

JUSTICE & CARE

Saving lives. Breaking
the grip of slavery.



THURSDAY



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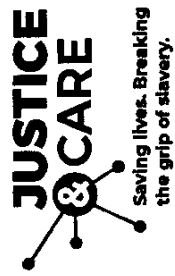
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COMPANIES HOUSE

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JUSTICE & CARE

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021



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REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

James R Thomas
Jonathan Pugh-Smith
Jon Simpson
Lucy Colman

Key management

Chief Executive Officer
Global Director for Fundraising and Communications
Director of European Operations
Director of Finances and Resources
International Systemic Change Director
Bangladesh Country Director

Christian Guy
Jamie Fyleman
Cristina Huddleston
Jo Heidreich
Nicole Munns
Tariqul Islam

Registered Office

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EC4R 1AG

Independent Auditors

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London
EC4R 1AG

Solicitors

Wellers Law Group PLC

Bankers

HSBC Bank plc
76 Hanover Street
Edinburgh
EH2 1EL

Company Number

06990037

Charity Numbers

1133829 (England and Wales)
SC04239 (Scotland)

'It was all darkness. It's like I'm coming out of a grave into life again. Your kindness has taught me an important lesson – that there is an alternative way to be human and I am feeling more human again.'

Survivor, UK

Direct Work

Our achievements September 2020 to August 2021
Key operational achievements:

Over the last year our work has led to:

-  **86** victims removed from exploitation
-  **517** survivors intensively supported to rebuild their lives
-  **108** suspected traffickers arrested
-  **157** prosecutions supported
-  **2** exploiters convicted
-  Winner of a UK Third Sector Award - for our Victim Navigator Project
-  In the UK, almost 94% of survivors we are supporting are engaging with police investigations - compared to 33% nationally
-  **124** victims supported to return home to be reunited with their families
-  **310** highly vulnerable people targeted with prevention education
-  **1,683** frontline professionals trained in specialist victim identification and care

In addition through grants, helping to secure funding and critically capacity building we have been able to help partners in India and Thailand - you can see more of the impact we have contributed to in this way on page 23.



Systemic change

In addition during the year, we have been helping to spark systemic change. Among other things we have:

- Started a review of the UK aftercare system for survivors of slavery - to make recommendations for change to the Home Office
- Been tasked to deal with the national prosecution backlog by the Bangladesh Government
- Helped shape the US Government's anti-trafficking plan in Bangladesh - including key recommendations in the US Trafficking in Persons Report
- Been working with the Romanian Government to set up an emergency fund accessible for victims of trafficking

Often cases collapse because victims are not supported, or in it cases don't even get that far; they are filed in the police station because victims are not confident and are not engaged. And we also know conversely, where there are systems where victims feel supported, like with the Victim Navigators, that makes a huge difference in terms of prosecutions. So let's do more of that.

Dame Sara Thornton DBE, QPM, UK
Independent Anti-Slavery Commissioner

Chairman's introduction

We had hoped 2021 would have been brighter, that the threat of Covid might have diminished. But instead the need for restrictions, postponed travel, and reduced human connection have continued as we have faced renewed waves of the pandemic.

In the fight against slavery, the resources and attention of governments globally have been diverted - just at a time when so many have become more vulnerable to becoming the prey of traffickers. It can feel dark.

Yet within the darkness comes moments of light, of stories and breakthroughs that remind us that change is possible and that hope does indeed ultimately triumph. At Justice and Care this year it has been an absolute privilege to be able to see and witness so many of those moments.

Some of these moments relate to individuals - survivors like Maya*, a young mother who was trafficked to India and forced into sex work. Her child, who she thought she might never see again, left in Bangladesh. After five months of being brutally tortured and exploited, Maya was rescued by police and eventually we were able to help bring her home and reunite her with her son.

We have supported Maya* to begin to rebuild her life and this year helped her secure a home, paid for by the Bangladesh Government, where she can live safely with her child. Transformation and hope. She told one of our social workers 'I would have been on the street. Thank you Justice and Care for giving me a dignified life'.

This year we have had the joy of reuniting mothers, fathers, sons and daughters. We have helped children return home, victims taste freedom for the first time in years and secured justice against those responsible.

But beyond these very human individual stories, we have secured breakthroughs, from which the ripples will continue to spread and have an impact on so many. Take for example our work with a number of other agencies from across the world, working to get the G7 to commit to fighting slavery and in particular forced labour in supply chains. They did! The final communiqué of the leaders included reviewed commitment to address forced labour and to uphold human rights.

Elsewhere our work has led to the British Government looking seriously at our Navigator programme and how it might provide a blueprint for support for survivors and their engagement with the criminal justice system. In Romania, we have lobbied the Romanian Parliament to correct a new law that accidentally lowered the statute of limitations for child pornography and trafficking cases and in Bangladesh, among other things, our work has led to mobile courts and helped shape the US Trafficking in Persons report on the country and the recommendations for improvement it made to improve the country's response to human trafficking.

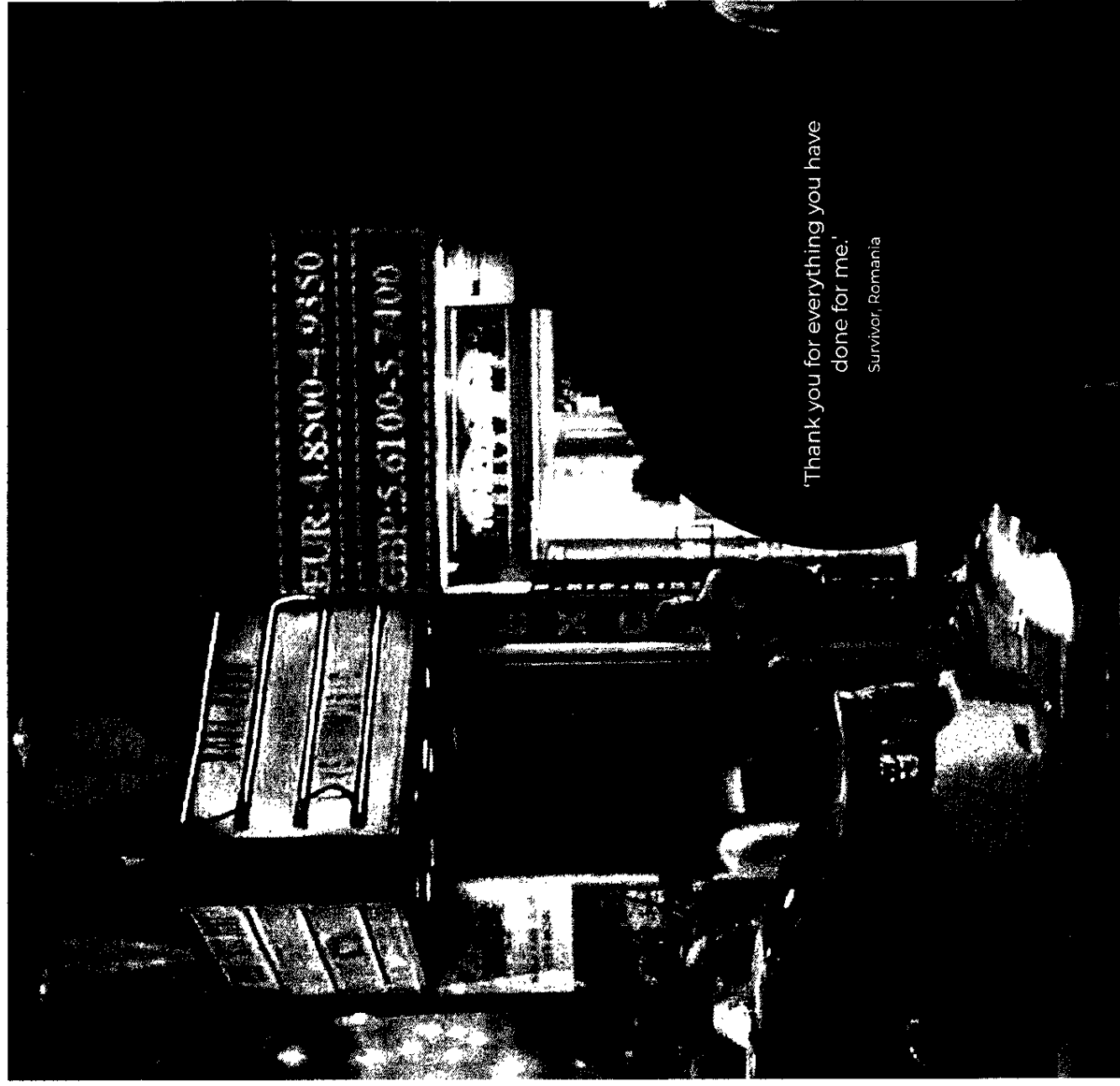
Our work has also been recognised - for example winning a Third Sector Award in the UK, an award in Romania for work to establish a cross network of organisations fighting slavery and also widespread media coverage including an in-depth feature in the Sunday Times Magazine featuring the work of our Navigators.

Of course all of this is done ultimately for people like Maya. We are committed to doing all we can to protect those who are vulnerable to trafficking and to bring freedom and justice. It is why we exist and why we are able to see hope in our work on a day to day basis.

None of this is of course possible without an incredibly committed team who deliver the work and my fellow Board members who provide oversight, giving so much of their time to do so. It is also not possible without the support of our incredibly committed donors who far from stopping back their support have again stepped up in their generosity.

Over the next year we will continue to invest in growth - expanding our work and with it our impact. As ever we remain steadfast in our vision to see every captive of slavery free and every perpetrator brought to justice. Thank you for standing with us.

J.L.Z.
James Thomas
Chairman - Justice and Care



'Thank you for everything you have done for me.'

Survivor, Romania

* To protect the identity of our brave survivors, throughout this report we have changed their names and used illustrative photographs

TRUSTEES REPORT

The Trustees, who are also the Directors, present their report together with the financial statements for the year ended 31 August 2021.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

Governance and Management

The day to day work of Justice and Care is managed by a strong executive leadership team, led by our CEO in the UK, *Christian Guy*. This year the team has been strengthened further, including the recruitment of *Nicole Munis*, appointed as a Director to lead our International Systemic Change Unit.

The work of Justice and Care is overseen by the Trustees, who steer the overall activities of the charity by a series of meetings of the Board held four times per annum. The role and responsibilities of the Board, Board Committees and the Executive are clearly laid out with Terms of Reference in place. Among other things, the Board is responsible for agreeing the overarching strategy, approving the annual budget and holding the Executive to account for the performance. The day to day execution of the charity is the responsibility of the Executive. The Board is actively involved in the recruitment of senior members of staff.

