelius Katona, our Honorary Medical and Research Director, and Dr Jane Hunt, our Senior Medical Advisor, continue to be members of the Helen Bamber Foundation team on a voluntary basis.

Management and governance

The Helen Bamber Foundation and Asylum Aid are independent charities. We have developed a group structure to maximise impact for survivors of trafficking and torture by aligning efforts with other charities that also provide much-needed support. Asylum Aid became the first member of our HBF Group (the Group). The Asylum Aid Board continues to have independent oversight, but with alignment and efficiency created through a minority of three shared board members out of a total of seven; joint committees; and back-office support, including executive support, finance, HR, volunteer management, facilities and fundraising. Asylum Aid has seven Trustees, three of whom, including the Chair and Treasurer, also serve on the Helen Bamber Foundation Board, to ensure strong governance and joint strategic alignment, as well as independent decision-making.

The Managing Executives provide day-to-day management of the Group through a Management Group made up of the Chief Executive, Executive Directors, Directors, and Heads of Teams. A Finance and Fundraising Committee, bringing together Trustees and management team members, meets at least quarterly to provide financial and fundraising governance and oversight of both HBF and Asylum Aid.

The HBF Board of Trustees, under the interim Chair – John Scampion up until March 2023 and our new Chair Adam Epstein thereafter – and supported by the Asylum Aid Trustees, provided strong strategic oversight and governance of the Group throughout 2023. John Scampion is the Treasurer of both HBF and Asylum Aid. New Trustees to both organisations are recruited externally, with their appointment approved by the Board of Trustees. An induction follows, ensuring that each new Trustee is briefed as required on the Group's governance structure and decision-making processes, its obligations under charity law, the activities of HBF and Asylum Aid, and the Group's financial performance. Trustee meetings are held every quarter and sequentially. In 2021, we recruited two Board Observers with Lived Experience, each of whom started a three-year term on 1 January 2022.

In 2023 we created two additional Board of Trustee Committees for HBF – Clinical Governance, Client Services Delivery, and Safeguarding Committee and People and Governance Committee – which were formally approved to begin their work at the start of 2024.

Volunteers: the pillar of our work

"I have been volunteering with the Helen Bamber Foundation for the past seven months and could not have found a more supportive, dedicated and compassionate team of people to work with. Being able to contribute to the work of a charity that provides vital support to vulnerable individuals has been immensely rewarding and has only increased my motivation to pursue a career around this area."

Housing and welfare casework volunteer, 2023

Our volunteers are the backbone of our extensive work with our clients under our MoIC. We believe in nurturing our volunteers and ensuring that the experience for them is professionally rewarding as well as personally fulfilling. Therefore, we were thrilled that in September 2023, our efforts were recognized with an Investing in Volunteers award, a quality standard that recognises and celebrates our commitment to excellence in volunteer management. This success was the culmination of months of developing, reviewing and strengthening our volunteer programme, processes and procedures.

- Our volunteers logged more than 4000 interactions with clients across 2023.
- 337 clients received support from volunteers in 2023.

2024: The final year of our current strategy

The HBF Group, takes immense pride in all the work we have done in 2023 amid innumerable challenges. As we implement the last year of our current strategy of 2022-24 and envision what 2025-30 could look like, we are overjoyed to have achieved what we set out to do, punching above our weight when we needed to, growing our direct services with compassion and kindness, and working collaboratively with other organisations to make systemic transformations.


Going forward, we are committed to:

- Transforming our impact and increase our reach by opening the HBF Group Trauma Centre in Old Street, London, as a worldwide centre of excellence for trauma-informed care.
- Demonstrating leadership and strengthening the sector by increasing the availability of quality legal representation and effective therapy, and preventing re-trafficking through partnerships, training and education. Creating a hub that can support and transform the sector.
- Expanding HBF Group collaboration and increasing our impact by bringing in new grassroots organisations within our fold, particularly those led by 'expertise by experience'.
- Empowering the Ambassadors for Change as they launch their social media presence and campaigns.
- Using our expert evidence to drive key changes in the harmful systems governing survivors' lives.
- Developing incisive research projects with potential policy and practice applications.



**Thank you to our supporters
for being an instrumental
part of our journey.**

We could not have done any of this without your generosity and encouragement. As we carry on helping survivors to rebuild their lives and we bear witness to their suffering, your support and solidarity brings us great hope.



FINANCIAL REVIEW

Financial Framework

Our policies relating to reserves and the need to generate an annual operating surplus provide a financial framework within which the HBF Group seeks to function.

Reserves policy

Forming part of our reserves, the unrestricted general fund is the working fund of the charity. Unlike the other funds, it is not restricted or designated for a defined purpose. The unrestricted general fund provides for activities not funded by earned income or restricted funding and for the general administration of the charity. It also provides working capital for operations and helps to provide resources to ensure that the charity is able to continue with its obligations.

Our Group policy is to maintain an unrestricted general fund of between three and six months of gross expenditure for the next financial year. Given the importance of being confident that the group can maintain its support to our very vulnerable clients, the Trustees aim to increase the sum in the unrestricted general fund.

After allowing for designated funds (note 15a), in December 2023, the HBF Group ended the year positively with unrestricted reserves of £944,496, representing three months' cover.

Summary of results

In 2023, activities resulted in a group surplus of **£307,999** which was a good achievement given the continued challenges in the fundraising environment, as well as the time diverted to commencing and preparing the Capital Project and move in 2024. The organisation continued to focus on expenditure to make sure we could adapt our services to our clients' needs, as well as make savings and efficiencies where possible.

