

Charity registration number: 1182059

# Rebuild East Midlands

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Community Accounting Plus  
Units 1 & 2 North West  
41 Talbot Street  
Nottingham  
NG1 5GL

## **Rebuild East Midlands**

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## **Rebuild East Midlands**

### **Reference and Administrative Details**

<b>Trustees</b>	Elizabeth Marriott, Chair Samantha Griffiths, Treasurer Michael Hand Andrew Jackson Darren Shaw Dr Jamie Jordan Tanya Powell
<b>Senior Management Team</b>	Lesley Gladwell, CEO, until 9th September 2024 Paul McAnulty, CEO, from 26th August 2024
<b>Charity Registration Number</b>	1182059
<b>Principal Office</b>	PO Box 8424 Derby DE1 9GH
<b>Independent Examiner</b>	Eva Stevens, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

## **Rebuild East Midlands**

### **Chair's Statement**

It is a privilege to reflect on a year in which Rebuild East Midlands has continued to grow in both impact and strength. Demand for our service has risen again, with more referrals and increasingly complex needs, yet the team has met these challenges with dedication, professionalism, and compassion.

This year we have established a fully commissioned Initial Support Service, expanded one-to-one advocacy and wellbeing programmes, and recruited specialist staff to meet emerging needs. We have also strengthened partnerships locally and nationally, raising awareness and contributing to the wider fight against Human Trafficking and Modern Slavery. Most importantly, survivors have been supported at every stage, from crisis to long-term recovery, enabling individuals and families to rebuild their lives with dignity, safety, and hope.

None of this would have been possible without the unwavering commitment of our team or the generosity of our donors and funders. Your belief in our mission has directly changed lives.

As Chair, I am proud of what has been achieved and excited by what lies ahead. On behalf of the Board of Trustees, thank you.

Elizabeth Marriott  
Chair of the Board of Trustees

# Rebuild East Midlands

## Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2025.

### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Elizabeth Marriott, Chair
	Samantha Griffiths, Treasurer
	Michael Hand
	Alex Mayes (resigned 3 July 2025)
	Andrew Jackson
	Darren Shaw (appointed 3 July 2025)
	Dr Jamie Jordan (appointed 3 July 2025)
	Tanya Powell (appointed 3 July 2025)

### Structure, governance and management

#### *Nature of governing document*

Rebuild East Midlands is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission on 15th February 2019, registration number 112059. The organisation is governed by its constitution last amended on the 3rd April 2025. A board of appointed trustees provides strategic leadership and oversight, delegating the day-to-day management of the organisation to the Chief Executive Officer (CEO).

#### *Recruitment and appointment of trustees*

During the financial year 2024–2025, no new trustees were recruited. Three new trustees have joined the Board by the signing date, currently comprises seven trustees, each bringing a range of skills and experience to support strong and effective governance. In 2024, Michael Hand stepped down as Chair, and Elizabeth Marriott was appointed as the new Chair of Trustees.

All trustees contribute their time on a voluntary basis and receive no remuneration or other benefits for their service.

#### *Organisational structure*

Lesley Gladwell left her role as CEO on 9 September 2024, and Paul McNulty was appointed as CEO with effect from 26th August, after a brief handover.

### Objectives and activities

#### *Objects and aims*

To relieve the needs of people in the United Kingdom, in particular those in the East Midlands, who are at risk of or who have been subject to modern day slavery or human trafficking, through the provision of advice, advocacy and counselling, and other activities as the trustees deem fit, to enable individuals to rebuild their lives and become independent individuals and members of society.

## Rebuild East Midlands

### Trustees' Report (continued)

#### *Objectives, strategies and activities*

Rebuild East Midlands is a specialist grassroots charity dedicated to supporting survivors of Human Trafficking and Modern Slavery (HT & MS). We are currently the only long-term provider of Modern Slavery support in Derbyshire; we have been delivering holistic, person-centred services for over six years, helping survivors break the cycle of exploitation and rebuild their lives with safety, dignity, and hope. Since 2018, we have supported over 110 people who are rebuilding their lives after Modern Slavery. During 2024 – 2025:

- Supported 40 adults through our tailored, open-ended support
- Supported 15 individuals through our initial support project, which ensure people have immediate support on exiting exploitation, Modern Slavery and Human Trafficking.
- We have also indirectly supported 23 children within family units through advocacy and community activities.