The registered Directors of the company are also the Trustees. Trustees are appointed by the members in accordance with the Company's Articles of Association and details of the Trustees are listed on page 1.

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

As and when new Trustees are recruited, a full induction into the charity is planned in a similar way to new staff members. This includes, but is not limited to, providing key policies and procedures and training on these as appropriate. These include our *Cnvd Protection Policy*, *Safeguarding Vulnerable Adult Policy* and *Trustee Code of Conduct*.

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

Remuneration for Key Management

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

OBJECTIVES

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

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

"I was helpless until I received support from you. You not only saved my life but also protected my dignity!"

Survivor, Bangladesh

STRATEGY, ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

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

OUR STRATEGY

Human trafficking remains the fastest growing crime in the world. To help combat it, we have a three part strategy developed over recent years to exponentially increase our impact and reach. Our strategy is to

- Deliver direct frontline work in the UK, mainland Europe and Bangladesh
- Develop a network of like minded organisations to undertake joint operations and learn from one another
- Achieve change at scale through the activities of our policy, research and advocacy units

Direct work

Like the criminal networks we are dismantling, our direct work straddles both source and destination countries for human trafficking. By delivering our proven strategy and pioneering new ways of succeeding, we will increase our impact and operational excellence

Undertaking and where appropriate growing our own frontline work is our principal focus. We partner with police to rescue victims, pursue traffickers, rebuild lives, prevent slavery in the most vulnerable places and help governments succeed at scale

Joint operations

We are building a small global network of frontline organisations, joining forces to fight slavery and leveraging our knowledge and experience to achieve change at scale. Together we fight trafficking, evidence and demonstrate best practice, share expertise and spark systemic change

'You have been so kind to me, I didn't know what to expect but you have been so kind, thank you so much. You are the first person to hug me in over a year.'

Survivor, UK

JUSTICE & CARE

Systemic impact

We lead a UK Policy Unit in partnership with the Centre for Social Justice, focused on ensuring the issue of modern slavery remains centre stage in UK politics. We equip the Government and its agencies to fight the crime at scale, by the dissemination of best practice.

Internationally, we run an International Systemic Change Unit (ISCU) to help build an evidence base for tackling Modern Slavery and Human Trafficking (MSHT) globally and to inform policy makers and practitioners in key strategic locations. This involves drawing on lessons from our frontline work, the work of the network and of other practitioners, and identifying and synthesising evidence in the sector and generating new research to fill important gaps.

Elsewhere, in Romania, Bangladesh and our partners in India and Thailand, we work with Government to ensure that policies and practice on the issue of modern slavery and human trafficking are prioritised and impact maximised through the frontline work.

We have made major progress in each of these areas over the last year, as well as continuing to respond to the impact of COVID-19 throughout our work and that of our partners - as we outline on page 27 of the report.



ACHIEVEMENTS

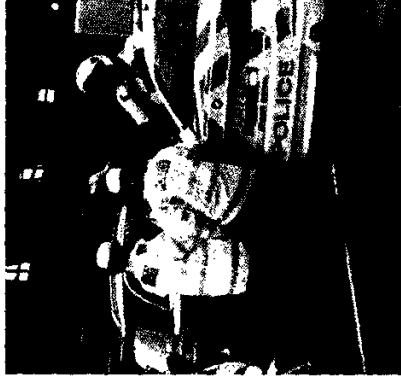
Direct work

UK

Our unique Victim Navigator Programme in the UK has continued to grow and develop. This concept was developed alongside police three years ago and is proving a vital tool in the fight against slavery in the UK.

The programme sees Navigators embedded in the heart of police forces - providing specialist support to investigators and care to victims, helping them to navigate the criminal justice system and rebuild their lives.

During the year we have seen Navigators embedded with police teams in London with the Metropolitan Police, Surrey, Essex, Greater Manchester and West Yorkshire, and in Scotland, primarily working with the UK's Border Force. Our staff remain independent from the police, but have unparalleled insight into cases. They also train officers and other frontline staff, helping them to identify victims of human trafficking.



'Thank you for everything - we have never had Chinese victims engage with us before, but now we have. That is entirely down to you.'

Senior Investigator, Met Police

'Effective support can be crucial in maintaining the engagement of victims and survivors as witnesses. The recent evaluation of the Justice in Care Victim Navigator role identified that 87% of victims supported by the Navigators engaged with police investigations, compared to 33% nationally. Victim testimony can be extremely powerful and often brings a case alive for the jury.'

Dame Sara Thornton, UK's Independent Anti-Slavery Commissioner in a submission to the UK Government about the Nationality and Borders Bill

During the year, our Victim Navigators provided specialist advice in 171 modern slavery investigations. They provided support in 46 rescues, bringing freedom to victims from the UK and multiple other source countries.

The project is helping to transform the way that investigations into slavery are carried out and helps to ensure that survivor care is seen as paramount.

Critically, the project is leading to many more victims engaging with investigations. Nationally, around one in three victims provides support to officers. Through the Navigator programme, that engagement increases to nine in ten victims engaging.

There is a wide variety in the forms of exploitation that the victims that we support have suffered - so too their backgrounds. This year we have supported victims of domestic servitude, forced labour, criminal exploitation and sexual exploitation - with Navigators adapting their support for the more than 20 different nationalities and huge range of ages and specific needs of the survivors served.

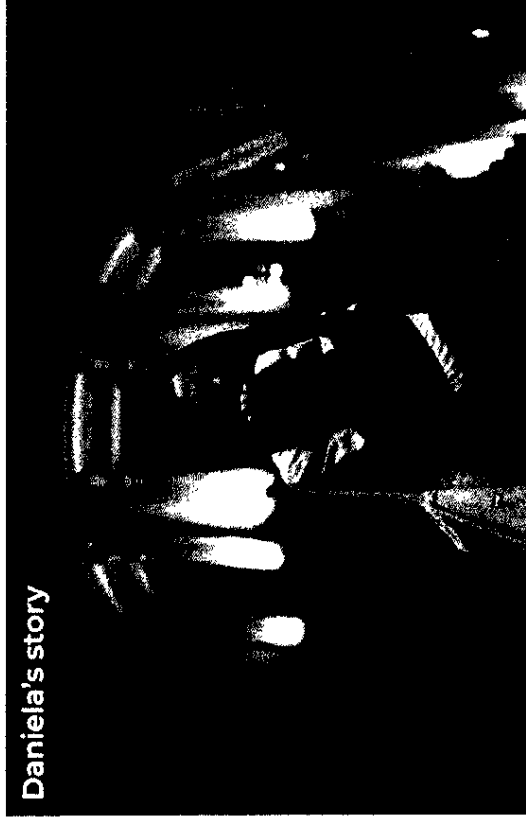
Key outcomes this period over the year include:

- 169 survivors supported with individual care plans, with more than 65 % making significant progress in their recovery
- Charges approved against 36 accused exploiters, including modern slavery, kidnap, controlling prostitution and other offences
- 46 victims rescued from car washes, cannabis farms, brothels, traveller sites and more
- 2 convictions of exploiters achieved through our support and multiple other cases progressing to trial
- Police forces growing in their capacity to tackle this crime type - with Surrey Police conducting their first ever Joint Investigative Team with an overseas force due to the Navigator's support - leading to 6 arrests across the UK and Poland

Work has also continued on developing our 'Expert Witness Network'. We are establishing a national network of specialists to be called on when needed to offer strategic advice into cases involving slavery and act as expert witnesses in court.

Although progress in developing the network has been impacted by the pandemic, we have continued to work behind the scenes to progress the project including the creation of key resources

Daniela's story



This year our Met Navigators were involved in an operation that saw six suspected traffickers arrested and charged with various offences including modern slavery.

Daniela,* a Romanian woman who had come to London when she was just 16, was one of those our Navigators supported. Having lost both her parents as a child and therefore highly vulnerable, Daniela was exploited and forced to work in brothels around the capital.

Following a police raid, the support the Navigators were able to give Daniela, led to her slowly beginning to engage with police - after time she bravely shared with officers vital intelligence including the details of two other victims who were still trapped in exploitation by the same criminal network.

Our Navigator approached the second victim who initially was too afraid to leave the brothel - but with time was supported to exit and access help, including vital medical care, as she then discovered she was 5 months pregnant. Our Navigator has also reached out to the third victim, who has multiple health problems and additional vulnerability due to learning difficulties. She is still building the confidence to leave the situation of exploitation but is remaining in contact with our Navigator.

'You're not just helping, you're understanding the problem and know how to solve it every time, or find the solution. Not everyone is so lucky as me.'

Survivor, UK

Oscar's story



Slavery victims are real people – they are our sons and daughters, somebody's brother or wife. They can also be someone's father – like Oscar* from the Czech Republic.

When Oscar's family were hit by tragedy, he found it hard to cope. Sadly, turning to alcohol to deal with the pain and loss, Oscar lost his job in construction and, to make matters worse, in due course his family's home too.

He was ashamed and did not want to ask his children for help. But someone did reach out to offer help with a lucrative job in construction. Tragically for Oscar, the person who offered support was a human trafficker.

Oscar was trafficked to the UK and was forced to work across different sites in London for six years. When Oscar had first arrived in the UK, not realising anything was wrong, he'd been able to keep in touch with his children by mobile phone, but his traffickers soon seized the phone, telling him he did not need anyone else.

Oscar's son had no idea what had happened to his dad. He had no idea if Oscar was even still alive. He was devastated.

Another victim of the same criminal network exploiting Oscar, who had been freed by police, expressed their concern for Oscar and thankfully this led to his freedom too!

Oscar was admitted to hospital as a result of the abuse he had suffered and one of our Justice and Care Navigators began to engage with and support him.

Beginning to open up, the first thing Oscar wanted help with was to track down his family. We were able to help reunite Oscar with his son by phone from his hospital bed. Today, thanks to our support, the two of them, father and son, are speaking every day.

Oscar is in recovery, supporting the police investigation and is looking forward to being able to see his son again in person.

Romania

Romania is a major source country for trafficking into the UK, a gateway to Europe for those being trafficked from across Asia, and is struggling with a poor and uncoordinated national response to the issue.

It is why we have begun to build a small team in the country providing support to survivors and also encouraging coordination between statutory and non-statutory organisations within the country.