The HBF Group ended 2023 in a good financial position with total funds of **£2,014,022** (up from **£1,706,023** in 2022) comprising of unrestricted funds of £1,682,389 (£1,513,620 in 2022) and restricted funds of **£331,633** (£192,403 in 2022). From the unrestricted general fund, a New Premises Move designated fund was set in place in 2021 and 2022, with **£218,616** remaining in place in order to meet the continued planned expenditure during 2024 on securing an exciting new premises from which to increase our impact upon survivors of trafficking and torture. A further **£483,240** relating to casework in progress has also been allocated to designated funds. This increase is due in part to the Migrants' Law Project joining the Asylum Aid team, but mainly due to continued delays in cases and therefore our ability to bill our full costs. A further **£36,037** represents a designated fixed assets fund, leaving unrestricted general funds of **£944,496** in 2023, representing our reserves (£930,932 in 2022). The casework in progress is an asset that we have reasonable expectation will become convertible into cash at a future date but have not included it in the free reserves due the timing uncertainty. We are pleased that in 2023 we maintained the unrestricted general fund within our target, and we will continue to work toward increasing the general fund. A budget showing a small surplus has been set for 2024, given the increased need for Capital Appeal fundraising.

Risks

The significant risks to which the HBF group is exposed, as identified by the Trustees, have been reviewed and systems have been established to mitigate these risks. Among the risks identified, the most significant are considered to be:

- The challenge of ensuring that funds are raised for Asylum Aid to fill the gap left by the delays in receipt of Legal Aid funding due to delays in decision-making and therefore closure of cases.
- The increasingly inhumane environment facing our client group and corresponding ineffectiveness of the asylum system, and the equivalent likelihood of an increase in the number of clients with complex needs.
- The risks inherent in fundraising for a Capital Appeal project from unknown donors.
- The increasing struggle that junior members of the team have in finding affordable housing in London due to increasing rents and the impact of the cost of living rises.
- A change in government leading to funders believing that there is less work to do for survivors and therefore providing less funding for our work.

These risks are mitigated in part through close operational monitoring and application of the reserves policy as well as the oversight of the Finance and Fundraising Committee, and newly inaugurated People and Governance Committee.

Subsequent events and going concerns

In the last two years, the government has introduced two significant legislative changes to the asylum system and a further administrative change in the Rwanda scheme. This has created increasing difficulties for the population we serve, with uncertainties about how these changes will be implemented.

Therefore the Trustees have put in place measures to mitigate the risks to the HBF Group from the ongoing delays in decision-making by the Home Office and by the courts, which has pushed back the closure of cases and therefore income from the Legal Aid Authority for work done. The Trustees continue to focus on fundraised income during this period, and kept an eye on the rising cost of living and its impact on remuneration, retention and recruitment. In particular, the Trustees have kept an eye on the fundraising undertaken to support the costs of a capital appeal and are reassured with the amount of funds secured as well as pledged, while acknowledging there is more to be done. We have increased the number of Finance and Fundraising Committee meetings and also provided clear parameters for the execution of the Capital Appeal and connected expenditure. The Capital Appeal project has come at a useful time as it enables us to raise our profile with a number of different donors. We are also considering the option of securing a bridging loan for a short period with a social investment funder to enable us to meet any challenges to the timing of cashflow brought about specifically with regard to the capital project.

Having regard to these steps and the reserves held at the year-end by the HBF Group, the Trustees consider it reasonable to expect that HBF has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the Trustees continue to adopt the 'going concern' basis in preparing the accounts. The Trustees and senior management have increased the regularity of financial forecasts in both the short and medium term. We continue to strengthen our financial processes and systems so we can monitor financial risk and, where required, take appropriate management action.

Related Parties and Relationships with other Organizations.

During the year the HBF Group received a total of £141,330 unrestricted donations from three Trustees.

SUMMARY RESULTS OF THE SUBSIDIARY (ASYLUM AID)

HBF is an independent charity. We are developing a collaborative approach to maximise impact for survivors of trafficking and torture by aligning efforts with other charities that also provide much-needed support. Asylum Aid joined the HBF Group during the pandemic, due to its own financial difficulties. The Asylum Aid Board continues to have independent oversight, but with alignment and efficiency created through a minority of three shared board members out of a total of seven board members, joint committees and back-office support, including executive support, finance, HR, volunteer management, facilities and fundraising. In May 2022, HBF became the sole member of Asylum Aid. We also took the opportunity to update both charities' Objects in September 2022 in line with changes in Charity Law.

Asylum Aid has had another successful year in 2023, which ended in a surplus of £520,134 (£242,873 in 2022). Total Reserves as at 31st December 2023 were £1,058,089 (2022: £537,955) which consist of unrestricted free reserves of £243,919 (2022: £227,324). This represents the equivalent of three months of unrestricted expenditure, and restricted reserves of £292,746 (2022: £47,474). The casework work in progress (WIP) designated fund £483,240 (2022: £235,541) is income that is recognised in our accounts, but which is an illiquid asset that cannot be relied upon as part of our reserves policy. We also have a designated premises fund £25,000 (2022: £25,000) towards planned expenditure of new premises in 2024.

Remuneration policy

The objectives of HBF's remuneration policy are to:

- Reward staff appropriately and enable the recruitment and retention of high-calibre personnel.
- Ensure the proper use of the charity's resources in accordance with its aims and within affordable limits, based on the financial circumstances of the charity.
- Be non-discriminatory, just and equitable in the evaluation of jobs and their remuneration by providing a stable framework for the remuneration of the team.
- Pay at a competitive level, taking account of external market rates — with an aim to set pay around the median level for comparable posts in the voluntary sector, subject to the charity's financial position.
- Operate within the law.

Remuneration is reviewed on an annual basis and is agreed by the Board of Trustees. When setting pay levels, the charity gives consideration to external benchmark comparators, changes in the national average earnings index, affordability and other internal and external pressures, including recruitment and retention. The policy applies to all staff, including the charity's executive team. The total remuneration of the Chief Executive Officer and four directors, including employer's NI and employer's pension contributions, was £366,429.