The cost-of-living crisis has increased demand for our services while also placing greater pressure on our income streams. As an organisation, we are focused on consolidating our support delivery model to ensure sustainable, high-quality support for survivors amid growing demand. This includes strengthening casework, particularly for UK nationals with experiences of criminal and sexual exploitation, enhancing multi-agency partnerships, and expanding therapeutic wellbeing support. We have also refined our tailored interventions for survivors with complex needs, providing advocacy to access to housing, legal support, and financial stability. Alongside service improvements, we are working to secure long-term funding to sustain our open-ended support, ensuring survivors can rebuild their lives with safety, stability, and hope.

Our overall aim is to see people living free from the exploitation they experienced through Human Trafficking and Modern Slavery (HT&MS). Along with individual support outcomes being met, by the end of the support journey, our aim is that the following overall outcomes have been met:

- Individuals are no longer at risk of being re-exploited
- Individuals have recovered from the ongoing impact of the trauma they may have experienced as a result of exploitation
- Individuals feel connected to their local community or a social network
- Individuals are in employment, training or education
- Individuals are in stable accommodation.

Recovering from the impact of exploitation can be a lengthy process as individuals often face a wide range of barriers moving forward with their lives. Common barriers include:

- Lack of ID/difficulties accessing ID
- Inability to open bank accounts
- Ongoing legal issues i.e. asylum/DL application, compensation, family law, criminal proceedings
- Accessing training/education or employment
- Little or no English
- Cultural barriers preventing individuals accessing support
- Anxiety/Depression which may cause individuals to have 'bad days' or missed appointments so they may then be seen as unreliable
- Lack of trust in services
- Ongoing Emotional/Physical/Mental Health impact of exploitation
- Securing accommodation
- Isolation with little knowledge of the area or of their rights.

## **Rebuild East Midlands**

### **Trustees' Report (continued)**

#### **Achievements and performance**

##### **The story of Rebuild East Midlands in the past 12 months**

At Rebuild East Midlands, we are committed to being future-focused, individual-centred, empowering, consistent, and flexible in our work supporting individuals of modern slavery and human trafficking.

This year has been one of growth and consolidation, ensuring we strengthen our internal systems, expand survivor-led services, and adapt to increasing demand.

As our reputation grows, so does the number of people reaching out for our support. While this is a positive reflection of the trust placed in us, it also presents challenges in ensuring we manage case-loads effectively and maintain the high-quality, trauma-informed support we are known for.

We have worked hard to balance sustainability, staff well-being, and survivor empowerment, ensuring that we continue to deliver life-changing support while planning for long-term growth.

##### **Initial crisis support for individuals exiting exploitation**

Last year, our initial crisis support was managed within the general support delivery team. However, as demand increased and the complexity of needs grew, we recognised the importance of establishing a dedicated service to support individuals at the critical point of exiting exploitation.

While the Initial Support Service was funded by the local authority, the stability provided by our core funding has been essential in allowing us to develop and integrate this service effectively. With a strong foundation in place, we have been able to expand our capacity, strengthen transition pathways, and ensure that individuals in crisis receive the specialised care they need.

##### **Key Developments This Year:**

- Secured additional funding from local authorities, enabling us to establish the Initial Support Service as a fully commissioned, standalone project.
- Launched the Initial Support Service, providing short-term, specialist crisis support to individuals as they first exit exploitation.
- Expanded capacity, ensuring immediate, trauma-informed interventions at the most vulnerable stage of an individual's recovery.
- Strengthened transition pathways between crisis support and long-term recovery, ensuring a smoother, more effective journey from initial safety to rebuilding their lives.

##### **Impact of This Development:**

- Individuals received tailored, step-by-step assistance, ensuring they get the right support at the right stage of their recovery.
- Reduces pressure on the wider support team, allowing project workers to focus on long-term recovery while individuals in crisis receive immediate, specialist care.

##### **One to one practical, emotional and advocacy support**

In 2024-25, we received 16 referrals for long term support and supported a total of 40 individuals during the year. This represents a 21.2% increase from last year. The majority were between the ages of 18-25, and came from a range of ethnicities including British, Ethiopian, Eritrean, Sudanese, Albanian, Iraqi and Slovakian.

This year, we have seen a significant rise in demand for one-to-one advocacy, particularly for individuals facing legal barriers, housing insecurity, and mental health challenges. Many are struggling to access statutory services, meaning our role in complex advocacy and casework has expanded.