Joining our team during the year was a new Victim Navigator, based in Bucharest. She is there to support and care for survivors who were exploited in the UK and have been repatriated to Romania. Currently she is supporting 14 survivors, brokering access for them to specialist services like housing, health care and counselling, and seeking to keep them engaged as key witnesses in the police investigations in the UK.

From a coordination perspective, this year we have worked to co-found a National Anti-Trafficking Platform in Romania. This Platform now unites in collaboration over twenty of the most active non-profits working on modern slavery and human trafficking in Romania.

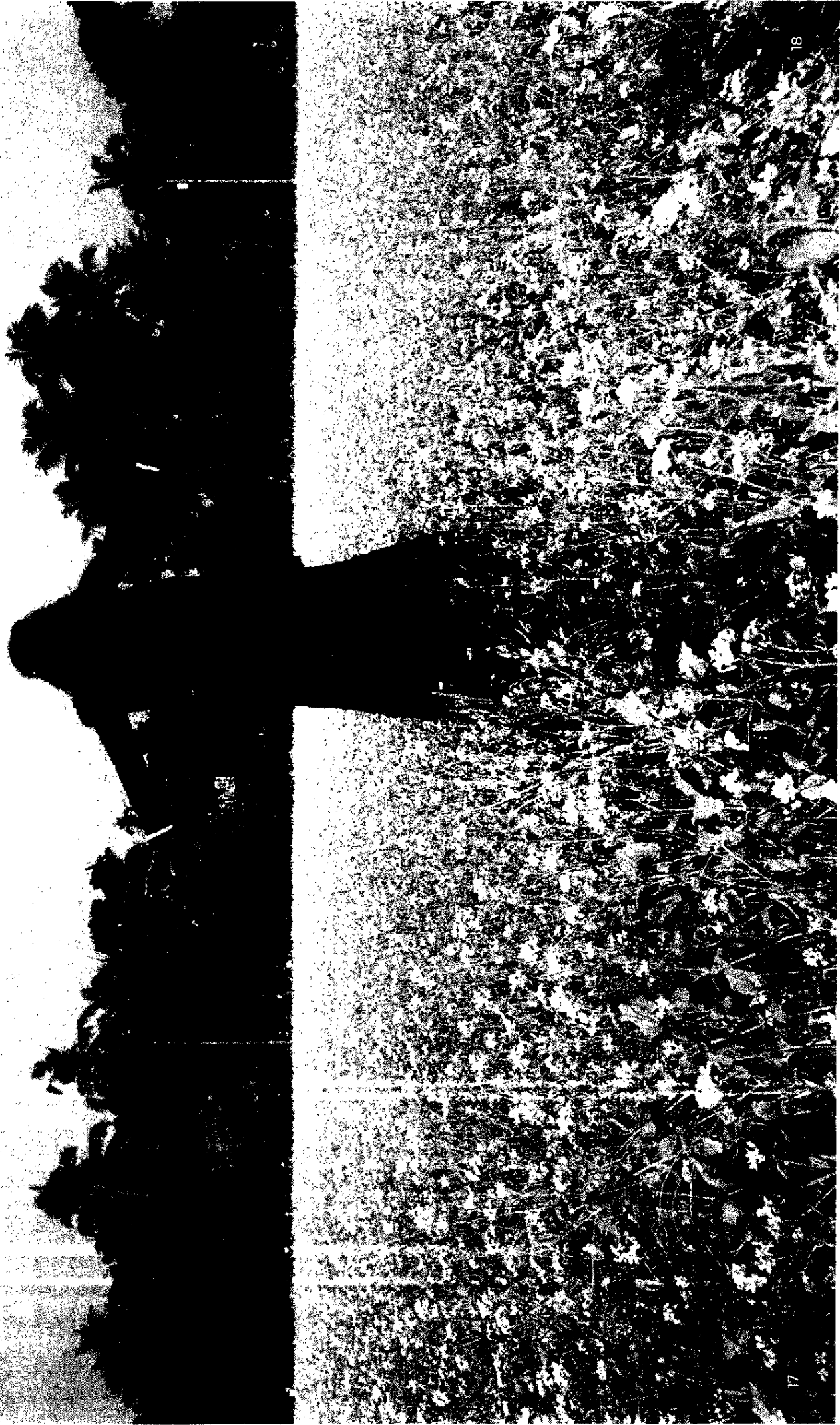
Justice and Care Romania was acknowledged with an award from 'SOCnet', a cross-government overseas network funded by the UK Home Office and Foreign Commonwealth and Development Office for its work in establishing this collaboration. We recently engaged a State Advisor to support the platform, laying the foundation for our goal of formalising the initiative as a National Taskforce supported by the government.

Angelina's story

Angelina* was trafficked to the UK from Romania, where she was forced into sex work. We provided wrap around support to the young mother - including helping her to return home during the pandemic.

That support helped provide the confidence she needed to testify against her suspected traffickers - including the father of her child. He and two other suspects were arrested and thanks to the evidence of the woman, prosecutors in Romania are pressing charges. They said her testimony was critical in building the case against them.

We are continuing to support her, as she rebuilds her life and prepares for the trial.



Bangladesh

In Bangladesh our work has continued to grow. In particular we have expanded our legal work in the country - to bring those responsible for human trafficking to justice.

We know the key to successful prosecutions is survivor care. In the last year, we have had to navigate national lockdowns and border closures as we have sought to provide the support needed to the 301 survivors that we are currently standing with.

During the year we were able to train 467 further border guards and assist police investigations, supporting the arrest of 32 suspected traffickers as a result. Our training to Border Guards over the last three years has led to a significant reduction in the number of people being trafficked across the border checkpoints where we have undertaken the training.

During the year a further 40 victims were rescued as a result of our work, including several children. One of those was a British-Bangladeshi victim of forced child marriage. Our work has led to the arrest of trafficking network kingpins and a powerful complicit politician.

Although several times in the year the border between India and Bangladesh has been closed, we were still able to reunite families as we worked to return 105 survivors home. We remain responsible for more repatriations of trafficking survivors from India than any other agency within Bangladesh, with around 1 in 3 being brought back to the country with our support.

In terms of survivor care, we have seen 6+ survivors reaching an advanced stage of recovery and reintegration - with several becoming trained peer mentors for other survivors. We have supported 60 survivors to begin small businesses or enter job placements or vocational training - with 39 already seeing more than a 30% increase in household income or savings as a result. In addition, 35 women from highly vulnerable families were supported to access vocational training in tailoring and provided with sewing machines - now working successfully in small enterprises and sustaining their families economically. This helps prevent trafficking.

Over the course of the year, our team and survivor champions have between them provided more than 2500 phone and in-person follow-ups to survivors to provide emotional support, advice and to manage their care - particularly crucial during the lockdowns.

In regards to our legal work, we are now supporting 163 human trafficking cases in the country. A review of all cases that are stuck within the country's legal process (see section on systemic change on page 29), has led us to launch a new witness attendance programme to help ensure witnesses attend court to give evidence. This is starting to pay dividends.

Ayesha's story

After their home and subsistence farm was damaged multiple times due to cyclones and high waves, 15-year-old Ayesha's family were forced to move to Dhaka. There, wanting to help her family survive, Ayesha became vulnerable to traffickers. She was tricked by the promise of a job in India, told that she'd be able to earn enough to be able to send lots of money home to support her family.

But when she arrived in India, she quickly found that she had been sold a lie - and instead was forced to work in a brothel, raped by men day in and day out.

She was eventually rescued and our team helped bring her home and reunite her with her family.

Today we are supporting Ayesha and her family. We have provided the support she needs to both come to terms with what has happened to her and also helped provide her with skills and education, giving hope for the future.

Climate change and the impact of the pandemic is making more and more children like Ayesha vulnerable to traffickers. Up to 2000 people a day move to Dhaka, many moving into city slums, as they are forced away from living in rural communities.



Providing ongoing care and support to survivors is a critical part of our work. During the year we were able to provide support to 301 Bangladeshi women and children who were trafficked. Not one of them has been re-trafficked this year, despite considerable vulnerability not least as a result of the pandemic. Our support has included emotional care, physical supplies and helping survivors begin small businesses to provide for themselves a safe future.



Throughout the year, our work helping Border Guards in Bangladesh spot victims as they are being trafficked has paid dividends. This year 40 have been released as a result of our work - including two young teenagers in October



The 13 and 14-year-old girls were spotted as potential victims of human trafficking by border guards who we had trained through our award-winning partnership with the country's border force.

When the guards intervened, the woman who was trafficking them fled. Our team was asked to provide support to the children and to help track down their families.

Both girls come from highly vulnerable backgrounds. Each has parents that have separated and live in very poor communities - which made them very susceptible to being trafficked, we suspect for sexual exploitation.

Since their rescue, our team helped find the most appropriate family member to live with and since then have supported their families to ensure the children are able to go to school and stay safe.

Critical to helping survivors come to terms with what has happened to them, and protect others from the same ordeal, is to pursue those responsible. During the year as well as contributing to the arrest of 32 suspected exploiters, we were involved in the ongoing prosecution cases of more than 150 suspected traffickers.

Joint Operations

Key to our strategy is the development of a small network of like-minded NGOs, committed to fighting slavery together.

We know that we cannot fight human trafficking alone. Those responsible work across borders and continents with impunity often working between criminal networks. We also believe that different organisations bring different strengths and experience to the table and, by harnessing that, we have the opportunity to learn from each other.

'Thanks to the work of Justice and Care we have been able to identify the criminals responsible for a number of children being trafficked - we will now hold them to account.'

Assistant Commissioner of Police,
Khuina, Bangladesh

'Justice and Care is more than my parents to me. You have always been there for me.'

Survivor, Bangladesh



JUSTICE & CARE

This year we have supported and worked with two partners - in Thailand, LIFT international, and in India, an organisation that we have worked with for many years under the umbrella of Justice and Care, Vhaan

Thailand

In 2020 we began working on joint-operations with LIFT international, a Thailand based charity with a very similar DNA to Justice and Care. We committed to working together, sharing expertise and collaborating on casework and international systemic change.