Fundraising

HBF's fundraising team produces an annual Income Generation Strategy against which performance is regularly monitored by senior management and Trustees. In 2023, HBF continued to adapt to the challenging fundraising environment due to the pandemic, and successfully raised £2,420,164 thanks to the generosity of our supporters.

HBF's fundraising approach reflects the principles published on the HBF's website www.helenbamber.org. The charity's fundraising programme is delivered using internal resources and in 2023 did not involve external professional fundraisers or commercial participators. HBF does not generate merchandise for fundraising purposes.

HBF is registered with the Fundraising Regulator. Registration represents a commitment to the highest standards of practice and ensures that all fundraising activity is open, legal and fair. As a registered participant, HBF commits to the Board's Codes of Fundraising Practice, which is the standard set for fundraisers in the UK. Registered participants also commit to abide by its Fundraising Promise, which is based on six key pledges that reflect the core values of respect, honesty, accountability and transparency. HBF is strongly committed to recognised sector standards and is actively working to protect vulnerable people and other members of the public from behaviour that:

- Is an unreasonable intrusion on a person's privacy.
- Is unreasonably persistent.
- Places undue pressure on a person to give money or other property.

HBF has received no complaints in regard to its fundraising activities in 2023.

Public benefit

In setting HBF's objectives and planning its activities, the Board of Trustees has given careful consideration to the Charity Commission's general guidance on public benefit. In particular, the Board of Trustees considers how planned activities will contribute to the aims and objectives that have been set. The HBF Group has been established to help people who:

- are seeking asylum or other forms of protection in the UK;
- have already been granted refugee status, humanitarian protection, or other forms of protection status by UK immigration authorities;
- have insecure immigration status or are stateless;
- are vulnerable by reason of their experience of torture, trafficking, hostilities, genocides or other atrocities or human cruelty,
- are vulnerable to destitution, exploitation, abuse, trafficking or other forms of human cruelty including but not limited to those outside their country of origin; and
- are the dependants of those mentioned above.

The public benefit we provide is to benefit the above individuals through:

- relieving their conditions of need, hardship or distress;
- preserving and protecting their physical and mental health;
- advancing their education and training so as to advance them in life and assist them to adapt within a new community;
- advancing public education about the position of and issues relating to the Beneficiaries, including gross violations of human rights, torture, atrocities and other forms of human cruelty and their effect on persons who suffer them;
- assisting them in such other exclusively charitable ways as the charity determines from time to time.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees of the Helen Bamber Foundation (who are also directors of the HBF for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). This report includes information contained in Asylum Aid's annual report, and it is the Trustees of Asylum Aid who are responsible for preparing their annual report and the financial statements contained therein.

Company law requires the Trustees to prepare financial statements for each financial year that 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 charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, 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 charity will continue in operation.

The Trustees are responsible for keeping adequate 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 group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- 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 auditor is aware of that information.

The Trustees of the Helen Bamber Foundation are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the Helen Bamber Foundation in the event of winding up. The total number of such guarantees at 31 December 2022 was ten (2021: seven). The Trustees are members of the Helen Bamber Foundation but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity. The trustees' annual report has been approved by the trustees on 11 July 2024 and signed on their behalf by

Adam Epstein
Adam Epstein, Chair of Trustees



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HELEN BAMBER FOUNDATION

Opinion

We have audited the financial statements of Helen Bamber Foundation (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 December 2023 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the 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 FRS 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 December 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

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 group financial statements section of our report. We are independent of the group and parent 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 Helen Bamber Foundation's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group 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. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of 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 this gives rise to a material misstatement in the group financial statements themselves. 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 for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report has 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 their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; 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 directors 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' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent 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

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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.

Irregularities, including fraud, are instances of non-compliance 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 are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's and group's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's 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 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's 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.



Joanna Pittman (Senior statutory auditor)

11 September 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, London, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Consolidated statement of financial activities (incorporating an income and expenditure account) for the Helen Bamber Foundation (comprising the Helen Bamber Foundation and Asylum Aid)

For the year ended 31 December 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations – legal protection	2	345,301	366,668	711,969	-	292,598	292,598
Donations – therapy and casework	2	-	69,974	69,974	-	179,233	179,233
Donations – community integration	2	-	50,591	50,591	-	87,969	87,969
Donations – counter trafficking	2	-	26,061	26,061	-	147,929	147,929
Donations – research, policy, dissemination	2	-	1,522	1,522	-	40,198	40,198
Donations – general	2	1,638,733	97,774	1,736,507	1,894,415	54,969	1,949,384
Charitable activities							
Fees from medical legal reports – Legal protection		85,434	-	85,434	106,895	-	106,895
Other legal services		460,132	38,322	498,454	154,848	-	154,848
Westminster ASP		117,191	-	117,191	-	61,306	61,306
MLP Income		-	398,461	398,461	-	-	-
Other income		70,114	-	70,114	22,656	-	22,656
Bank interest		11,099	-	11,099	2,223	-	2,223
Total income		2,728,004	1,049,373	3,777,377	2,181,037	864,202	3,045,239
Expenditure on:							
Raising funds	3	299,144	-	299,144	270,930	-	270,930
Charitable activities							
Legal protection	3	825,696	658,953	1,484,649	613,844	350,059	963,903
Therapy and casework	3	470,743	85,269	556,012	391,659	195,332	586,990
Community integration	3	71,437	72,304	143,741	34,470	78,493	112,963
Counter trafficking	3	579,810	70,297	650,107	359,232	114,691	473,922
Research, policy and dissemination	3	312,405	23,320	335,725	187,042	27,794	214,836
Total expenditure		2,559,235	910,143	3,469,378	1,857,178	766,368	2,623,546
Net income for the year	4	168,769	139,230	307,999	323,860	97,833	421,693
Net income and movement in funds		168,769	139,230	307,999	323,860	97,833	421,693
Reconciliation of funds:							
Total funds brought forward		1,513,620	192,403	1,706,023	1,189,760	94,570	1,284,330
Total funds carried forward		1,682,389	331,633	2,014,022	1,513,620	192,403	1,706,023

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15a to the financial statements.

