

Company registration number: NI635749
Charity registration number: 104713

Invisible Traffick NI
(A company limited by guarantee)

Report and financial statements

Year ended 31 January 2025

HILL VELLACOTT
Chartered Accountants
22 Great Victoria Street
Belfast
BT2 7BA

Invisible Traffick NI
Company Limited by Guarantee

<i>Contents</i>	<i>Page</i>
Legal and administrative information	1
Trustees' report	2
Report of the independent examiner	5
Statement of financial activities	6
Statement of financial position	7
Notes on and forming part of the financial statements	8

Invisible Traffick NI
Company Limited by Guarantee

Legal and Administrative Information

Trustees & Senior Management	M Bunting G Bunting K Scott P Bishop G Beattie W Dill K Taggart J Wallace D Graham (Appointed 19/02/25/Resigned 17/09/25) K Anderson (Appointed 19/02/25) A O'Shaughnessy (Appointed 19/02/25)
Bankers	AIB 11-15 Donegall Square North Belfast BT1 5GB
Solicitors	A&L Goodbody 42-46 Fountain Street Belfast BT1 5EB
Principal office and registered office	Unit 2 Ballyharry Business Park Donaghadee Road Newtownards United Kingdom BT23 7ET
Company registration number	NI635749
Charity number	104713
Independent examiner	Jonathan Dickey FCA 22 Great Victoria Street Belfast BT2 7BA

Invisible Traffick NI
Company Limited by Guarantee

Trustees' report

Trustees' Annual Report (Incorporating the Director's Report)
Year ended 31 January 2025

Training

Trustees are familiar with the practical work of the Charity and are encouraged to attend charitable membership awareness events, governance training, and seminars. In addition, we continue to expand their knowledge through training seminars, which have included Child Sexual Exploitation, Child Criminal Exploitation, safeguarding and risk management.

Risk Management

The trustees have revised the risk management strategy, which comprises the following:

- An annual review of the risks to the Charity
- Systems and procedures to mitigate risks identified
- Implementation of procedures to ensure minimum impact on the Charity should any risks materialise.

Objectives and activities

Invisible Traffick NI is involved in raising public awareness of human trafficking modern slavery (HTMS) by delivering presentations, training sessions and educational programmes to highlight the signs and indicators of HTMS.

We truly believe that no one should be inhumanely abused, forced to work against their will or treated as a slave anywhere in the world, but especially in our local towns and communities. To help protect and educate children and young people the Charity has developed two Educational Resources, the first is delivered to Key stage 1 and 2 primary school children known as the Junior Education Programme. The second is delivered to post primary age young people and is called Invisible to Visible. Both of these highly developed resources are designed to teach children and young people about HTMS using a child sensitive approach and to encourage teachers and parents/carers to become more aware of these immoral and criminal acts. We continuously reaffirm the message of trusted adults and how to use bravery to speak up if something does not seem right.

The Junior Education Programme has been resourced through The Halifax Foundation for Northern Ireland. The programme is delivered by Chloe, our education facilitator, who has been with the charity for almost 10 years.

The Junior Education Programme

Throughout 2024/25 the Junior Education Programme was delivered across Northern Ireland in primary schools and youth centres. The programme is in high demand, with this past academic year being full to capacity. In 2024/25, we have delivered 20 cohorts of programmes to Primary Schools and Youth Centres, predominantly in North and West Belfast as these are deprived areas where we have identified a particular need to safeguard children from being exploited, therefore the education around modern slavery and human trafficking that we provide is

Invisible Traffick NI Company Limited by Guarantee

Trustees' report

paramount to their safety. The JEP co-ordinator is working at maximum capacity with a high workload of session delivery.

The programme continues to be delivered through a series of 6 weeks using 5 short films based on the overall theme of "Mission Not So Impossible" to children aged 8-11 years old. These films are a mix of live acting and animation using local young people as actors and voiceovers. We cover subject areas such as the history of slavery, bravery, trusted adults, child criminal exploitation, online exploitation, ethical and fair-trade products, stranger danger, the UNCRC and identity theft. Each film is introduced by Chloe and is finished with a reflection of what has been learnt with pause and reflect questions throughout which we discuss with the children. Each participant is given a booklet which is used throughout the programme for recording answers that they then keep, as well as a certificate for completing the JEP. We have also delivered training to future teachers in Stranmillis University College and childcare students in Belfast Met.