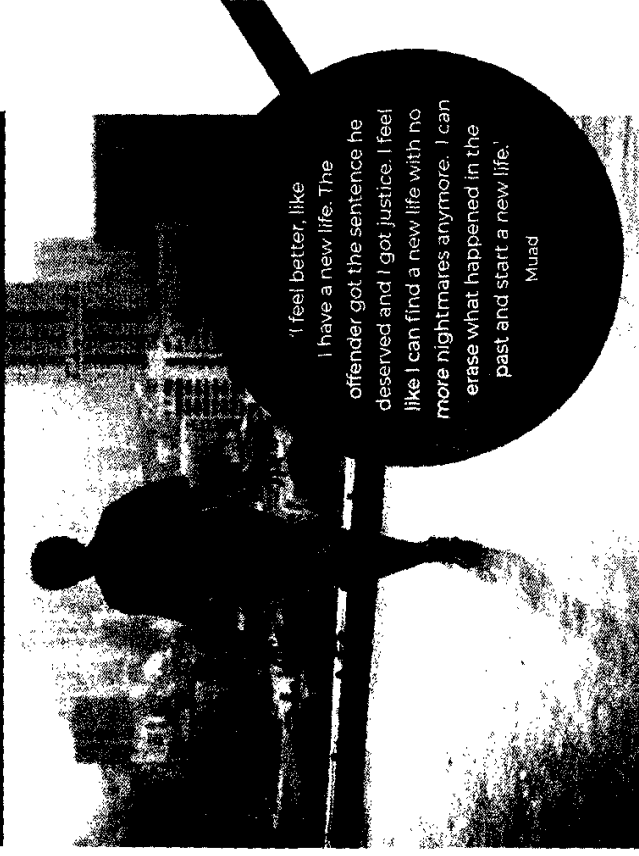
We invested £250,000 in LIFT and subsequently helped it secure funds from a Singapore based foundation who have taken over our funding commitment - with the same objectives - during 2020/21. They have given their funds directly to LIFT. This reflects our commitment to help local organisations build their own capacity, including securing local sustainable funding.

Our support to LIFT includes specialist advice on an operational and strategic level. During the year LIFT has succeeded in:

- Launching a new 'Modern Slavery Liaison' role based on our Victim Navigator concept and supported by our expertise. This role is embedded within the Department of Special Investigations in Thailand, and will support human trafficking investigations and secure victim care. The role will be piloted as a first-of-its-kind in Thailand over the next 12 months.
- Securing justice for multiple victims in court.
- Building more than 20 new cases through digital investigations into perpetrators of online sexual exploitation of children - a crime which has tragically skyrocketed during the lockdowns.
- Developing a new more holistic aftercare model co-created utilising Justice and Care's expertise.

Moving forward, LIFT are equipping our national teams through their specialist knowledge and experience in prosecutions, digital forensics and online-facilitated exploitation.

Compensation and justice for Thai teenager



Muad's family could not make ends meet. Like so many children living in extreme poverty, Muad decided to travel to Bangkok to look for work to support his family. But the boy ended up living on the streets in Pattaya where he was groomed and sexually abused by a Dutch man.

In 2015, the man was arrested - but released due to a lack of evidence. The exploiter lay low until 2020 when he released videos for a Dutch audience explaining how to sexually exploit children in Thailand. LIFT supported the Royal Thai Police and the Department of Special Investigations by providing forensic analysis of his devices and building evidence against the offender. LIFT's legal team then worked with Muad to help him pursue compensation from his exploiter. Muad was granted 150,000 TBH (£3,300) compensation and the offender was deported.

Brinda's story

10 years ago in 2011, the Justice and Care team helped rescue nine young women in India. All nine women had been violently abused, tortured and raped countless times – but none wanted to receive our help and all were angry about being led to safety.

Sadly, although it might seem absurd, it is not unusual for victims of slavery to be so conditioned and desensitised to their situation that, out of a need for survival, they can often confuse their overwhelming fear with loyalty to their traffickers.

The young women were taken to a shelter home by police, where they remained loyal to the brothel owner for months – refusing support or to press charges.

But we kept visiting the group and one day we had a breakthrough. Brinda, one of the nine women, built up the courage to begin to speak out.

The story Brinda told was heartbreaking. A highly educated graduate, Brinda had been lured to Bangalore on the premise of a job in an IT company. She passed interviews and arrived on her first day to find she had been duped by traffickers. Brinda had to stand and watch as her traffickers burnt her ID and qualification papers – her nightmare had begun.

For eleven months she was forced to work in the brothel. Night and day she was raped and abused, her life seemingly destroyed. Even her own family rejected her because of what she had been through.

When Brinda and the eight other young women were finally rescued, she had been so traumatised and her trust so broken that she had not known how or whether she could speak out, and had instead followed the lead of the group. But now she was ready to move forward.

For the last 10 years, social workers funded by Justice and Care have been working with Brinda. We helped her seek the medical help she needed, including her diagnosis and treatment for bipolar disorder.

We helped Brinda build up confidence and secure a job as a librarian. Our support has helped her deal with her trauma and build the confidence needed to pursue her traffickers through the courts.

Almost 11 years after being rescued from the brothel, her traffickers have been jailed for seven years. Brinda continues to rebuild her life and we are working alongside her as she does so.

India

We have also continued to work in partnership with Vihaan in India. For more than a decade, for much of it under the name Justice and Care, we have been working together. Indian Government action in 2018, targeted at many foreign-funded charities, restricted our ability to support the work. However, with those restrictions lifted this year, we were able to invest some funds in the organisation, help them to continue to secure local funding and share expertise. Among other things, our support has helped lead to 20 victims being removed from exploitation, 136 survivors being given intensive support and 182 exploiters being pursued through the courts. We have also supported Vihaan as they have looked to secure long term sustainable local funding.

They have continued to engage with online court proceedings during court closures, recently securing the conviction of 4 accused in the case of a 15-year-old girl exploited back in 2015. Following final arguments made 3 times before 3 different judges over the last year, the traffickers were finally sentenced, with two receiving life imprisonment, and the other two receiving seven year sentences. The survivor has been awarded 1,000,000 INR (£9800) in compensation.

After Vihaan established a youth group as part of a village anti-trafficking awareness programme, a member of the group reported a suspected case of trafficking of 3 minor girls. Our partner was informed that the girls were being taken to New Delhi on a train and crossing a railway junction at a nearby town. Within an hour of receiving this information, Working assisted the police in rescuing all three girls and aided in the arrest of a suspect. With the State, Vihaan arranged for the girls to be placed in a shelter home, conducted home investigations and secured the girls' admission into school. Vihaan's legal team worked on the case and secured a conviction against the accused, who was sentenced to 14 years of rigorous imprisonment, and is now pursuing compensation on the victim's behalf.



Continued impact of COVID-19 and our response

Across our own frontline work and that of our partners, COVID-19 has continued to provide significant challenges to the delivery of our work and to impact the lives of survivors

In the UK, court delays have led to further trauma for victims. We have seen cases pushed back due to court backlogs, witnesses defendants and even judges becoming ill. It can be highly stressful for survivors as they prepare to provide testimony. Delays in the process make it all the more challenging and traumatic and stop them from being able to move on.

Border closures and travel restrictions have also made it much more difficult to get survivors home and at times we have had to provide more remote support. This has included travel to and from Romania, where we run frontline work and to where many survivors are returned home.

In Bangladesh it has been a similar picture - indeed more acute in terms of both the financial impact of the pandemic on survivors and also the ability to bring people home. Many survivors have been forced to stay in Government run facilities in India as they have waited for the ability to travel back to their family in Bangladesh. All of this has demanded the need to provide more emotional support to survivors, who at times have faced increased trauma because of the delays and destitution they have experienced as a result of repeated lockdowns.

One of the ways that we have provided stronger support in Bangladesh is through our Champion Survivors, a group of peer mentors who are well on the road to recovery who provide support to those who have only just started the journey.

Our Champion Survivors provided peer monitoring and emotional support to 46 survivors during the year - including a number of newly repatriated survivors who were struggling to adjust to their new circumstances. One of our Champion Survivors shared,

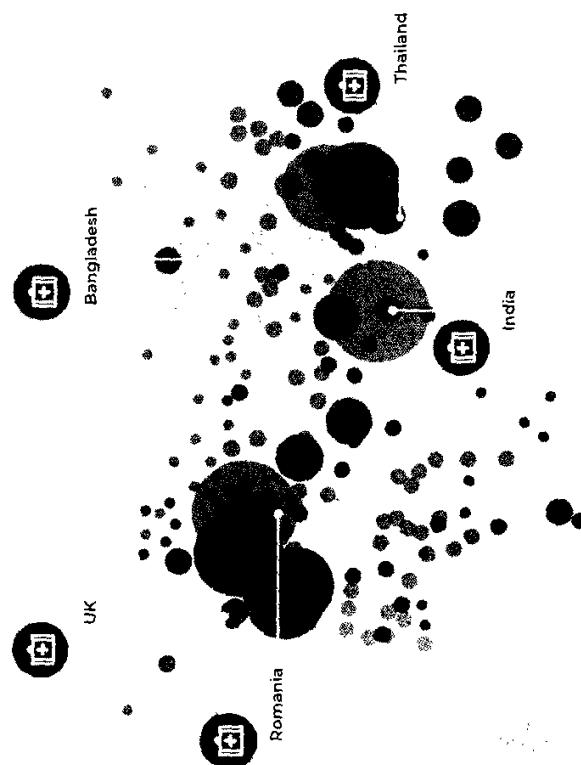
'I know what I went through, so when a newly repatriated victim comes through the border I can relate to them. I can understand their trauma, their confusion, lack of trust towards others and I believe I can help them. I share my own experience and it builds initial trust.'

Champion Survivor,
Bangladesh

As was widely reported in the media, India faced a devastating wave of Covid infections during the

year - highly limiting movement of people. Our partner, Vihaan, continued to undertake emergency covid support, providing 4 month packs of rations to survivors and vulnerable families. In total through local funding and local partners they have now supported over 18,000 individuals, distributing almost 500 tonnes of food.

Although COVID-19 has impacted Thailand less in regards to the number of people infected, the country has not been immune to the pandemic - impacting court cases and leading to travel restrictions. There has also been an increase in online exploitation, all leading to impact on LIFT's work.



Source: World Health Organization (WHO)

Systemic impact

To fight slavery at scale, systemic change is needed. Wherever we work, we do so alongside governments - we demonstrate what works and translate that into replicable models or recommendations for change.

Within our UK Policy Unit, aimed at ensuring modern slavery remains centre stage in UK politics, we have spent a significant amount of time this year gathering evidence for reform of the way victims of modern slavery are supported by the UK Government. We believe that the National Referral Mechanism, the system through which an individual's claim of being a victim of slavery is assessed, is broken. It is failing survivors, is poor value for taxpayers and leads to those responsible being able to get away with their crimes.