Balance sheets

Company No. 08186281

As at 31 December 2023

	Note	The group		The charity Helen Bamber Foundation	
		2023 £	2022 £	2023 £	2022 £
Fixed assets:					
Tangible assets	8	36,037	22,147	22,853	19,531
		36,037	22,147	22,853	19,531
Current assets:					
Debtors	11	268,615	439,101	257,052	471,689
Casework-in-progress		483,240	235,541	-	-
Cash at bank and in hand		1,835,115	1,384,326	869,097	817,242
		2,586,970	2,058,968	1,126,149	1,288,931
Liabilities:					
Creditors: amounts falling due within one year	12	(608,985)	(375,093)	(193,070)	(140,394)
		1,977,985	1,683,876	933,079	1,148,537
Net current assets		1,977,985	1,683,876	933,079	1,148,537
Total Net Assets		2,014,022	1,706,023	955,932	1,168,067
Funds:					
Restricted income funds	15a	331,633	192,403	38,888	68,501
Unrestricted income funds:					
Designated fixed asset fund		36,037	22,147	22,853	19,531
Designated Casework-in-Progress		483,240	235,541	-	-
Designated- New Premise Fund		218,616	325,000	193,616	300,000
General funds		944,496	930,932	700,575	780,035
Total unrestricted funds		1,682,389	1,513,620	917,044	1,099,566
Total funds		2,014,022	1,706,023	955,932	1,168,067

Approved by the trustees on 11th July 2024 and signed on their behalf by



John Scampion

Treasurer

Consolidated statement of cash flows for the Helen Bamber Foundation (comprising the Helen Bamber Foundation and Asylum Aid)

For the year ended 31 December 2023

	Note	2023		2022	
		£	£	£	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)		307,999		421,693	
Depreciation charges		12,917		16,917	
(Increase) / decrease in debtors		170,486		18,305	
Increase in casework-in-progress		(247,699)		(235,541)	
(Decrease) / increase in creditors		233,892		148,462	
Net cash provided by operating activities			477,595		369,835
Cash flows from investing activities:					
Purchase of fixed assets		(26,807)		(14,275)	
Net cash used in investing activities			(26,807)		(14,275)
Change in cash and cash equivalents in the year			450,788		355,560
Cash and cash equivalents at the beginning of the year			1,384,327		1,028,766
Cash and cash equivalents at the end of the year	a		1,835,115		1,384,326
Analysis of cash and cash equivalents and of net debt					
		At 1 January 2023	Cash flows	Other non-cash changes	At 31 December 2023
		£	£	£	£
Cash at bank and in hand		1,384,327	450,788	-	1,835,115
a Total cash and cash equivalents		1,384,327	450,788	-	1,835,115

Notes to the financial statements for the Helen Bamber Foundation (comprising the Helen Bamber Foundation and Asylum Aid)

For the year ended 31 December 2023

1 Accounting policies

a) Statutory information

Helen Bamber Foundation is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Bruges Place, 15-20 Baynes Street London NW1 0TF.

b) Basis of preparation

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

These financial statements consolidate the results of the charity and its subsidiary Asylum Aid on a line by line basis. Transactions and balances between the charity and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the charity's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charity itself is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

As of July 2023, the activities of the Migrant Law Project (MLP) were transferred to the Helen Bamber Foundation group subsidiary, Asylum Aid from Islington Law Centre. The transfer included staff working on the project, £200,000 in unrestricted funds to fund the next two years of the project, unspent restricted project funding allocated to the project, and work in progress on project files totalling approximately a further £200,000.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. 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. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Reporting period

The financial statements cover the year to 31 December 2023.

1 Accounting policies (continued)

d) Public benefit entity

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

e) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

f) Recognition of income

Recognition of income takes place in accordance with applicable accounting policies and results are presented in accordance with the SORP. All incoming resources are included in the Statement of financial activities when the charity has entitlement to the income, it is probable that the income will be received and that the amount can be measured reliably.

Grants and donations are recorded in the period in which they are received or the charity is entitled to the income.

Donations receivable for the general purposes of the charity are credited to Unrestricted funds and donations tied to a particular purpose are credited to Restricted funds.

Revenue grants are credited to the Statement of Financial Activities when received or receivable, whichever is earlier. Where unconditional entitlement to grants receivable is dependent on fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions, the incoming resource is deferred. When funding received is designated by the donor to be used in a specific future period, income is deferred.

Income from medico legal reports is recognised when the report has been completed and submitted to the customer and an invoice has been raised.

Contractual 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 that the amount can be measured reliably.

Work in Progress is valued at the average hourly rate paid by the Legal Aid Agency. Provision is made where necessary for irrecoverable amount of work in progress.

All other income, such as training fees, is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable probability. Legacies are included when there is reasonable probability of receipt, amount and timing.

Where income is received in advance of its recognition, it is deferred and included in creditors. Where entitlement occurs before income is received, the income is accrued and included in debtors.