## **Rebuild East Midlands**

### **Trustees' Report (continued)**

#### **How We Have Adapted:**

- Recruited an Advocacy & Development Lead, who:
  - Supports complex cases (e.g., legal claims, care needs, housing).
  - Assists the wider team in specialist advocacy challenges.
  - Works on impact measurement, ensuring our work is data-driven yet individual-centred.
- Refined our support delivery model, preparing for future potential expansion while maintaining quality. Our goal remains clear: to ensure individuals receive the right support, at the right time, in a way that truly empowers them.

#### **Therapeutic Wellbeing Support**

##### **Morgan's Story:**

Morgan was referred to Rebuild's Therapy and Wellbeing Programme due to ongoing sleep difficulties caused by the trauma they had experienced. Struggling with restlessness and anxiety, they found it difficult to function in daily life. Through guided meditation and body scan techniques, Morgan was able to experience a sense of calm and relaxation, helping them reconnect with their body in a safe and mindful way. The impact was immediate, following their session, Morgan reported being able to sleep significantly better for three weeks, a profound shift after prolonged sleep disturbances.

This improvement in sleep quality had a positive ripple effect, allowing Morgan to engage in other activities with greater clarity and focus. With a calmer mind, they found themselves better able to manage daily challenges, which in turn supported their overall emotional well-being.

“I have been able to sleep for three weeks since our session. Thank you, thank you.”

- Morgan

Social connection and community are crucial for survivor recovery. This year, we expanded our wellbeing groups, skill-building sessions, and social activities, creating safe spaces where individuals can connect, heal, and build resilience.

#### **Key Initiatives**

- International Women's Day Celebration - Bringing individuals together to celebrate achievements and connect with others.
- School Holiday Support - Recognising the need for family-friendly activities, we introduced:
  - More group sessions tailored to individuals with children.
  - Social spaces to reduce isolation and strengthen community bonds.
- Community Trips - Helping individuals explore local parks and public spaces increasing their confidence in accessing community resources.
- Office Barbecues & Social Gatherings - Providing informal, peer-support spaces, helping individuals develop relationships and build support networks.

#### **Impact of These Activities**

- Reduced social isolation, as individuals form meaningful connections.
- Increased confidence, helping individuals engage more with community services.
- Stronger mental well-being, leading to better long-term recovery outcomes.

## **Rebuild East Midlands**

### **Trustees' Report (continued)**

#### **Sam's Story: Finding Connection and Confidence**

When Sam arrived in Derby, he didn't know anyone. Struggling with his mental health and the impact of past trauma and exploitation, he isolated himself in his room and rarely went out. English isn't his first language, and he felt anxious about trying to communicate. That began to change when he was introduced to our men's group.

At first, Sam was quiet and avoided eye contact. But over time, the consistent support and welcoming atmosphere helped him feel more at ease. He began to build meaningful connections, forming friendships that reduced his sense of isolation. As his confidence grew, we supported him to try another social group in the community; he now has regular activities to attend each week. With his mental well-being improving, Sam also felt ready to tackle a long-held fear: learning English. He has recently started attending an informal English group and is already beginning to pick up the basics.

Sam's journey reflects the powerful impact of community, trust, and encouragement, leading to reduced isolation, greater confidence, and stronger mental well-being.

#### **Awareness Raising and Training**

This year, alongside our Fundraising and Partnerships Manager, we have placed a strong focus on awareness-raising campaigns. These campaigns have been designed to equip professionals, businesses, and community partners with the knowledge they need to spot the signs of modern slavery and human trafficking.

#### **Key Actions:**

- Delivered multiple short awareness-raising sessions to:
  - Local businesses, ensuring they can identify and respond to potential victims.
  - Community partners, increasing their ability to make appropriate referrals.
- Developed a more structured awareness model, ensuring sessions are accessible, informative, and practical.

#### **Impact:**

- Increase in referrals, showing the impact of our awareness-raising work.
- Biggest growth in referring agencies, meaning we are expanding our reach beyond our usual referral routes.
- Greater sector recognition, strengthening our role as a trusted expert organisation in modern slavery support.