Our evidence, and proposals for change, will be released in a major report in the early part of 2022. Meanwhile we also worked with MPs, journalists and anti-slavery practitioners to campaign against elements of the Government's new Nationality and Borders Bill. We believe the proposed legislation will put the country back in the fight against traffickers and the support offered to victims.

Our commitment to systemic change also impacts local and regional responses to the crime in the UK. For example, our Navigators were invited to a round table with senior Officers in the Met Police to discuss their current victim care strategy and how the force could improve - helping to shape police response to modern slavery at the highest level within the force.

In Essex meanwhile, we have agreed to join a victim-centric multi-agency operating model being planned by the UK Home Office for Border Force in Essex, with a Justice and Care Navigator at the centre.

As in the UK, we have seen significant breakthroughs in terms of systemic change in Bangladesh during the year. We directly helped shape the US TIP report's prioritised recommendations for the country, through advocacy and relationship-building with the US State Department representatives in-country.

Our recommendations to the Bangladesh Government, following a review we carried out of human trafficking cases that were stuck in the court system in the country, were accepted by the Ministry of Home Affairs. In the Jhenaidah district of Bangladesh meanwhile, a new emergency mobile court opened on our advice to deal with a spike in trafficking by organised crime groups in the area. We were also able to introduce a pioneering new mechanism to enable repatriated victims to provide interviews to law enforcement via video call - with their evidence leading to multiple arrests and new investigations launched.

There has also been early progress in Romania, as we have sought to bring about change at scale. This includes helping to change an error in Romanian law regarding child exploitation cases, and work with the Romanian Government to set up an emergency fund accessible for victims of trafficking.

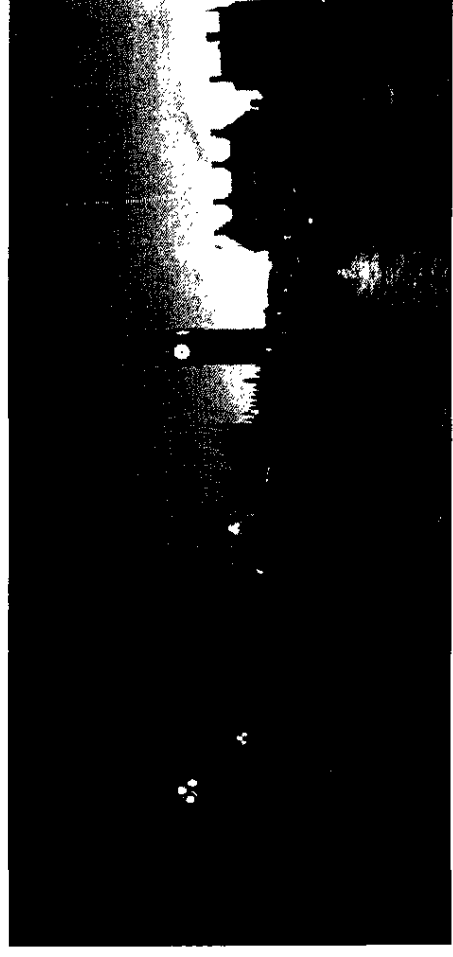
During the year, our International Systemic Change Unit, in collaboration with the McCain Institute, launched a Global Prosecutors Consortium to bring together leading human trafficking prosecutors from around the world to address the challenges associated with prosecuting those responsible for human trafficking. We also formed an important collaboration with others in the sector to conduct research into Online Sexual Exploitation of Children in the Philippines. This study will help improve the understanding of this growing issue and critically provide practical solutions to help inform operational practice and policymaking in this area.

Meanwhile in Thailand, our partner LIFT was able to make progress with the Thai Government to enact anti-grooming laws.

Vihaan, our partner in India, was also able to distribute guidelines to all police in the state of Karnataka in India on handling juvenile trafficking cases. In addition, in the latter part of the year it inaugurated a new platform for survivor-led advocacy entitled "Voice of Survivors". The hope is that the platform will enable survivors to contribute to shared learning and work together to shape best practices in the anti-trafficking field, bringing the voice of survivors to the forefront and ultimately influencing government policy and stakeholder practices.

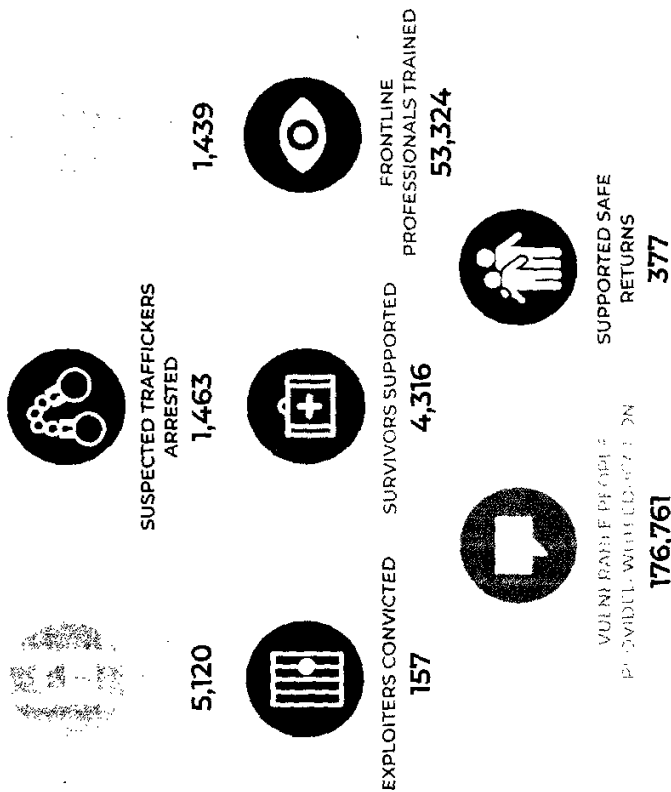
We also collaborated with a number of sector leaders to write an open letter to the G7 while they met in Cornwall, calling on the leaders of the G7 nations to prioritise addressing modern slavery and in particular forced labour. In response to the letter, the conference final communique included an express renewed commitment to address forced labour and uphold human rights - and further engagement with the G7 is now taking place.

As ever, systemic change takes time to achieve, but we are encouraged by the progress we have made.



Impact since we started work

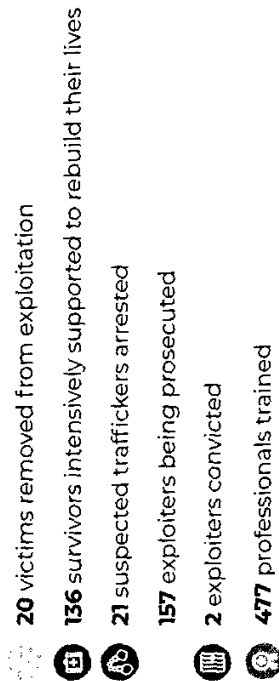
Since we started work, we are proud to have made an impact in tens of thousands of people's lives. This is what we've achieved through our direct work, ...



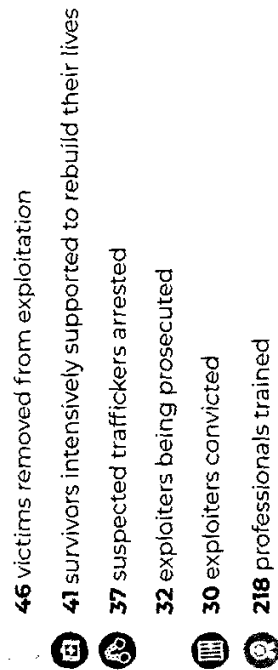
*These figures include the achievements of Vihaan in India up until the end of May 2021. Although now an independent organisation, who we continue to support, these figures are included because up to this point we were in effect either the sole funder of Vihaan and/or took responsibility for the oversight and fundraising for their work.

We run joint operations with two partners in India and Thailand, with whom we undertake joint operations and share expertise. This year we have remained a key bridging donor of Vihaan in India, providing around 35% of their income - and were able to secure for LIFT International a grant of around £250,000 which is equivalent to 30% of their operational cost.

During the year, Vihaan's work has led to:



During the year, LIFT's work has led to:



Because LIFT's work is no longer directly funded by us, these figures are not included in our impact totals. However our fundraising and strategic support have played a key role in supporting LIFT to achieve these results.

PUBLIC BENEFIT

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

GRANT MAKING POLICY

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

Strategic priorities, budgets and key performance targets are agreed with partner organisations annually and reviewed quarterly. Detailed monitoring of targets and milestones takes place, alongside independent external evaluations, to ensure effective, efficient and quality service delivery.

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

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

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

RISK MANAGEMENT

Justice and Care keeps a full risk register that is reviewed by the full Board at every meeting, and separately considered on a quarterly basis by Trustees and staff at the Finance and Risk Committee. The Trustees have considered the major strategic, business and operational risks that the charity faces to ensure there are systems in place to mitigate these risks - the top risks identified by the Trustees are:

- **Abuse of victims** - we work with children and vulnerable adults and therefore must have the very highest standards of safeguarding in place for those we serve
- **Safety and wellbeing of staff, given the traumatic and higher risks elements of our work**
 - we recognise and prioritise this in key ways, as we engage with cases and prosecutions against criminals
- **Data security** - Justice and Care holds highly sensitive data relating to victims of modern slavery, live investigations and of course details of our staff and donors. A data breach could put operations and people at risk having a major impact on the charity and its work.

Abuse of children and adults - mitigating actions:

Safeguarding is embedded in all aspects of the work. Our policy is regularly reviewed and where possible strengthened. Its implementation is monitored through field visits and inspection of casework. Alongside this, we implement robust and regularly reviewed policies and procedures on whistleblowing and data protection. All frontline staff and volunteers are pre-screened and we ensure appropriate training is in place and delivered across the organisation. We have safeguarding leads on staff and on our Board.

Staff safety and wellbeing - mitigating actions:

Due to the nature of our work, security for our staff and teams is our major priority; both within our offices and in the field. A Security and Risk Manager is employed by the charity to help ensure that we take the necessary steps to reasonably protect our work.

Meanwhile we continue to train staff in personal safety, undertake security assessments and ensure our lone working policy is being followed. In addition, we keep a relatively low profile as an organisation. We have strict protocols for our external communications and media to make sure there is minimum exposure of our teams as well as the survivors.