1 Accounting policies (continued)

g) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

h) Recognition of expenditure

All expenditure is accounted for on an accruals basis in the period to which the cost relates and has been classified under headings that aggregate all costs related to the category. Resources expended include attributable VAT which cannot be recovered. Where costs cannot be directly attributable to particular activities, they have been allocated on a basis consistent with the use of the resources. Overheads, salaries and governance costs are allocated between the activity headings on the basis of attributable employment cost, and an element of judgement is involved. Costs of raising funds are those costs, including fundraising expenditures, incurred by the charity to obtain funds. Support costs are those costs incurred which are not directly an output of the charitable activity. Governance costs are those incurred in connection with enabling the charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties.

i) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Tangible fixed assets are stated at cost less accumulated depreciation. Only individual assets costing £250 or more and not forming part of a larger project are capitalised. This level is periodically reviewed, along with the need for a formal impairment review.

Provision is made for depreciation of fixed assets, at rates calculated to write off the cost, less the estimated residual value, of each asset over its expected useful life. Leasehold improvements are depreciated over 3 years and other fixed assets over 4 years.

j) Cash at bank and in hand

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

1 Accounting policies (continued)

k) Recognition of liabilities and constructive liabilities

Liabilities, including constructive obligations, are recognised at the point at which the charity is deemed to have entered into a binding commitment. Provisions are recognised when there is a present legal or constructive obligation as a result of a past event, it is probable that a transfer of economic benefit will be required to settle the obligation, and a reliable estimate can be made of the obligation.

l) Leases

Rental costs under operating leases are charged to expenditure as incurred. Lease incentives received by the charity are released on a straight line basis to the Statement of Financial Activities over the period until the first break clause or, in the case of leases already existing, until the rent review.

m) Pensions

The charity contributes to a stakeholder pension scheme on behalf of its staff, and the cost is recognised as incurred.

n) Taxation status

As a charity, Helen Bamber Foundation is exempt from taxation of income and gains falling within Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent these are applied charitably. No tax charge has arisen in the year.

o) Funds

The charity's financial statements are a consolidation of individual funds. These divide into two distinct categories: unrestricted and restricted.

Unrestricted funds

The use of these funds has not been restricted to a particular purpose by the donor. The unrestricted funds comprise the General fund and Designated funds.

General fund

The General fund is the working fund of the charity. It is not tied or designated as are the other funds for use for a particular or defined purpose. The General fund has to provide for the net deficit of any activities that have inadequate income of their own and for the general administration of the charity. It also provides working capital for operations and helps to provide resources to ensure that the charity is able to continue with its obligations in the event of a shortfall in income or unexpected upturn in expenditure. The current target level for the unrestricted general fund is between three and six months of the higher of projected gross income or gross expenditure for the next financial year.

Designated funds

Designated funds are those which have been allocated by the charity for particular purposes. The Fixed Asset reserve represents the net book value of the investment by the General fund in fixed assets.

1 Accounting policies (continued)

Restricted funds

These are income funds tied to particular purposes. They include gifts made to the charity to be used in accordance with the wishes of the donors. Until funds are expended, they are placed on deposit or held in cash.

p) Debtors

Trade and other debtors are recognised at the settlement amount due, after provision for doubtful debts.

2 Income from donations

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Donations – trusts and foundations	1,540,080	504,599	2,044,679	1,254,127	646,394	1,900,521
Donations – individuals	287,293	-	287,293	222,814	-	222,814
Donations – corporate	131,077	107,000	238,077	174,607	114,000	288,607
Other	25,584	991	26,575	242,867	42,502	285,369
	<u>1,984,034</u>	<u>612,590</u>	<u>2,596,624</u>	<u>1,894,415</u>	<u>802,896</u>	<u>2,697,311</u>

The “other” donations comprise income from community fundraising and a fundraising campaign comprising one main event in 2023.

Restricted and unrestricted donations from trusts and foundations of £5,000 or greater in 2023 (£2,000 in 2022) were as follows:-

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
The A. B. Charitable Trust	55,000	-	55,000	50,000	-	50,000
Access for Justice Foundation	-	-	-	12,196	-	12,196
Roddick Foundation	-	-	-	-	30,000	30,000
City Bridge Trust	32,250	-	32,250	-	-	-
The Bryan Guinness Charitable Trust	-	-	-	3,000	-	3,000
Two Magpies Fund	-	-	-	-	15,000	15,000
Eleanor Rathbone Trust	5,000	-	5,000	-	-	-
Comic Relief	-	22,084	22,084	-	63,759	63,759
Eva Reckitt Trust Fund	-	-	-	-	2,500	2,500
The Evan Cornish Foundation	-	-	-	-	12,000	12,000
Garfield Weston Foundation	25,000	-	25,000	25,000	-	25,000
Robert Luff Foundation	-	-	-	10,000	-	10,000
Lloyds Charitable Trust	5,000	-	5,000	-	-	-
John Coates	-	-	-	-	5,000	5,000
Survivors of Torture Foundation	-	-	-	-	6,000	6,000
The Henry Smith Charity	-	60,000	60,000	-	30,000	30,000
Joseph Rowntree Foundation	-	10,000	10,000	-	-	-
ILPA	-	30,000	30,000	-	19,005	19,005
The Legal Education Foundation	-	46,000	46,000	-	-	-