#### **Key Developments of the Year**

- Expanded one-to-one support, taking on more complex advocacy cases.
- Developed a new referral pathway, improving access to support.
- Increased group activities and community trips, reducing isolation and improving well-being.
- Strengthened partnerships with local universities, neighbourhood forums, and the police.
- Joined the New Arrivals Alliance steering group, ensuring individuals' needs are represented.
- Partnered with Just Ice and Bright Futures, helping individuals secure employment
- Contributed to the development of the national Independent Modern Slavery Advocate (IMSA) model, working with Hope for Justice and Snowdrop.
- Launched awareness-raising campaigns, leading to more referrals and an expanded network of referring agencies.
- Recruited a Male Project Worker, recognising the growing number of male referrals and the unique support needs of male individuals.
- Recruited a UK Nationals Specialist Project Worker, responding to the increasing number of UK nationals referred for support.

## Rebuild East Midlands

### Trustees' Report (continued)

#### What difference have we made?

During the past 12 months we have provided direct, sustained support to survivors of Modern Slavery and their families. Our impact includes:

- 40 individuals supported through 1-to-1 intensive casework, advocacy, and group activities - many of whom have secured safe housing, employment, or training during the year.
- 15 individuals supported to exit exploitation and begin moving forward safely with their lives.
- 15 individuals supported in their recovery from the psychological impact of exploitation through our wellbeing and therapy programme.
- 23 children indirectly supported through our work with families, including family activities, school applications, food packages, and wider family support.

We work with relatively small numbers of individuals over extended periods of time - on average, 19 months - to ensure genuine and lasting change. Breaking the cycle of exploitation and addressing its long-term impact requires this sustained, holistic approach.

#### Tony's Story:

Tony initially only accessed support for small tasks, preferring to manage independently. Over time, his caseworker maintained gentle, minimal check-ins, recognising that trust in people takes time to develop after experiencing exploitation. When a crisis hit, Tony had no one else to turn to and reached out for support.

Over an eight-month period, his caseworker worked alongside him to:

- Resolve urgent benefit issues and prevent financial destitution.
  - Access medical care for outstanding health needs.
- Secure stable accommodation, ensuring he was no longer at risk of homelessness.
  - Set up utility bills and budgeting plans, building independence.

Six months later, Tony entered full-time employment, moved off benefits, and expressed that he finally felt happy, safe, and excited about his future. Without Rebuild's support, Tony would have faced severe destitution and a high risk of re-exploitation.

#### Partnership working

Rebuild East Midlands works with a wide range of partners across sectors to provide the holistic support our beneficiaries need. We recognise that the safety, recovery, and development of survivors requires the combined input of multiple organisations and agencies.

We are an active member of the Derby and Derbyshire Modern Slavery Partnership, which includes the city and county councils, DWP, Barnardo's, British Red Cross, social care, police, and health services. Together we deliver community awareness-raising sessions, training, and forums, as well as collaborating to shape local strategy for identifying and supporting those at risk of, or who have experienced, Modern Slavery.

Our partnerships strengthen both the immediate support available to survivors and the wider system response, ensuring survivors do not have to recover in isolation but within a coordinated, safer community.

#### Collaboration in Action: A Case Study

One Friday morning, Rebuild was contacted by the police regarding a UK national in his early 20s, a suspected victim of criminal exploitation. His home had been cuckooed by a violent offender using it as a drug base. With a learning disability and other vulnerabilities, the victim had been forcibly exploited and regularly drugged to prevent escape.

While the offender was charged, the victim's immediate safety was critical. Our project workers coordinated with the police, ensuring he had clothing, food, and a phone, and secured safe accommodation outside the area that same day. This swift intervention provided security, stability, and a chance to Rebuild.

"It was the first time my team have used Rebuild, and we were hugely impressed by the speed and response in helping the victim." - Community Police Officer

This case highlights the importance of rapid intervention, trauma-informed support, and multi-agency collaboration in safeguarding vulnerable individuals and preventing further exploitation.

## **Rebuild East Midlands**

### **Trustees' Report (continued)**

#### ***Public benefit***

Rebuild East Midlands exists to support individuals and families who have experienced Modern Slavery and Human Trafficking to break the cycle of exploitation. This not only benefits those directly affected but also brings wider public benefit by enabling survivors to integrate into their local communities, contribute positively, and live in safety and dignity.

In addition, Rebuild East Midlands strengthens the local response to Modern Slavery through awareness-raising and training, helping individuals and organisations to recognise and prevent exploitation, thereby creating safer and more resilient communities.