We have also provided frontline staff with high quality clinical supervision and the chance to process any of the more traumatic elements of their work. We also provide for rest time and TOIL as required, to ensure a sensible work-life balance is maintained.

Data Security - mitigating actions

We are following the very highest standards of data protection including ensuring that staff only access information on work devices; that data is encrypted; that we can erase equipment remotely and that we use two-factor authentication. Systems are protected using advanced malware software.

FUNDRAISING APPROACH AND REGULATION

Justice and Care has a relatively small fundraising team, with direct fundraising responsibility in the UK but also providing support to our sister organisation in the US.

The team has, in a relatively short period, helped create a firm fundraising base for our work. We do not outsource any fundraising activities. Our activity is primarily focussed around income from generous individuals, trusts, foundations, institutional funders and businesses.

Further funds are also raised through the UBS Optimus Foundation, with many donors channelling their funds via UBS who add match funding. These funds are awarded to us under formal grant agreements and will be released over the coming years against our strategic plan. As a result, the income into our accounts in this financial year does not reflect all the money that has been raised or pledged for our work. We have also secured significant funding, over a multi-year period, from the Global Fund for Ending Modern Slavery - thanks to the generosity of initially the UK's aid budget and now Norwegian Government funding.

JUSTICE & CARE

During the latter part of the year, we used digital marketing to promote our work and in particular to target new individuals to join our Freedom Network - a regular giving programme that provides donors with exclusive insight and the opportunity to join special events to hear more about how we are tackling the issue

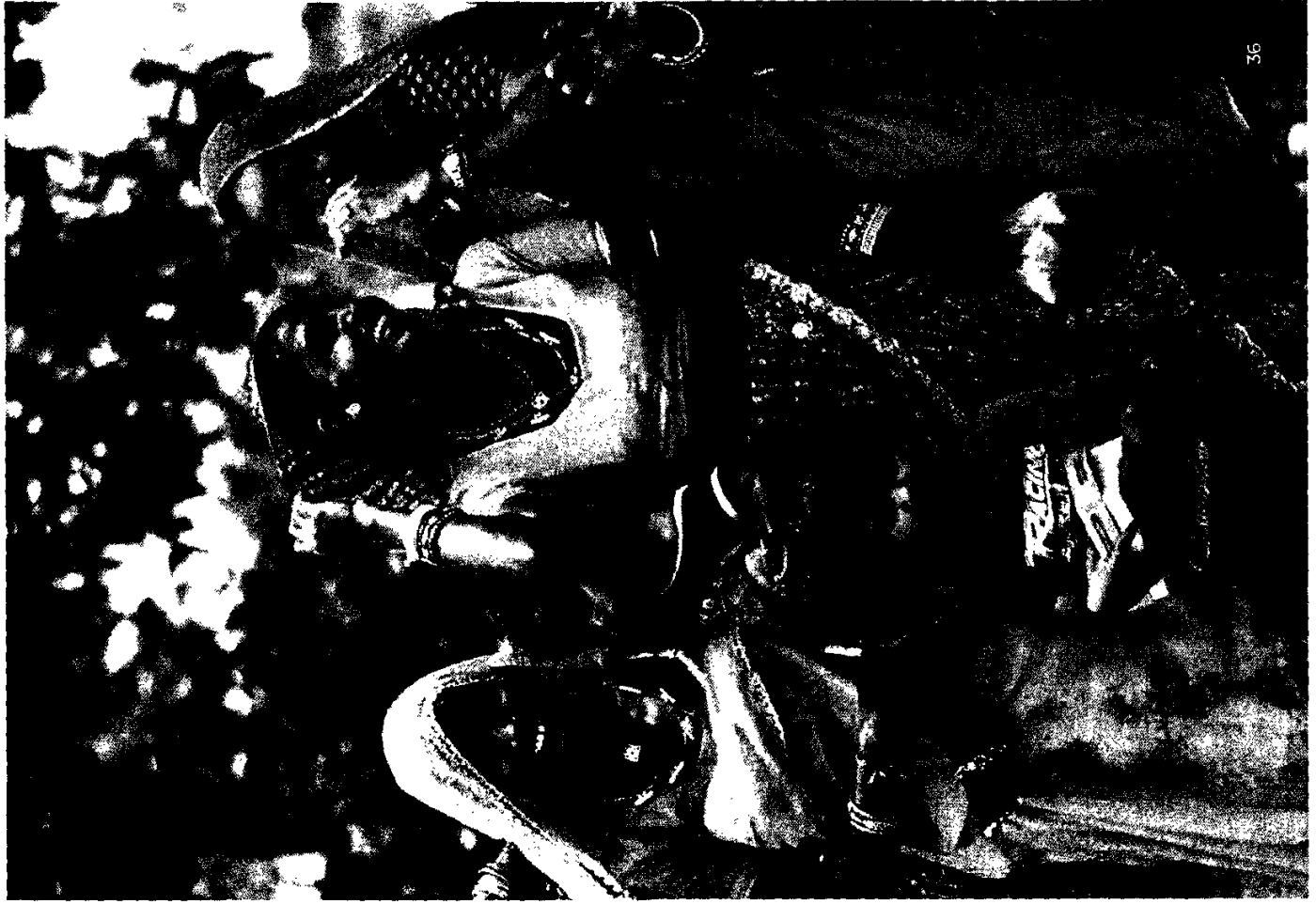
Our fundraising activities continued to be impacted by the pandemic - whether as a result of lockdown, travel restrictions, cancelled events or simply a reluctance of individuals to meet in groups. We therefore continued to focus on online activities - including webinars and 1-2-1 and small group meetings. We were grateful as we moved into the summer to be able to begin to meet with donors in person

We are members of the Fundraising Regulator and are fully committed to the standards and practice outlined in its Fundraising Standards Scheme. We do not use Third Parties to fundraise on our behalf. The vast majority of our fundraising activities are based on developing strong relationships. We do not use cold calling or supplied data lists, helping to ensure that we protect vulnerable people and other members of the public from behaviour which

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

This year there have been no complaints in regards to our fundraising activity

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



FINANCIAL REVIEW

During the year we continued to build a strong sustainable financial future through our fundraising work. We expect income in the region of £2.6 million during 2021/22.

Justice and Care Bangladesh's and Justice and Care Romania's financial statements are consolidated within Justice and Care UK. During the year Justice and Care Bangladesh had income of £309,809 and expenditure of £273,420. Justice and Care Romania had income of £44,594 and expenditure of £30,619. In the UK, the results for the year as set out in the attached Statement of Financial Activities show income of £2,256,971 (2019/20: £1,822,776) and expenditure of £2,007,549 (2019/20: £1,866,853).

Total funds restricted, designated and unrestricted at 31 August 2021 amounted to £2,519,376 (2020: £2,258,273). The Trustees acknowledge and are so grateful for the generous support provided by our donors.

Justice and Care had a sufficient level of unrestricted reserves of £1,131,137 and designated reserves of £1,285,000 as at 31 August 2021.

Those designated funds were broadly created as the result of a one off donation of \$1m received during the year ended 31 August 2018 which were tightly restricted for our work in Asia. Whilst this donation was given without the full limitations of a restricted fund, the intention of this donation has been honoured by the trustees who have specifically purposed this for advancing our overseas work in line with the expansion priorities for our global strategy. The trustees have further designated funds in the current year to facilitate planned growth in the USA and Romania in 2021/22. We expect these designated funds to be fully expended over the next few years on extending our frontline work in Asia, USA and Romania, our innovative joint operations with key global partner NGOs, and our policy and advocacy work to embed systemic-level change at government and law enforcement level. They also further buffer a season of external economic uncertainty in the UK and to help launch the next phase of our international strategy.

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

Vihaan grant

In the summer of 2018, the Indian Government froze the funds of our partner organisation WMS (now operating under the name 'Vihaan'). The organisation's FCRA licence, allowing it to receive foreign funds, was also suspended as an investigation was carried out into WMS.

The context of the Indian Government's action was a wider review of international funding of charities in the country. Over a few years, two thirds of charities that were able to receive foreign funds faced similar action.

Vihaan were delighted to be one of only a small number to have their licence reinstated and the frozen funds released. The Executive and Trustees of JCUK continued to work with the leadership of Vihaan to ensure that those funds are used to bring freedom to communities

and individuals living in the grip of slavery, justice to those responsible and provide long term sustainability for Vihaan. The remainder of these funds were spent during the financial year - with Justice and Care able to provide a small amount of extra funding to Vihaan to support their work.

Reserves policy

Our Reserves Policy is to maintain at least four months of unrestricted funds, not committed or invested in tangible fixed assets (the free reserves) and to review the exact reserves target each year - based on external and internal factors such as the organisation's strategy needs, the value of the pound and income forecast. During 2021/22, based on this assessment, the Trustees have decided to aim to maintain four months of reserves in order to:

- Ensure that we can invest in the global strategy with some flexibility
- Provide resilience against significant fluctuations in the value of the British Pound due to Brexit
- Provide resilience against reduction in funding due to the impact of coronavirus in each of our funding streams

In the year under review this figure amounts to £1,020,000 compared to actual free reserves of £2,311,802. However this figure includes £1,285,000 designated by the trustees for essential strategic purposes which leaves an effective free reserves of £1,026,802.

Volunteers

Justice and Care is incredibly grateful for the support of a number of volunteers who have helped with our work this year, both in the UK and Bangladesh. This includes people who have provided support to survivors of trafficking, who have worked in our office, undertaken fundraising for us - including undertaking fundraising challenges - and helped with desk research. We have also developed an Ambassador Group who help us promote the work of Justice and Care to individuals and organisations. The support amounts to many hundreds of hours donated and has resulted in thousands of pounds being raised.

FUTURE PLANS

At the latter part of the financial year we developed a three year strategy that will deliver growth across our work and also invest in fundraising to ensure that we have the funds available to deliver our work.

Over the next twelve months we will continue to grow our frontline operations, whilst increasing our influence, as we seek to influence how Governments and others across the world respond to modern slavery.

JUSTICE & CARE

Frontline work

In the UK, our Victim Navigator Project will continue to grow - with plans for our staff to be embedded into new forces and also work at a national and international level, including supporting operations at Interpol and Europol.

We expect to help drive a significant number of prosecutions within the UK, thanks to the programme - we expect a number of cases to come to court during the year.

We will recruit an extra Navigator meanwhile in Romania to grow our capacity there - enabling more work to both prevent human trafficking and ensure more survivors are able to be supported.