2 Income from donations (continued)

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
The Leigh Trust	-	-	-	-	4,000	4,000
The Marwyn Trust	-	-	-	-	159,278	159,278
The McCartney Foundation	136,000	-	136,000	75,000	-	75,000
Moynitrust	-	-	-	3,000	-	3,000
The National Lottery Community Fund	83,333	74,597	157,930	133,334	-	133,334
Oak Foundation	70,000	-	70,000	70,000	-	70,000
Persula Foundation	5,000	-	5,000	-	-	-
McPhail Trust	10,000	-	10,000	-	40,000	40,000
Samworth Foundation	100,000	-	100,000	100,000	100,000	200,000
Postcode Equality Trust	600,000	-	600,000	500,000	-	500,000
The Souter Charitable Trust	45,000	-	45,000	-	-	-
Schroder Charity Trust	5,000	-	5,000	-	-	-
Tribe Freedom Foundation	35,000	-	35,000	-	-	-
Trust for London	-	67,970	67,970	-	37,230	37,230
Wellcome Community Support Fund	-	-	-	-	10,000	10,000
William Brake Charitable Trust	-	-	-	-	4,000	4,000
29th May 1961 Charitable Trust	-	-	-	-	3,000	3,000
Bloomberg	110,000	-	110,000	110,000	-	110,000
Adfal Trust Culver House Farm	-	-	-	3,000	-	3,000
Disrupt Foundation	50,000	-	50,000	50,000	-	50,000
Unbound Philanthropy	25,000	-	25,000	30,000	-	30,000
Justice Platform Crowdfunder	-	88,860	88,860	-	20,454	20,454
Open Society Foundation	80,000	-	80,000	-	36,154	36,154
Goodlaw Ltd	-	29,040	29,040	-	17,649	17,649
Choose Love	-	-	-	6,650	1,350	8,000
Ramfel	-	-	-	26,627	-	26,627
Kings College	-	-	-	-	7,999	7,999
Other trusts - Trusts under £5,000	19,498	35,547	55,045	11,321	7,515	18,836
Anonymous	44,000	40,500	84,500	35,000	14,500	49,500
Total	1,540,081	504,598	2,044,679	1,254,127	646,394	1,900,521

3a Analysis of expenditure (current year)

	Charitable activities							2023 Total £	2022 Total £
	Cost of raising funds £	Legal protection £	Therapy and casework £	Community Integration £	Counter Trafficking £	Research, policy and dissemination £	Support and Governance costs £		
Staff costs (Note 5)	202,524	842,835	343,820	74,197	463,389	216,224	204,755	2,347,744	1,799,512
Legal protection	-	334,218	-	-	-	-	-	334,218	147,042
Therapy and casework	-	-	86,714	-	-	-	-	86,714	84,219
Community Integration and creative arts programme	-	-	-	42,466	-	-	-	42,466	26,350
Counter Trafficking	-	-	-	-	17,602	-	-	17,602	10,441
Education, policy and research	-	-	-	-	-	40,589	-	40,589	29,557
Fundraising costs	22,708	-	-	-	-	-	-	22,708	84,756
Premises costs	-	-	-	-	-	-	269,356	269,356	209,318
Audit	-	-	-	-	-	-	23,000	23,000	16,680
Trustee expenses	-	-	-	-	-	-	160	160	201
Office and supplies costs	-	-	-	-	-	-	193,125	193,125	131,441
Irrecoverable VAT	-	-	-	-	-	-	73,587	73,587	63,867
Depreciation	-	-	-	-	-	-	12,917	12,917	16,917
Movement on doubtful debt provision	-	-	-	-	-	-	5,192	5,192	3,244
	-	-	-	-	-	-	-	-	-
	225,232	1,177,053	430,534	116,663	480,991	256,813	782,092	3,469,378	2,623,546
	-	-	-	-	-	-	-	-	2,623,546
Support and Governance costs allocation	73,912	307,596	125,478	27,078	169,116	78,912	(782,092)	-	-
	-	-	-	-	-	-	-	-	-
Total expenditure 2023	299,144	1,484,649	556,012	143,741	650,107	335,725	-	3,469,378	-
Total expenditure 2022									2,623,546

Governance costs are included above under audit fees and trustees' expenses.

3b Analysis of expenditure (prior year)

	Charitable activities							2022 Total £
	Cost of raising funds £	Legal protection £	Therapy and casework £	Community Integration £	Counter Trafficking £	Research, policy and dissemination £	Support and Governance costs £	
Staff costs (Note 5)	138,722	608,658	374,624	64,537	345,348	138,055	129,569	1,799,512
Legal protection	-	147,042	-	-	-	-	-	147,042
Therapy and casework	-	-	84,219	-	-	-	-	84,219
Community Integration and creative arts programme	-	-	-	26,350	-	-	-	26,350
Counter Trafficking	-	-	-	-	10,441	-	-	10,441
Education, policy and research	-	-	-	-	-	29,557	-	29,557
Fundraising costs	84,756	-	-	-	-	-	-	84,756
Premises costs	-	-	-	-	-	-	209,318	209,318
Audit	-	-	-	-	-	-	16,680	16,680
Trustee expenses	-	-	-	-	-	-	201	201
Office and supplies costs	-	-	-	-	-	-	131,441	131,441
Irrecoverable VAT	-	-	-	-	-	-	63,867	63,867
Depreciation	-	-	-	-	-	-	16,917	16,917
Movement on doubtful debt provision	-	-	-	-	-	-	3,244	3,244
	223,478	755,700	458,843	90,887	355,789	167,612	571,237	2,623,546
Support and Governance costs allocation	47,453	208,204	128,147	22,076	118,133	47,224	(571,237)	-
Total expenditure 2022	270,930	963,903	586,990	112,963	473,922	214,836	-	2,623,546

Governance costs are included above under audit fees and trustees' expenses.

4 Net income for the year

This is stated after charging:

	2023 £	2022 £
Depreciation	12,917	16,917
Operating lease rentals:		
Property	151,545	142,321
Auditor's remuneration (excluding VAT):		
Audit of Helen Bamber Foundation	12,200	10,900
Audit of Asylum Aid	9,000	-
Independent examination of Asylum Aid	-	3,000
	<u>174,662</u>	<u>162,238</u>

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	2,028,130	1,523,496
Social security costs	189,146	152,607
Employer's contribution to defined contribution pension schemes	74,510	103,255
Recruitment costs	14,398	11,184
Interim staffing costs	18,360	5,655
Redundancy costs	23,200	3,314
	<u>2,347,744</u>	<u>1,799,511</u>

Three employees earned between £60,000 and £70,000 during the year (2022: three). One employee earned between £80,000 and £90,000 (2022: One)

The total employee benefits, (including pension contributions and employer's national insurance) of the key management personnel were £366,429 (2022: £312,085).