The achievements highlighted in this report reflect the tangible benefits delivered during the past year. The Trustees confirm that they have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011 in planning and delivering the charity's activities.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

#### **Financial review**

Rebuild East Midlands has continued to grow steadily during the year, despite a challenging external funding environment. Total income for 2024–2025 was £293,781 (2023-2024: £253,671) primarily from grant funding, charitable donations, and fundraising activities. Expenditure for the same period was £307,511 (2023-2024: £234,955) , with the majority directed towards front line service delivery, including casework, advocacy, and wellbeing support for survivors of Modern Slavery.

The Board continues to monitor income and expenditure closely to ensure resources are used effectively and in line with our charitable purposes. A focus for the year ahead will be diversifying income streams, developing new fundraising opportunities, and strengthening partnerships to secure sustainable funding for the future.

#### ***Policy on reserves***

The trustees consider that the charity's unrestricted cash funds should be grown to represent 3 months' unrestricted expenditure which as a young and growing charity, building reserves has been challenging, particularly in light of the financial pressures created by the pandemic and the ongoing cost-of-living crisis. Despite these challenges, the Trustees remain committed to strengthening the charity's financial position to ensure long-term sustainability.

The Trustees have agreed a target to increase unrestricted reserves to 25% of annual organisational expenditure within the next three years. As of 31st March 2025, reserves are projected to stand at £50,000. This level is considered adequate for current operations but requires further growth to enhance the organisation's financial resilience.

To achieve this, a plan is in place to grow reserves by approximately 30% each year over the next three years. The Trustees will continue to monitor reserves on a regular basis to ensure that levels remain sufficient to meet ongoing obligations, support operational stability, and mitigate financial risks.

The trustees review the amount of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations on a regular basis. The trustees have assessed future income streams and consider that sufficient funding has been secured to ensure that the charity can continue to operate as a going concern for a period in excess of 12 months.

## **Rebuild East Midlands**

### **Trustees' Report (continued)**

#### **Plans for future periods**

##### *Aims and key objectives for future periods*

Over the next year we will continue strengthening our support delivery model to reach as many individuals as possible who are recovering from the impact of Modern Slavery. We are also exploring opportunities to extend this model into other parts of the region, while deepening partnerships locally to ensure survivors have access to joined-up support. Alongside this, we will launch a new awareness-raising campaign to empower individuals and organisations to recognise and prevent exploitation, helping to build safer and more vigilant communities.

#### **Fundraising and Income**

During the last year we have had several individual donations towards the work of Rebuild East Midlands through regular giving. We also ran several fundraising events such as the Santa Run in December, Festive Fuddles in December, and a Quiz night in February. In addition, we have encouraged individuals to fundraise for the work of Rebuild East Midlands, through events such as the Derby 10k in March 2024. We are so grateful to everyone in the community who got involved in these fundraising initiatives.

We have been able to access a number of small and large grants this year that have helped us to continue to support individuals to rebuild their lives after Modern Slavery.

We want to thank the following grant makers for their awards made in 2023-2024 that contributed to service delivery in 2024-2025:

Severn Trent £15,875

RRAF £20,000

In addition, we want to thank the following organisations for their awards & donations made in 2024-25:

National Lottery Reaching Communities £117,750

Samworth Foundation £30,000

The Lloyds Foundation £25,000

Postcode Places £25,000

The Swire Trust £10,000

Derby City Council £38,100

The Clothworkers Foundation £3,600

Office of the Police and Crime Commissioner £5,000

Ambergate Charitable Trust £3,000

These grants & donations have allowed us to continue to establish and solidify our work as well as allowing us to grow and develop our support delivery project, and the organisation as a whole. As a small charity, funders who recognise the value of small are vital to our survival.

## Rebuild East Midlands

### Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees 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.

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

Approved by the trustees of the charity on 6 November 2025 and signed on its behalf by:



.....  
Elizabeth Marriott  
Trustee

## Rebuild East Midlands

### Independent Examiner's Report to the trustees of Rebuild East Midlands

#### Independent examiner's report to the trustees of Rebuild East Midlands

I report to the trustees on my examination of the accounts of Rebuild East Midlands (the Charity) for the year ended 31 March 2025.

#### Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

#### Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a Member of the Chartered Institute of Public Finance and Accountancy (CIPFA), which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

.....  
Eva Stevens, BSc, CPFA, employee of Community Accounting Plus  
Member of the Chartered Institute of Public Finance and Accountancy (CIPFA)

Units 1 & 2 North West  
41 Talbot Street  
Nottingham  
NG1 5GL

Date:.....

## Rebuild East Midlands

### Statement of Financial Activities for the Year Ended 31 March 2025

	Note	Unrestricted £	Restricted £	Total 2025 £	Total 2024 £
<b>Income and Endowments from:</b>					
Donations and legacies	2	106,468	-	106,468	88,020
Charitable activities	3	450	171,960	172,410	154,031
Other trading activities	4	14,703	-	14,703	11,444
Investment income	5	200	-	200	176
Total Income		<u>121,821</u>	<u>171,960</u>	<u>293,781</u>	<u>253,671</u>
<b>Expenditure on:</b>					
Charitable activities	7	<u>(130,088)</u>	<u>(177,423)</u>	<u>(307,511)</u>	<u>(234,955)</u>
Total Expenditure		<u>(130,088)</u>	<u>(177,423)</u>	<u>(307,511)</u>	<u>(234,955)</u>
Net movement in funds		(8,267)	(5,463)	(13,730)	18,716
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>46,308</u>	<u>15,008</u>	<u>61,316</u>	<u>42,600</u>
Total funds carried forward	14	<u><u>38,041</u></u>	<u><u>9,545</u></u>	<u><u>47,586</u></u>	<u><u>61,316</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 14.

## Rebuild East Midlands

### Statement of Financial Activities for the Year Ended 31 March 2025 (continued)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted £	Restricted £	Total 2024 £
<b>Income and Endowments from:</b>				
Donations and legacies	2	88,020	-	88,020
Charitable activities	3	-	154,031	154,031
Other trading activities	4	11,444	-	11,444
Investment income	5	176	-	176
Total Income		<u>99,640</u>	<u>154,031</u>	<u>253,671</u>
<b>Expenditure on:</b>				
Charitable activities	7	<u>(75,324)</u>	<u>(159,631)</u>	<u>(234,955)</u>
Total Expenditure		<u>(75,324)</u>	<u>(159,631)</u>	<u>(234,955)</u>
Net income/(expenditure)		24,316	(5,600)	18,716
Gross transfers between funds		<u>(10,026)</u>	<u>10,026</u>	<u>-</u>
Net movement in funds		14,290	4,426	18,716
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>32,018</u>	<u>10,582</u>	<u>42,600</u>
Total funds carried forward	14	<u><u>46,308</u></u>	<u><u>15,008</u></u>	<u><u>61,316</u></u>

The notes on pages 16 to 25 form an integral part of these financial statements.

**Rebuild East Midlands**  
**(Registration number: 1182059)**  
**Balance Sheet as at 31 March 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	10	516	-
<b>Current assets</b>			
Debtors	11	1,721	1,604
Cash at bank and in hand	12	<u>50,513</u>	<u>66,266</u>
		52,234	67,870
<b>Creditors: Amounts falling due within one year</b>	13	<u>(5,164)</u>	<u>(6,554)</u>
<b>Net current assets</b>		<u>47,070</u>	<u>61,316</u>
<b>Net assets</b>		<u><u>47,586</u></u>	<u><u>61,316</u></u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds	14	9,545	15,008
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>38,041</u>	<u>46,308</u>
<b>Total funds</b>	14	<u><u>47,586</u></u>	<u><u>61,316</u></u>

The financial statements on pages 13 to 25 were approved by the trustees, and authorised for issue on 6 November 2025 and signed on their behalf by:

  
.....  
Elizabeth Marriott  
Trustee

## **Rebuild East Midlands**

### **Notes to the Financial Statements for the Year Ended 31 March 2025**

#### **1 Accounting policies**

##### **Statement of compliance**

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

##### **Basis of preparation**

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

##### **Exemption from preparing a cash flow statement**

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

##### **Going concern**

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

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

##### **Income and endowments**

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

##### ***Donations and legacies***

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

##### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

##### ***Investment income***

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity.