In Bangladesh, having reviewed why hundreds of modern slavery cases are languishing within the court system, we will begin a simple outreach initiative aimed at ensuring witnesses in prosecutions arrive at court. We expect this to result in a significant increase in the number of cases that result in a conviction.

Within Bangladesh, we will continue to ensure that more of those who are being held in Government shelter homes in India, and are unable to return home to their families across the border, can do so. We will not only help them get home, but will provide them with the support they need including reintegrating them into their community and keeping them safe.

We expect to also be able to step up our training work - including helping border guards spot the signs of trafficking, awareness raising within at risk border communities and also sectors such as the garment industry.

Network

Our partnership will continue with LIFT International in Thailand and Viharn in India. We still hope to be able to meet in person together during the financial year, but with travel still extensively disrupted accept that may not be possible until at least the latter part of the year.

We would like to begin the process of talking to new potential partners - but again this will be subject to international travel opening up.



Systemic change

In the UK, our focus will be on a number of areas including helping to shape the Government's new Nationality and Borders Bill. Although some parts of the proposed legislation can be welcomed, we are very concerned about large elements of the Bill - working alongside our Parliament (MPs), the media and other frontline charities to raise our concerns and we hope ensure change.

Alongside this work, we will campaign to use our frontline casework to influence new legislation. This will include making proposals to recognise the crime of cuckooing, where the homes of victims are taken over by drug gangs as a modern slavery offence. We will also release a major report aiming to reform the Government's National Referral Mechanism.

Meanwhile, we will continue to showcase the power of the Navigator programme to key influencers, MPs and the Home Office. We know that the model is critical to both helping survivors of slavery recover and to engage them with the criminal justice system.

Globally, we will continue to develop our partnership with the McCain Institute - bringing together prosecutors from around the world to address the barriers to successful prosecutions, highlight best practices, make recommendations for change and create a vibrant global practitioners' network of experienced human trafficking prosecutors.

We will also commence our research in the Philippines, looking at the online sexual exploitation of children. This study will help to understand the dynamics behind this exploitation and what can be done to combat it.

Our International Systemic Change Unit will also seek to produce regular briefings looking at different areas of practice in relation to modern slavery, such as prevention work, drawing important lessons from the available evidence in the sector.

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

IMPACT OF COVID-19

As we expected, the year was again impacted significantly by the pandemic - both from a work perspective but also in regards to our fundraising efforts.

Lockdowns, travel restrictions and work from home directives led to survivors facing delays in returning home, the need to provide support remotely and delays in court hearings.

The impact on survivors continued to be particularly felt by those who languished in homes in India, awaiting the opportunity to return home to Bangladesh. However in the second half of the year we were able to help more families be reunited, including at one point over the summer helping 19 children return home.

We have continued to stand by those survivors who have been particularly economically affected by the pandemic - helping ensure that all have the necessary resources they need to be kept safe, including from the risk of being trafficked.

The pandemic has of course left many victims more vulnerable. A good example of that was a group of Romanian men, women and children who had been trafficked to the UK to work in a carwash. Lockdown meant that the business could not operate leading to the UK to work living in a shipping container with little access to food or water. They were found when a police officer, who had received training from one of our team members, spotted one of the victims searching for food in a bin. When they were found one of the group was seriously ill.

More widely, we have seen traffickers adapt their business model - for example switching to online exploitation. We have also seen vulnerability increase, as people lose their livelihoods - this makes them easier prey for criminal networks. We continue to adapt.

In terms of systemic change, many of the governments with whom we work are focusing on economic recovery - and in the case of the UK, Brexit too. We have already seen funding for international development cut, meaning that fighting the issue at a global level - already something very underfunded - will suffer from having less resources.

The impact of Covid has also continued to affect our fundraising efforts during the year. Participation in mass fundraising events has fallen. We have not been able to hold supporter events in person nor take people to see our frontline work. Many families are also financially struggling as job losses and inflation take hold. Some trusts and foundations have also changed their focus to help with the Covid recovery. However, to date our donors have also huge commitment and we will continue to pursue new funding opportunities and develop campaigns to attract supporters.

TRUSTEES/DIRECTORS

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

James R Thomas
Jonathan Pugh-Smith
Jon Simpson
Lucy Colman

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

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

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

AUDITORS

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

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

Signed on behalf of the Trustees



James Thomas
Director

Date, 24 May 2022

'Justice and Care have helped me in more ways than I can count, my family got grocery support when we did not have any food during the lockdown, and I am also getting support in pursuing a case against my trafficker.'

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

Opinion

We have audited the financial statements of Justice and Care for the year ended 31 August 2021 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and parent charitable company's affairs as at 31 August 2021 and of the group and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group or parent charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the strategic report and the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the group and parent charitable company, or

JUSTICE & CARE

- the group and 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

Responsibilities of trustees for the financial statements

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

Based on our understanding of the group and parent charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the use of restricted funds and compliance with employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities Act and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to depreciation charges. Audit procedures performed by the engagement team included:

- Inspecting minutes of Trustees' meetings;
- Reviewing allocations and disclosures relating to restricted funds;
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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.



Siobhan Holmes (Senior Statutory Auditor)
For and on behalf of Haysmaintyre LLP, Statutory
Auditor Date: 15 May 2022

10 Queen Street Place
London
EC4R 1AG



CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	General Fund	Restricted Fund	Total Funds 2021	Total Funds 2020
		£	£	£	£
INCOME FROM:					
Donations and legacies					
Individual and corporate donations	2	1,510,206	736,202	2,246,408	1,819,458
Charitable activities					
Fundraising events		10,563	-	10,563	3,318
Total income		1,520,769	736,202	2,256,971	1,822,776
EXPENDITURE ON:					
Raising funds					
Generating voluntary income	3	250,235	-	250,235	254,251
Charitable activities					
Grant making	4	268,667	-	268,667	384,884
Other charitable expenditure	4	165,876	1,322,771	1,488,647	1,227,718
Total expenditure		684,778	1,322,771	2,007,549	1,866,853
Net income/(expenditure) and movement in funds		835,991	(586,569)	249,422	(44,077)
Transfers between funds	12	(513,346)	513,346	-	-
Funds brought forward at 1 September 2020	12	2,093,492	176,462	2,269,954	2,314,031
Funds carried forward at 31 August 2021		2,416,137	103,239	2,519,376	2,269,954

All transactions during the year are derived from continuing activities. All recognised gains and losses are included in the statement of financial activities. Full comparative figures for the year ended 31 August 2020 are shown in note 18. The notes on pages 54 to 65 form part of these financial statements.

JUSTICE & CARE CONSOLIDATED BALANCE SHEET AS AT 31 AUGUST
2021 Company number: 06990037

	Note	Group 2021	Group 2020	Charity 2021	Charity 2020
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	9	104,335	72,773	62,571	62,423
CURRENT ASSETS					
Debtors	10	83,449	257,200	80,243	255,602
Cash at bank and in hand		2,428,381	2,032,229	2,398,876	2,028,040
TOTAL CURRENT ASSETS		2,511,830	2,289,429	2,440,097	2,283,642
CREDITORS (amount falling due within one year)					
	11	(96,789)	(92,248)	(84,356)	(87,792)
NET CURRENT ASSETS		2,415,041	2,197,181	2,355,741	2,195,850
NET ASSETS		2,519,376	2,269,954	2,457,334	2,258,273

FUNDS OF THE CHARITY

	Note	Group 2021	Group 2020	Charity 2021	Charity 2020
		£	£	£	£
Unrestricted funds	12	2,416,137	2,093,492	2,354,095	2,081,811
Restricted funds		103,239	176,462	103,239	76,462
TOTAL FUNDS		2,519,376	2,269,954	2,457,334	2,258,273

The financial statements consolidate the results of the charity and the overseas branch of Justice and Care Bangladesh operation and the subsidiary based in Romania. A separate statement of financial activities for the charity has not been presented because the charity has taken advantage of the exemption offered by section 408 of the Companies Act 2006. The movement of funds of the parent charity was a surplus of 199,061 (2020 deficit of 141,048).

Approved and authorised for issue by the Trustees on 24 May 2022

TRUSTEE

J.R.Z.

TRUSTEE

S.M. Simpson

The notes on pages 54 to 65 form part of these financial statements.

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	2021	2020
		£	£
Cash flows from operating activities			
Cash flows from investing activities	a)	451,394	(80,601)
Purchase of fixed assets		(55,242)	(62,070)
Cash used in investing activities		(55,242)	(62,070)
Increase in cash and cash equivalents in the year		396,152	(142,671)
Cash and cash equivalents at the beginning of the year		2,032,229	2,174,900
TOTAL CASH AND CASH EQUIVALENTS AT THE END		2,428,381	2,032,229

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

	2021	2020
	£	£
Net income/(expenditure) for the year	249,422	(44,077)
Add back depreciation charge	23,680	13,076
Decrease/(increase) in debtors	173,751	(90,363)
Increase in creditors	4,541	40,762
Net cash used in operating activities	451,394	(80,603)

There was no debt held by the charity within the current or prior year.

'You have done more to help
me than anyone. You did it all. If it
wasn't for you I would be back there.'

Survivor, UK

1. ACCOUNTING POLICIES

"I got this job at a crucial moment and otherwise could have taken a wrong decision. I will always be thankful to Justice and Care."

Survivor, Bangladesh



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

Statement of compliance

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

General information

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

Basis of Accounting

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

Going concern

Strong cash reserves, a relatively small but committed donor base and multiyear funding commitments by key institutional funders mean that the Trustees believe that Justice and Care is in a strong position to remain a going concern despite the impact of COVID-19 on income. A history of excellent results, effective partnership and a strong fundraising team add to our confidence.

Significant judgments and sources estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Although those estimates are based on management's best knowledge of the amount, events or actions, actual results ultimately may differ from those estimates. The Trustees consider that there are no areas of judgement and estimation that have a significant effect on the financial statements.