Invisible to Visible Programme (Formally The Journey to Empowerment)

The Invisible to Visible Project commenced in September of this year and is a development of the Journey Programme. The project employs a Co-ordinator, a Facilitator, a support worker and part funds our administrator. The programme is delivered in 4 strands, these are a series of weekly workshops with young people focusing on the key themes of HTMS, one-to-one sessions with vulnerable young people, a youth ambassador programme and support sessions for parents/carers of young people. This is a highly innovative, rights-based project that will evolve over the course of the next 4 years and aims to reach up to 1000 young people over that time.

Additional Activity

Additionally, the success of our training within the maritime industry has led us to implement and develop an e-learning training platform that we aim to have fully operational later next year. Our goal is to continue to develop our training services to reach new audiences and industries including manufacturing, construction and hospitality.

We are continuing to deliver on our Strategic Plan for 2023 – 2026 with many of the goals we set ourselves already being achieved. Just after the year end we added to our board membership following a call out to seek new members. We will continue to develop our board of trustees to meet skill and knowledge gaps.

Throughout 2024/25 we focused on making funding applications to support both our education programmes and our core staff. This is a time-consuming yet essential part of our work. We were delighted to receive almost £500K from The National Lottery Empowering Young People Programme. This has secured staffing and operational costs for our youth education programme. We continue to seek funding for our JEP and to fully resource our strategic objectives. We held 2 fundraising events, Hillsborough Festival of Running and a coffee morning. We secured funding from the Halifax Foundation as well as from some trusts and foundations. We continue to receive sponsorship from businesses which has been very welcomed particularly as we have had to use some of our reserves to meet our running costs.

Invisible Traffick NI
Company Limited by Guarantee

Trustees' report (continued)

Our Plans for the Future

eLearning and Training Platform for professionals/industries.

Fundraising activities – Approaching Trusts and Foundations for funding. Building partnerships with other businesses to seek sponsorship.

Continued improvement and development to our education programmes to best meet the needs of our service users.

Adding to the Board of Directors – enhancing skills and expertise on the board

Small company provisions

This report has been prepared in accordance in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report and the strategic report was approved on the 21 November 2025 and signed on behalf of the board of trustees by:



Mrs G Bunting

Trustee

Invisible Traffick NI
Company Limited by Guarantee

Independent examiner's report to the Charity trustees of Invisible Traffick NI

Year ended 31 January 2025

I report to the trustees on my examination of the financial statements of Invisible Traffick NI ('the charity') for the year ended 31 January 2025.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of Charities Act (Northern Ireland) 2008 (the '2008 Act') and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 65 of the 2008 Act. In carrying out my examination I have followed by the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the 2008 Act.

Independent examiner's statement

I have completed my examination; I confirm that no matters have come to my attention in connection with my 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 386 of the Act 2006; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Jonathan Dickey FCA
Independent Examiner
22 Great Victoria Street
Belfast
BT2 7BA

21 November 2025

Invisible Traffick NI
Company Limited by Guarantee

Statement of Financial Activities
Year ended 31 January 2025

		Unrestricted funds	Restricted funds	Year Ended 31/01/25	Year Ended 31/01/24
	Note	£	£	£	£
Income and endowments					
Donations		37,463	-	37,463	32,041
Grant income		10,633	71,628	82,261	72,841
Fundraising Events		-	-	-	510
Other income		1,238	-	1,238	3,214
		<hr/>	<hr/>	<hr/>	<hr/>
Total income and endowments		49,334	71,628	120,962	108,606
Resources expended					
Charitable activities	2	(56,900)	(91,461)	(148,361)	(103,563)
Other expenditure		(2,100)	-	(2,100)	(2,100)
		<hr/>	<hr/>	<hr/>	<hr/>
Total expenditure		(59,000)	(91,461)	(150,461)	(105,663)
		<hr/>	<hr/>	<hr/>	<hr/>
Net (expenditure) / income		(9,666)	(19,833)	(29,499)	2,943
		<hr/>	<hr/>	<hr/>	<hr/>
Fund balances brought forward		74,086	60,240	134,326	131,383
		<hr/>	<hr/>	<hr/>	<hr/>
Fund balances carried forward		64,420	40,407	104,827	134,326
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The net (expenditure) / income amounts as stated above are derived solely from continuing operations.