## Rebuild East Midlands

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

#### Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### Charitable activities

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

#### Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
General Equipment	20% straight line basis
Computer Equipment	20% straight line basis

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

## Rebuild East Midlands

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

#### Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## 2 Income from donations and legacies

	<b>Unrestricted funds General £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Donations and legacies;			
Donations from companies, trusts and similar proceeds	3,000	3,000	-
Donations from individuals	12,162	12,162	8,268
Gift aid reclaimed	3,306	3,306	1,752
Grants, including capital grants;			
Grants from other charities	88,000	88,000	78,000
	<u>106,468</u>	<u>106,468</u>	<u>88,020</u>

## Rebuild East Midlands

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

#### 3 Income from charitable activities

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Grants and donations	-	171,960	171,960	154,031
Training income	450	-	450	-
	<u>450</u>	<u>171,960</u>	<u>172,410</u>	<u>154,031</u>

#### 4 Income from other trading activities

	<b>Unrestricted funds General £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Local fundraising and street collection income	14,703	14,703	11,444
	<u>14,703</u>	<u>14,703</u>	<u>11,444</u>

#### 5 Investment income

	<b>Unrestricted funds General £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Interest receivable and similar income;			
Interest receivable on bank deposits	200	200	176
	<u>200</u>	<u>200</u>	<u>176</u>

#### 6 Grants and donations

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
The National Lottery Community Fund	-	117,760	117,760
Derby City Council	-	38,100	38,100
Swire Charitable Trust	-	10,000	10,000
Anonymous	8,000	-	8,000
The Clothworkers Foundation	-	3,600	3,600
The Office of the Police and Crime Commissioner	-	2,500	2,500
Samworth Foundation	30,000	-	30,000
The Postcode Lottery	25,000	-	25,000
Lloyds Foundation	25,000	-	25,000
Irwin Mitchell	3,000	-	3,000
Gift Aid	3,306	-	3,306
Sundry donations	12,162	-	12,162
	<u>106,468</u>	<u>171,960</u>	<u>278,428</u>

## Rebuild East Midlands

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

#### 7 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Staff salaries & pensions	88,530	155,645	244,175	189,505
Staff training & support	1,392	1,039	2,431	2,862
Staff travel & expenses	127	1,153	1,280	2,086
Recruitment	-	2,064	2,064	588
Depreciation	129	-	129	-
Clinical supervision	-	1,420	1,420	1,374
Groups & activities	2,173	2,439	4,612	2,256
Sessional workers	-	1,930	1,930	1,941
Office accommodation & utilities	13,752	2,783	16,535	12,050
Bank charges	50	-	50	-
Insurance	1,005	-	1,005	988
Telephone	1,211	303	1,514	1,690
Stationery	649	11	660	832
IT costs	12,752	4,253	17,005	3,093
Design & marketing	3,617	-	3,617	1,937
Legal & professional and subscriptions	4,583	422	5,005	4,183
Project costs	23	126	149	1,701
Client discretionary fund	-	1,080	1,080	-
Translation costs	-	2,549	2,549	3,541
Equipment	95	206	301	4,046
Sundry expenses	-	-	-	282
	<u>130,088</u>	<u>177,423</u>	<u>307,511</u>	<u>234,955</u>

#### 8 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
<b>Staff costs during the year were:</b>		
Wages and salaries	220,496	172,892
Social security costs	14,939	9,811
Pension costs	8,740	6,802
	<u>244,175</u>	<u>189,505</u>

## Rebuild East Midlands

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	<b>2025</b>	<b>2024</b>
	<b>No</b>	<b>No</b>
Average number of employees	9	8

9 (2024 - 8) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £8,740 (2024 - £6,802).

No employee received emoluments of more than £60,000 during the year

The total employee benefits of the key management personnel of the charity were £48,329 (2024 - £39,367).

#### 9 Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner are analysed as follows:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Independent examination	855	825
Other financial services	868	-
	1,723	825

#### 10 Tangible fixed assets

	<b>General equipment</b>	<b>Computer equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>			
At 1 April 2024	426	-	426
Additions	-	645	645
At 31 March 2025	426	645	1,071
<b>Depreciation</b>			
At 1 April 2024	426	-	426
Charge for the year	-	129	129
At 31 March 2025	426	129	555
<b>Net book value</b>			
At 31 March 2025	-	516	516
At 31 March 2024	-	-	-

