

## **CITY BRIDGE TRUST – Delegated Authority (Requests up to £250k)**

**ASSESSMENT CATEGORY: Bridging Divides - Positive Transitions - Survivors of domestic and sexual abuse; modern day slavery; trafficking; or hate crime**

**Focus on Labour Exploitation (FLEX)**

**Ref: 15668**

**Adv: Lily Brandhorst**

**Amount requested: £104,194**

**Base: Lambeth**

**Benefit: London-wide**

**Amount recommended: £104,200**

**Purpose of grant request:** Build capacity of community organisations to identify and support Londoners experiencing or at risk of labour exploitation, modern slavery and trafficking.

### **The Applicant**

FLEX is a UK registered charity working to prevent severe forms of labour exploitation such as human trafficking, forced labour and modern slavery. Its activities cover three main areas: research into the issues around labour exploitation; knowledge building, to promote information sharing and advocacy among organisations serving at-risk communities; and advocacy. In 2015 FLEX established the Labour Exploitation Advisory Group (LEAG). LEAG connects organisations working with underrepresented communities vulnerable to labour exploitation to policy makers. Decision-makers engaged by FLEX include the Independent Anti-Slavery Commissioner, the Mayor's Office for Policing and Crime and the UK labour inspectorates. FLEX's work is both preventative and reactive

### **Background and detail of proposal**

Funding is requested towards FLEX's capacity building programme. This initiative provides training for organisations working with communities at risk of labour exploitation, trafficking and modern slavery. It will target organisations that support London communities working in high risk sectors – for example, construction and nail salons. Twelve organisations will learn how to identify and support individuals affected by the above abuses. FLEX will work individually with each organisation to build its capacity in this area in a bespoke and sustainable way. It will collect data from the groups to better understand their needs and continuously improve the programme, as well as identifying any gaps in public policy and provision which may suggest areas for further research or advocacy. Participating organisations will be supported to work together and engage in advocacy activities as appropriate.

FLEX has run earlier versions of this programme, which led to the foundation of LEAG in 2015. Advocacy, research and knowledge-sharing among its existing networks have taken priority in recent years but it is aware that there are many more organisations that would benefit from this training. As a result of the programme, participating organisations and their staff will be better able to understand and identify trafficking, labour abuses and modern slavery and to assist affected workers to get support and justice.

FLEX's work has gone on largely uninterrupted by the Covid-19 pandemic; much of it can be done remotely. Training sessions for this programme can be held online instead of in-person while pandemic measures still apply.

## Financial Information

The organisation is prudently managed. At the end of 2020 reserves were slightly below target, however they are projected to recover by 31/3/2021. The organisation is implementing a new five-year fundraising strategy, targeting multi-year grants and diversification of income streams to ensure future sustainability. It is fully funded (excluding this project) until 31/3/2021, with much of that funding continuing into 2021/22, allowing it to focus on fundraising for future years. FLEX has just secured a grant of £120,000 over three years from Trust for London and is seeking funding from a wide range of new and existing sources. As FLEX's work has easily adapted to the Covid-19 pandemic it does not expect its finances to be negatively impacted.

Year end as at 31st March	2019	2020	2021
	Signed Accounts	Forecast	Budget
	£	£	£
<b>Income &amp; expenditure:</b>			
Income	291,621	272,628	331,330
- % of Income confirmed as at 7/8/2020	N/A	N/A	100%
Expenditure	(212,380)	(274,899)	(336,496)
Total surplus/(deficit)	<b>79,241</b>	<b>(2,271)</b>	<b>(5,166)</b>
Split between:			
- Restricted surplus/(deficit)	52,680	16,208	(25,778)
- Unrestricted surplus/(deficit)	26,561	(18,479)	20,612
	<b>79,241</b>	<b>(2,271)</b>	<b>(5,166)</b>
Operating Expenditure (unrestricted)	194,552	232,685	249,052
<b>Free unrestricted reserves:</b>			
Free unrestricted reserves held at year end	61,868	43,389	64,001
No of months of operating expenditure	3.8	2.2	3.1
Reserves policy target	48,638	58,171	62,263
No of months of operating expenditure	3.0	3.0	3.0
Free reserves over/(under) target	13,230	(14,782)	1,738

## Funding History

None

## Recommendation

As recent reports show, work to combat modern slavery and trafficking for labour exploitation is timely as the scale of the issue across the UK - and globally - becomes ever clearer. This is a tried and tested programme that benefits from FLEX's unique expertise and extensive networks, both within the voluntary and community sector and among decision makers. A grant is recommended:

***£104,200 over three years (£36,840; £33,260; £34,100) towards salaries of the 0.8 dpw Networks and LEAG Officer and the 2 dpw Training Officer, and associated project costs of a capacity building programme for organisations supporting London communities at risk of labour exploitation, modern slavery and trafficking. The grant includes a contribution to overheads.***

Approved.....  
Chief Grants Officer /  
Deputy CGO

Approved.....  
Chair

Approved.....  
Deputy Chair

Date.....

Date.....

Date.....