There are no gains or losses other than those included above and therefore no separate statement of total recognised gains and losses has been prepared.

The notes on pages 8 to 15 form part of these financial statements.

Invisible Traffick NI
Company Limited by Guarantee

Statement of Financial Position
Year ended 31 January 2025

	Note	2025		2024	
		£	£	£	£
Fixed assets					
Intangible assets	6		500		902
Tangible assets	6		7,177		2,706
Current assets					
Debtors	7	873		2,188	
Cash at bank and in hand		97,280		128,530	
		98,153		130,718	
Creditors - amounts falling due within one year	8	(1,003)		-	
Net current assets			97,150		130,718
Total assets less current liabilities			104,827		134,326
Net assets			104,827		134,326
Funds					
Unrestricted funds – general funds	9		64,420		74,086
Restricted funds	9		40,407		60,240
			104,827		134,326

For the year ending 31 January 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006.
- The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the trustees on 21 November 2025 and signed on their behalf by:



Mrs G Bunting
Director

Invisible Traffick NI

Company Limited by Guarantee

Notes forming part of the financial statements

1 General Information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Invisible Traffick NI, Unit 2 Ballyharry Business Park, Donaghadee Road, Newtownards, BT23 7ET.

2 Accounting policies

Basis of preparation

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

Company status

The Charity is a company limited by guarantee. The members of the Charity are the trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

Going concern

After reviewing the Charities forecasts and projections, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Charity therefore continues to adopt the going concern basis in preparing its financial statements.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There are no judgements or key sources of estimation that are considered material.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes.

The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income and gains are allocated to the appropriate fund.

Invisible Traffick NI
Company Limited by Guarantee

Notes (continued)

Grants

Recognised as incoming resources once the Charity has entitlement to the resources, it is certain that the resources will be received, and the monetary value of incoming resources can be measured with sufficient reliability.

Where uncertainty exists as to whether the Charity can meet conditions within its control the incoming resource is not recognised but deferred as a liability until certainty exists that the conditions imposed can be met.

A liability for any repayment is recognised when repayment becomes probable.

Donated facilities and services

Recognised as income at market value, with an equivalent amount recognised as an expense under the appropriate heading in the Statement of Financial Activities.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Invisible Traffick NI
Company Limited by Guarantee

Notes (continued)

Accounting policies (continued)

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received.

Gifts in kind donated for distribution are included at valuation and recognized as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

Investment income is recognised on a receivable basis.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise of the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

Charitable expenditure comprises of 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.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.

Depreciation

Depreciation is calculated to write off the original cost of tangible fixed assets to their expected residual values over their estimated useful lives as follows:

Website	20% straight line
Fixtures, fittings and equipment	20% straight line
Computer Equipment	20% straight line

Taxation

The company has been accepted, for tax purposes, as constituting a charity from 14 March 2016.

No provision for tax is required.

Invisible Traffick NI
Company Limited by Guarantee

Notes (continued)

2 Resources expended

Charitable activities	Unrestricted	Restricted	Total	Total
	£	£	2025 £	2024 £
Wages and salaries	24,786	79,621	104,407	73,879
Staff pension	4,438	1,342	5,780	1,292
Fundraising Expenses	947	-	947	480
Staff training	975	-	975	-
Printing, postage and stationery	1,606	-	1,606	787
Travelling	5,726	-	5,726	1,929
Bank charges	243	-	243	387
General expenses	573	-	573	1,240
Amortisation - Website	402	-	402	598
Depreciation - Computer equipment	-	-	-	262
Depreciation - Furniture & Equipment	652	-	652	429
Rent	3,330	-	3,330	3,720
Insurance	447	-	447	425
Strategic planning	-	-	-	1,769
Junior Education Programme	-	663	663	3,436
The Journey expenses	-	9,835	9,835	8,128
E Learning platform	9,595	-	9,595	-
Advertising	405	-	405	863
Telephone	1,572	-	1,572	1,425
Computer costs	260	-	260	453
Subscriptions	943	-	943	1,113
Legal and professional	-	-	-	948
	<u>56,900</u>	<u>91,461</u>	<u>148,361</u>	<u>103,563</u>
Other Expenses	Unrestricted	Restricted	Total	Total
	£	£	2025	2024
	£	£	£	£
Accountancy and payroll	2,100	-	2,100	1,980
	<u>2,100</u>	<u>-</u>	<u>2,100</u>	<u>1,980</u>
Donated facilities and services			2025	2024
			£	£
Accountancy			1,500	1,500
			<u>1,500</u>	<u>1,500</u>