The Trustees were not paid or in receipt of any other benefits from employment with the charity in the year (2023: £nil). No Trustee received payment for professional or other services supplied to the charity (2022: £nil).

The Trustees were not paid or in receipt of any other benefits from employment with the charity in the year (2023: £nil). No Trustee received payment for professional or other services supplied to the charity (2022: £nil).

£160 Trustee expenses were incurred by the charity in the year and relate to online training for two new Trustees (2022: £201).

6 Staff numbers

The average number of employees based on the average headcount employed during the year was as follows:

	2023	2022
	No.	No.
Fundraising	6.0	4.0
Charitable activity	54.0	42.0
Support	6.0	7.0
Governance	3.0	2.0
	69.0	55.0

7 Related party transactions

There were management charges of £80,627 relating to HBF staff costs recharged to AA in 2023 (2022: £74,000).

There were no donations from related parties which were outside the normal course of business and no restricted donations from related parties. The total amount of donations received in 2023 from Trustees or parties related to them was £141,330 (2022: £103,883).

8 Tangible fixed assets

The group

Cost	Leasehold Improvement £	Fixtures and fittings £	ICT and medical equipment £	Total £
At the start of the year	113,376	34,163	81,067	228,606
Additions in year	-	575	26,232	26,807
Disposals in year	-	-	-	-
At the end of the year	113,376	34,738	107,299	255,413
Depreciation				
At the start of the year	113,376	33,667	59,416	206,459
Charge for the year	-	641	12,276	12,917
Eliminated on disposal	-	-	-	-
At the end of the year	113,376	34,308	71,692	219,376
Net book value				
At the end of the year		430	35,607	36,037
At the start of the year		496	21,651	22,147

All of the above assets are used for charitable purposes.

The charity Helen Bamber Foundation

Cost	Leasehold Improvement £	Fixtures and fittings £	ICT and medical equipment £	Total £
At the start of the year	113,376	34,163	77,398	224,937
Additions in year	-	575	13,110	13,685
Disposals in year	-	-	-	-
At the end of the year	113,376	34,738	90,508	238,622
Depreciation				
At the start of the year	113,376	33,667	58,364	205,407
Charge for the year	-	641	9,722	10,363
Eliminated on disposal	-	-	-	-
At the end of the year	113,376	34,308	68,086	215,770
Net book value				
At the end of the year		430	22,423	22,853
At the start of the year		496	19,035	19,531

9 Subsidiary undertaking – Asylum Aid

The charity controls the subsidiary, Asylum Aid, a company registered in England. The company number is 2513874 and charity number is 328729. The registered office address is that of the parent company. It is a subsidiary of the Helen Bamber Foundation (parent company) as the parent company board have majority control of Asylum Aid.

The subsidiary is used for the primary purpose of providing legal representation and access to justice for refugees and those seeking asylum. All activities have been consolidated on a line by line basis in the statement of financial activities.

A summary of the results of the subsidiary is shown below:

	Restricted	Unrestricted	2023 £	2022 £
Income from:				
Donations and legacies	363,473	345,301	708,774	640,590
Charitable Activities	398,461	155,115	553,576	129,157
Other trading activities	-	117,191	117,191	61,306
Ramfel	-	57,318	57,318	26,627
Legal income	-	247,699	247,699	25,692
Other income	-	38,937	38,937	-
Total Income	761,934	961,561	1,723,495	883,372
Expenditure on:				
Raising funds	-	46,545	46,545	25,856
Charitable Activities	516,662	640,154	1,156,816	614,643
Total Expenditure	516,662	686,699	1,203,361	640,499
Net income for the year	245,272	274,862	520,134	242,873
Total funds brought forward	47,474	490,481	537,955	295,082
Total Funds carried forward	292,746	765,343	1,058,089	537,955

Subsidiary Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	13,184	-	-	13,184
Net current assets	243,919	508,240	292,746	1,044,905
Net assets at 31 December 2023	257,103	508,240	292,746	1,058,089

Subsidiary Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	2,616	-	-	2,616
Net current assets	227,324	260,541	47,474	535,339
Net assets at 31 December 2022	229,940	260,541	47,474	537,955

10 Parent charity – Helen Bamber Foundation

The parent charity's gross income and the results for the year are disclosed as follows:

	2023 £	2022 £
Gross income	2,053,882	2,161,868
Result for the year	<u>(212,135)</u>	<u>178,824</u>

11 Debtors

	The group		The charity Helen Bamber Foundation	
	2023 £	2022 £	2023 £	2022 £
Trade debtors	123,070	105,610	66,275	74,957
Amounts due from group undertakings	-	-	65,280	72,416
Prepayments & other debtors	60,125	32,165	50,077	22,989
Accrued income	85,420	301,326	75,420	301,326
	<u>268,615</u>	<u>439,101</u>	<u>257,052</u>	<u>471,689</u>

12 Creditors: amounts falling due within one year

	The group		The charity Helen Bamber Foundation	
	2023 £	2022 £	2023 £	2022 £
Trade creditors	77,290	60,012	65,256	37,106
Taxation and social security	56,940	41,942	37,837	31,652
Accruals	77,793	100,254	37,574	35,176
Deferred income (note 13)	331,514	101,228	12,903	32,167
Other creditors	65,448	71,657	39,500	4,293
	<u>608,985</u>	<u>375,093</u>	<u>193,070</u>	<u>140,394</u>

13 Deferred income

Deferred income comprises of MLP income which is subject to a two year agreement and grants received from corporates and trusts and foundations in the current year which relate to a future period.