## Rebuild East Midlands

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

#### 11 Debtors

	2025 £	2024 £
Prepayments	281	164
Other debtors	1,440	1,440
	1,721	1,604

#### 12 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	24	-
Cash at bank	50,489	66,266
	50,513	66,266

#### 13 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	892	4,305
Other creditors	4,272	2,249
	5,164	6,554

#### 14 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
<b>Unrestricted funds</b>				
<i>General</i>				
General fund	46,308	121,821	(130,088)	38,041
<b>Restricted funds</b>				
Support Delivery project (including The National Lottery Community Fund)	13,711	168,360	(172,526)	9,545
Core Fund (Severn Trent Community Fund)	1,297	-	(1,297)	-
Website design	-	3,600	(3,600)	-
<b>Total restricted funds</b>	15,008	171,960	(177,423)	9,545
<b>Total funds</b>	61,316	293,781	(307,511)	47,586

## Rebuild East Midlands

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>					
<i>General</i>					
General fund	32,018	99,640	(75,324)	(10,026)	46,308
<b>Restricted</b>					
Rebuild Therapy & Coaching	-	12,535	(27,561)	15,026	-
Support Delivery project (including The National Lottery Community Fund)	-	109,750	(100,734)	4,695	13,711
Core Fund (Severn Trent Community Fund)	-	15,857	(14,560)	-	1,297
Police Commissioners (PCC) Grant	15	-	(15)	-	-
Big Give	13	-	(13)	-	-
Albert Hunt Trust	18	-	(18)	-	-
Foyle Foundation	4	-	(4)	-	-
Morrisons Foundation	9	-	(9)	-	-
Trusthouse Trust	828	-	(828)	-	-
Evan Cornish Foundation	3,500	-	-	(3,500)	-
The Co-op Dividend Fund	1,195	-	-	(1,195)	-
Erewash Voluntary Action MH Grant	5,000	-	-	(5,000)	-
Pre NRM project	-	15,889	(15,889)	-	-
<b>Total restricted funds</b>	<u>10,582</u>	<u>154,031</u>	<u>(159,631)</u>	<u>10,026</u>	<u>15,008</u>
<b>Total funds</b>	<u><u>42,600</u></u>	<u><u>253,671</u></u>	<u><u>(234,955)</u></u>	<u><u>-</u></u>	<u><u>61,316</u></u>

The specific purposes for which the funds are to be applied are as follows:

The National Lottery Reaching Communities – Funded the development of our Support Delivery Project, which included funding 4 staff positions.

The Support Delivery Project also received funding from Swire Charitable Trust; OPCC and Derby City Council this year.

Severn Trent Community Fund – Funded core overhead costs, this funding received last year has now all been spent.

The Website Design project helped us develop a new website and was funded by The Clothworkers Foundation.

## Rebuild East Midlands

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

Last year there were also the following funds:

Pre NRM project:

- Derbyshire County Council and Derby City Council - Funded the staff costs to deliver a joint project delivering pre NRM support to potential victims of modern slavery.

The Rebuild Therapy & Coaching fund had the following funding:

- Grocer's Charity - Funded wellbeing work with individuals recovering from trauma.  
- Derbyshire Mind - Funded wellbeing work with individuals recovering from trauma.  
- Magic Grant - Funded our group and activity programme during the year.

#### 15 Analysis of net assets between funds

	Unrestricted		2025
	General £	Restricted £	Total funds £
Tangible fixed assets	516	-	516
Current assets	42,689	9,545	52,234
Current liabilities	(5,164)	-	(5,164)
Total net assets	<u>38,041</u>	<u>9,545</u>	<u>47,586</u>

  

	Unrestricted		2024
	General £	Restricted £	Total funds £
Current assets	52,862	15,008	67,870
Current liabilities	(6,554)	-	(6,554)
Total net assets	<u>46,308</u>	<u>15,008</u>	<u>61,316</u>

#### 16 Taxation

The charity is a registered charity and is therefore exempt from corporation taxation.

#### 17 Related party transactions

During the year the charity made the following related party transactions:

##### Upbeat Clean

(The Husband of the CEO runs a Social Enterprise named Upbeat Clean, who provide the charity with cleaning services.)

The amount paid over to Upbeat Clean in the financial year 2024-25 was £2,160 (2024: £518).

Quotes were taken prior to employing them and they were the only one who are a Living Wage Employer (which we have to use, as being one ourselves), who were also able to accommodate our timings. At the balance sheet date the amount due to/from Upbeat Clean was £Nil (2024 - £Nil).

## **Rebuild East Midlands**

### **Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)**

#### **18 Trustees remuneration and expenses**

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.