Invisible Traffick NI
Company Limited by Guarantee

Notes (continued)

3 Net incoming resources for the year

Net incoming resources are stated after charging:

	2025 £	2024 £
Depreciation	652	1,289
Amortisation	402	598
	<u> </u>	<u> </u>

4 Staff numbers and costs

The average number of persons employed by the company during the year, including directors, was as follows:

	2025 No	2024 No
	5	5
	=	=

The aggregate payroll costs for the above were as follows:

	2025 £	2024 £
Wages and salaries	104,407	73,879
	<u> </u>	<u> </u>
	<u>104,407</u>	<u>73,879</u>

5 Trustees remuneration and related party transactions

The trustees neither received nor waived any emoluments during either year.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

Invisible Traffick NI
Company Limited by Guarantee

Notes (continued)

6 Fixed assets

	Website £	Computer Equipment £	Furniture and Equipment £	Total £
Cost				
At 1 February 2024	9,013	2,003	4,292	15,308
Additions	-	-	5,123	5,123
Disposals	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 January 2025	9,013	2,003	9,415	20,431
Depreciation				
At 1 February 2024	8,111	1,909	1,680	11,700
Charge for year	402	-	652	1,054
Eliminated on disposals	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 January 2025	8,513	1,909	2,332	12,754
Net book value				
At 31 January 2025	500	94	7,083	7,677
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 January 2024	902	94	2,612	3,608
	<hr/>	<hr/>	<hr/>	<hr/>

7 Debtors

	2025 £	2024 £
Other debtors	873	2,188
	<hr/>	<hr/>
	873	2,188
	<hr/>	<hr/>

8 Creditors - amounts falling due within one year

	2025 £	2024 £
Other creditors	1,003	-
	<hr/>	<hr/>
	1,003	-
	<hr/>	<hr/>

Invisible Traffick NI
Company Limited by Guarantee

Notes (continued)

9 Movement in funds

	Opening balance £	Incoming resources £	Outgoing resources £	Transfers £	Closing balance £
Unrestricted funds					
General reserve	74,086	49,334	(59,000)	-	64,420
Total unrestricted funds	74,086	49,334	(59,000)	-	64,420
	Opening balance £	Incoming resources £	Outgoing resources £	Transfers £	Closing balance £
Unrestricted funds					
Designated reserve	-	-	-	-	-
Total unrestricted funds	-	-	-	-	-
	Opening balance £	Incoming resources £	Outgoing resources £	Transfers £	Closing balance £
Restricted funds					
The Junior Education Programme	-	11,000	(11,000)	-	-
Invisible to visible Programme	54,978	60,628	(75,199)	-	40,407
The Community Foundation	5,262	-	(5,262)	-	-
Total restricted funds	60,240	71,628	(91,461)	-	40,407

Invisible Traffick NI
Company Limited by Guarantee

Notes (continued)

10 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds 2025
	£	£	£
Fixed assets	7,677	-	7,677
Current assets	57,746	40,407	98,153
Current liabilities	(1,003)	-	(1,003)
	<hr/>	<hr/>	<hr/>
Net assets at 31 January 2025	64,420	40,407	104,827
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	Unrestricted funds	Restricted funds	Total funds 2024
	£	£	£
Fixed assets	3,608	-	3,608
Current assets	70,478	60,240	130,718
Current liabilities	-	-	-
	<hr/>	<hr/>	<hr/>
Net assets at 31 January 2024	74,086	60,240	134,326
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

11 Contingent liabilities

There are no known contingent liabilities at the balance sheet date.

12 Note on control

The charity is controlled by the trustees.