	The group		The charity Helen Bamber Foundation	
	2023 £	2022 £	2023 £	2022 £
Balance at the beginning of the year	101,228	-	32,167	-
Amount released to income in the year	(101,228)	-	(32,167)	-
Amount deferred in the year	331,514	101,228	12,903	32,167
Balance at the end of the year	<u>331,514</u>	<u>101,228</u>	<u>12,903</u>	<u>32,167</u>

14a Analysis of group net assets between funds (current year)

	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	-	36,037	-	36,037
Net current assets	944,496	701,856	331,633	1,977,985
Net assets at the end of the year	944,496	737,893	331,633	2,014,022

14b Analysis of group net assets between funds (prior year)

	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	-	22,147	-	22,147
Net current assets	930,932	560,541	192,403	1,683,876
Net assets at the end of the year	930,932	582,688	192,403	1,706,023

15a Movements in group funds (current year)

	At 1 January 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2023 £
Restricted funds:					
Legal protection	50,474	765,129	(522,857)	-	292,746
Therapy and casework	45,295	69,974	(85,269)	-	30,000
Community integration	30,601	50,591	(72,304)	-	8,888
Research, policy and dissemination	21,798	1,522	(23,320)	-	-
Counter Trafficking	44,236	26,061	(70,297)	-	-
General	-	136,096	(136,096)	-	-
Total restricted funds	192,403	1,049,373	(910,143)	-	331,633
Unrestricted funds:					
Designated fixed asset fund	22,147	-	(12,917)	26,807	36,037
Designated Casework-in-Progress	235,541	247,699	-	-	483,240
Designated- New Premise Fund	325,000	-	(106,384)	-	218,616
Total designated funds	582,688	247,699	(119,301)	26,807	737,893
General funds	930,932	2,480,305	(2,439,934)	(26,807)	944,496
Total unrestricted funds	1,513,620	2,728,004	(2,559,235)	-	1,682,389
Total funds	1,706,023	3,777,377	(3,469,378)	-	2,014,022

The narrative to explain the purpose of each fund is given at the foot of the note below.

15b Movements in group funds (prior year)

	At 1 January 2022 £	Income & gains £	Expenditure & losses £	Transfers £	Total funds £
Restricted funds:					
Legal protection	21,520	353,904	(324,950)	-	50,474
Therapy and casework	47,384	179,233	(181,321)	-	45,295
Community integration	15,495	87,969	(72,863)	-	30,601
Research, policy and dissemination	7,400	40,198	(25,800)	-	21,798
Counter Trafficking	2,771	147,929	(106,464)	-	44,236
Westminster ASP	-	-	-	-	-
General	-	54,969	(54,969)	-	-
Total restricted funds	94,570	864,202	(766,368)	-	192,403
Unrestricted funds:					
Designated fixed asset fund	24,789	-	(14,739)	12,097	22,147
Designated Casework-in-Progress	209,849	-	-	25,692	235,541
Designated- New Premise Fund	250,000	-	-	75,000	325,000
Total designated funds	484,638	-	(14,739)	112,789	582,688
General funds	705,122	2,181,037	(1,842,439)	(112,789)	930,932
Total unrestricted funds	1,189,760	2,181,037	(1,857,178)	-	1,513,620
Total funds	1,284,330	3,045,239	(2,623,546)	-	1,706,023

Purposes of restricted funds

Legal protection

The restricted funds for protection work are to fund legal protection and advocacy support work; providing refugee and asylum seeking clients with a fair chance at seeking justice against the perpetrators of the interpersonal violence they experienced, international protection from the government and appropriate welfare support and housing provision. This includes legal staff salaries, client travel and interpreter costs and any other associated costs of administrating and providing legal protection and advocacy support to clients.

Therapy and casework

The restricted funds for therapy and casework are to fund our therapeutic care for survivors of gross human rights violations, helping individuals and families to overcome the psychological impact of interpersonal violence and achieve sustained recovery from acute trauma symptoms, Complex Post-Traumatic Stress Disorder and other resultant mental health issues. This includes clinical staff salaries, client travel and interpreter costs and associated costs of administrating referrals for our services and providing tailored support and counselling for clients.

Purposes of restricted funds (continued)

Community integration

The restricted funds for community integration are to assist clients to become valued members of society and combine work from different areas. Mind and body work are to fund therapies which use the mutual influence of body on mind, and mind on body to facilitate healing and recovery from trauma. The programme includes acupuncture, cranio-sacral therapy, hakomi and internal family systems, movement, pilates, yoga (including pre- and post-natal), massage, breathing training and osteopathy. The restricted funds are for clinical staff salaries, equipment, volunteer costs and client travel.

The restricted funds for social wellbeing work are to fund the Creative arts programme, which includes language and skills classes and artistic and social groups for clients of the Foundation, to break isolation and aid recovery. This includes the costs of materials, client travel, volunteer expenses and the salary of the coordinating staff member.

Research, policy and dissemination

These restricted funds are to fund work on research, policy and dissemination.

Counter Trafficking

The restricted funds for counter trafficking are to enable the foundation to fund a model of integrated care for victims of human trafficking. This includes clinical staff salaries, client travel and interpreter costs and associated costs of administering referrals for our services and providing tailored support and counselling for clients.

Purposes of designated funds

Fixed assets fund

A designated fund has been established to represent the net book value of the charity's fixed assets.

Casework in progress fund

Value of work in progress relating to legal cases at the year-end as this is a relatively illiquid asset.

New Premise fund

A designated fund to meet planned expenditure on securing new premises over 2023 and 2024.

16 Operating lease commitments payable as a lessee

The group's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property	
	2023 £	2022 £
Less than one year	30,000	201,227
Two to five years	-	3,397
	<u>30,000</u>	<u>204,624</u>