Income and endowments

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

Income

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

met, an adjustment is made to recognise the income

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

Expenditure

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

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

Expenditure on raising funds comprises fundraising costs

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

Support costs represent indirect costs relating to raising funds and the Charity's charitable activities. Support costs, including governance costs, are allocated to activities on bases that represent the Trustees' best estimate of actual use. The bases used to allocate costs to the above categories of expenditure are set out in note 6

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

Tangible Fixed Assets and Depreciation

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

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

Computer and office equipment	25%
Website costs	20%
Leasehold improvements	over the life of the lease

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

Financial instruments

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

Cash and cash equivalents

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

Debtors and creditors

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

Leases

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

Funds

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

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

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

VAT

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

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Individual donations	1,105,247	1,276,802
Corporate donations	181,258	61,935
Government Grants	4,730	12,903
Trusts, Foundations and Institutional Funders donations	886,824	391,759
Gift Aid on donations	68,349	76,059
	<u>2,246,408</u>	<u>1,819,458</u>

3. COSTS OF GENERATING FUNDS	2021	2020
	£	£
Staff costs	208,737	217,664
Fundraising costs	41,213	36,520
Website and related costs	285	37
	250,235	254,251

4. CHARITABLE EXPENDITURE	2021	2020
	£	£
Grants		
Grants	147,216	298,709
Allocation of support costs (see note 6)	121,451	86,175
	268,667	384,884
Other charitable expenditure		
Staff costs	746,685	467,165
Travel and other costs	502,249	472,509
Allocation of support costs (see note 6)	239,713	288,044
	1,488,647	1,227,718

The allocation of support costs within grants relates to the grant made to Bangladesh and Romania which are eliminated on consolidation

5. SUPPORT COSTS	2021	2020
	£	£
Staff costs	91,700	75,099
Rent and premises costs	57,988	65,169
Insurance	8,600	6,225
Printing, stationery and telephone	8,025	6,855
IT and equipment	18,988	3,742
Professional fees	39,837	67,474
Depreciation	18,446	12,450
Governance costs (see note 6)	44,178	30,308
Other costs	73,402	106,897
	361,164	374,219

Support costs are allocated to charitable activities on the basis of the cost of delivery.

6. GOVERNANCE COSTS	2021	2020
	£	£
Legal fees	2,517	1,162
Audit fees	20,000	21,240
Consultancy fees	21,661	7,906
	44,178	30,308

7. NET INCOME	2021	2020
	£	£
Net income is stated after charging:		
Depreciation	23,680	13,076
Auditor's remuneration audit	20,000	21,240

JUSTICE & CARE

B. STAFF COSTS AND NUMBERS

	2021	2020
	£	£
Wages and salaries	909,628	658,969
Social security costs	95,537	73,525
Pension contributions	41,957	27,434
	1,047,122	759,928

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

	No.	No.
Direct charitable activities	120	80
Support	70	60
	190	140

Three employees earned over £60,000 per annum (2020 - Three). One employee earned between £60,000-£69,999, another employee earned between £70,000-£79,999 while the other earned between £90,000-£99,999. £16,550 pensions contributions were made for those employees who earned over £60,000 per annum (2020 - £11,931)

No Trustees received remuneration during the year (2020 - nil). One Trustee (2020 - Two) received reimbursement of expenses incurred in respect of travel and subsistence incurred in performance of their duties during the year of £504 (2020 - £786)

The total employee benefits of the key management personnel were £402,889 in relation to six directors (2020 - £349,060 in relation to five directors)

9. FIXED ASSETS

	Group	Charity
	Office & IT Equipment	Office & IT Equipment
	£	£
COST		
At 1 September 2020	112,119	99,826
Additions	55,242	18,594
At 31 August 2021	167,361	118,418
DEPRECIATION		
At 1 September 2020	39,346	37,403
Charge for year	23,680	18,446
At 31 August 2021	63,025	55,848
NET BOOK VALUE		
At 31 August 2021	104,335	62,571
At 31 August 2020	72,773	62,423



10. DEBTORS: amounts falling due within one year	Group			
	2021		2020	
	£	£	£	£
Other debtors	14,706	13,098	11,500	11,500
Prepayments and accrued income	68,743	244,102	68,743	244,102
	83,449	257,200	80,243	255,602

11. CREDITORS: amounts falling due within one year	Group			
	2021		2020	
	£	£	£	£
Trade creditors	17,064	18,503	12,244	16,440
Accruals	37,995	41,898	37,995	41,898
Taxation and social security	28,239	25,815	28,239	25,815
Other creditors	13,491	6,032	5,878	3,639
	96,789	92,248	84,356	87,792



12. GROUP FUNDS	At 31 September 2020				At 31 August 2021			
	£		£		£		£	
	Income	Expenditure	Transfer		Income	Expenditure	Transfer	
Unrestricted Funds								
General	843,492	(569,778)	(663,546)		1,520,769	(569,778)	(663,546)	1,131,137
Designated	1,250,000	(115,000)	150,000		-	(115,000)	150,000	1,285,000
Restricted Funds								
Asia Specific Funding	94,846	(384,818)	66,439		223,533	(384,818)	66,439	-
European specific funding	8,054	(671,453)	275,240		438,120	(671,453)	275,240	49,961
Expert Network	73,562	(43,833)	-		-	(43,833)	-	29,729
Joint Unit	-	(110,438)	69,438		41,000	(110,438)	69,438	-
Systemic change	-	(112,229)	102,229		33,549	(112,229)	102,229	23,549
Total funds	2,269,954	(2,007,549)	-		2,256,971	(2,007,549)	-	2,519,376

Transfers between funds

Where the funds have provided services to the wider community, the funds have transferred amounts to the relevant fund.

Designated and restricted funding

The funds have designated funds for specific purposes to be put to work in specific areas of the globe. The funds have designated the following funds for specific purposes: Asia Specific Funding, European specific funding, Expert Network, Joint Unit, and Systemic change. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe.

Work in Asia

The funds have designated funds for specific purposes to be put to work in specific areas of the globe. The funds have designated the following funds for specific purposes: Asia Specific Funding, European specific funding, Expert Network, Joint Unit, and Systemic change. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe.

The funds have designated funds for specific purposes to be put to work in specific areas of the globe. The funds have designated the following funds for specific purposes: Asia Specific Funding, European specific funding, Expert Network, Joint Unit, and Systemic change. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe.

Romania

The funds have designated funds for specific purposes to be put to work in specific areas of the globe. The funds have designated the following funds for specific purposes: Asia Specific Funding, European specific funding, Expert Network, Joint Unit, and Systemic change. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe.

USA

The funds have designated funds for specific purposes to be put to work in specific areas of the globe. The funds have designated the following funds for specific purposes: Asia Specific Funding, European specific funding, Expert Network, Joint Unit, and Systemic change. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe.

UK

The funds have designated funds for specific purposes to be put to work in specific areas of the globe. The funds have designated the following funds for specific purposes: Asia Specific Funding, European specific funding, Expert Network, Joint Unit, and Systemic change. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe.

Joint Unit

The funds have designated funds for specific purposes to be put to work in specific areas of the globe. The funds have designated the following funds for specific purposes: Asia Specific Funding, European specific funding, Expert Network, Joint Unit, and Systemic change. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe.

Systemic Change

The funds have designated funds for specific purposes to be put to work in specific areas of the globe. The funds have designated the following funds for specific purposes: Asia Specific Funding, European specific funding, Expert Network, Joint Unit, and Systemic change. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe. The funds have also designated funds for specific purposes to be put to work in specific areas of the globe.

JUSTICE & CARE

12. GROUP FUNDS (2020)					
	At 1 September 2019	Income	Expenditure	Transfer	At 31 August 2020
	£	£	£	£	£
Unrestricted Funds					
General	911,368	1,282,123	(958,020)	(391,979)	843,492
Designated	1,250,000	-	(100,000)	700,000	1,250,000
Restricted Funds					
Asia specific funding	114,120	243,388	(262,662)	-	94,846
European specific funding	-	190,216	(412,286)	230,324	8,054
Expert network	38,543	73,549	(38,530)	-	73,562
Systematic Change	-	33,500	(95,155)	61,655	-
Total funds	2,314,031	1,822,776	(1,866,653)	-	2,269,954



13. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS				
	Restricted Funds	Unrestricted Funds	Total Funds	£
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	-	104,335	104,335	
Current assets	103,239	2,408,591	2,511,830	
Current liabilities	-	(96,789)	(96,789)	
	103,239	2,416,137	2,519,376	

ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS (2020)				
	Restricted Funds	Unrestricted Funds	Total Funds	£
Fund balances at 31 August 2020 are represented by:				
Tangible fixed assets	-	72,773	72,773	
Current assets	176,462	2,112,967	2,289,429	
Current liabilities	-	(92,248)	(92,248)	
	176,462	2,093,492	2,269,954	

14. RELATED PARTIES

During the year three trustees made donation totalling £130,222 (2020: Two trustees made donations totalling £129,807). Additionally, during the year one trustee facilitated a grant donation of £43,572 to the Charity, through their employer

15. TAXATION

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

16. JUSTICE AND CARE (BANGLADESH)

Justice and Care UK has an office in Bangladesh, registered with the NCO Affairs Bureau in the country. The objectives of the work there align with our global objectives and the results are incorporated in the financial statements of Justice and Care UK. Income for the year was £309,809 (2020: £214,105) and expenditure was £273,420 (2020: £271,735), resulting in a surplus of £36,389 (2020: deficit of £3,030)

JUSTICE & CARE

17. JUSTICE AND CARE (ROMANIA)

Justice and Care UK has opened a subsidiary in Romania, registered with the ANAF (Agentia Nationala De Administrare Fiscala). The objectives of the work there align with our global objectives and the results are incorporated in the financial statements of Justice and Care UK. Income for the year was £44,594 and expenditure was £30,619 resulting in a surplus of £13,975.

18. COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (2020)

	Note	General Fund £	Restricted Fund £	Total Funds 2019 £
INCOME FROM:				
<i>Donations and legacies:</i>				
Individual and corporate donations	2	1,278,805	540,653	1,819,458
<i>Charitable activities</i>				
Fundraising events		3,318	-	3,318
Total income		1,282,123	540,653	1,822,776
EXPENDITURE ON:				
<i>Raising funds</i>				
Generating voluntary income	3	254,251	-	254,251
<i>Charitable activities</i>				
Grant making	4	384,884	-	384,884
Other charitable expenditure	4	418,885	808,833	1,227,718
Total expenditure		1,058,020	808,833	1,866,853
Net income/(expenditure) and movement in funds		224,103	(268,180)	(44,077)
Transfers between funds	12	(291,979)	291,979	
Funds brought forward at 1 September 2019	12	2,161,368	152,664	2,314,031
Funds carried forward at 31 August 2020		2,093,492	176,462	2,269,954

**JUSTICE
& CARE**

Saving lives. Breaking
the grip of slavery.