

SIFA FIRESIDE
(A company limited by guarantee)

**REPORT OF THE DIRECTORS AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

Company Number: 03094905

Charity Number: 1049728

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SIFA FIRESIDE
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LEGAL AND ADMINISTRATIVE INFORMATION

Registered Charity Name: SIFA Fireside

Company number: 03094905 (England and Wales)

Charity number: 1049728

Registered office: 48-52 Allcock Street
Birmingham
West Midlands
B9 4DY

Auditor: Cooper Parry Group Limited
Blythe Valley Business Park
Solihull
West Midlands
B90 8BG

Solicitors: Coley & Tilley Solicitors
Neville House
Waterloo Street
Birmingham
B2 5UF

Directors:

The directors (who are also the trustees) of the charitable company during the year, and up to the date of this report, were as follows:

Mrs C Wildman – Chair
Mr G Bate
Mr F Battye
Sister J Bogie
Mr M Chidgey
Mr D Ollier
Mrs H Schreiner
Ms M Springer

Secretary: Martin Molloy

The following people held senior management positions within the charitable company during the year:

Chief Executive: Mrs Carly Jones
Head of Finance: Dan Wakely
Head of Organisational Development: Louise Kilbride

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REPORT OF THE DIRECTORS AND TRUSTEES
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The Directors, who are also the Trustees of the charity, are pleased to present their report together with the financial statements of the charitable company for the year ended 31 March 2021.

Structure, Governance and Management:

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 24 August 1995. It was registered as a charity in 1983. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed by its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £10.

Method of appointment of Directors and Trustees

The Directors and Trustees are appointed according to the rules detailed in the Memorandum and Articles of Association of SIFA Fireside.

The Sisters of St Paul are entitled to nominate one Trustee. When new Trustees are sought the Board and management will actively seek potential recruits from within local networks and also consider recruitment via an advertisement in local media and voluntary sector umbrella organisations, ensuring that the Board represents the widest possible range of communities and interest groups, including SIFA Fireside's volunteers and clients. Potential candidates for appointment are initially interviewed by the Chair and then presented to the full Board for the decision to appoint. New Trustees can be co-opted onto the board in periods between AGMs and are then presented to members for election at the next AGM.

The Trustee induction process is jointly led by the Chair of Trustees and the Chief Executive and includes an introduction to the structures and governance of SIFA Fireside, an operational overview of service delivery, site visits, awareness training, and detailed reading of policies and procedures. Following appointment, new Trustees sign a confidentiality agreement and a conflict of interest declaration.

Organisational Structure

SIFA Fireside is led by a Chief Executive who reports directly to the Board of Trustees. The Chief Executive is responsible for the day to day running of the charity with support from a management team that consists of:

Head of Organisational Development
Head of Finance
Fundraising, Communications and Volunteering Manager
Service Manager
Facilities Manager

Decision Making

The Board of Trustees meets every two months to make decisions informed by presentation and discussions with the Chief Executive and members of the management team. The types of matters reserved for the Board include the approval of the budget and the Annual Report and Accounts and ratification of the Business Plan, significant capital expenditure and the charity's policies. The Board is also responsible for long-term financial and strategic planning and for governance, while the management team takes operational decisions. In between formal board meetings, the trustees meeting to specific areas of operation in depth through structured workshops that are also attended by the senior leadership of the charity. Workshops in the last year have included the following themes:

- Board KPIs and impact measurement
- Branding and identity
- Premises Options Appraisal
- Governance and trustee recruitment

The Board delegate the daily operational responsibility to the Chief Executive supported by the management team. The Chief Executive is responsible for ensuring that the charity delivers a service in accordance with its Objects and Mission Statement, that key performance indicators are met, and for balancing the effective management of resources with creative development that keeps the interests of clients at its heart. The day to day management of the service including staff management is the responsibility of the management team. The Chair and Chief Executive meet on a regular basis to maintain information flow, and the management team meets at least weekly to ensure strategic relevance and operational effectiveness and to provide consultative structures within the organisation.

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SIFA Fireside has policies and procedures in place that describe key financial responsibilities and the agreed areas of delegation from Trustee Board to management. The Head of Finance takes responsibility for overseeing account reconciliation and reports directly to the Board on the management accounts and budgetary matters.

Risk Management and Quality Standards

It is the charity's policy to have a risk management framework which:

- Attempts to identify, assess and manage SIFA Fireside's risks
- Supports SIFA Fireside's strategic plan
- Assigns clear responsibilities for risk management
- Monitors and tracks progress on managing risk

There are currently 20 risks on the risk register which are reviewed and scored monthly by the owning member of the management team. The Board of Trustees reviews the risk heat map that provides an overview of each risk and the CEO updates about any changes in key risk areas. Managers meet to review the risk register monthly and where there are risks that may require in depth attention, these are brought to the board for a detailed review.

The most significant risks that SIFA Fireside faces are:

- 1) Risk that in the event of an issue impacting availability of/access to SIFA premises or SIFA systems, the Charity would be unable to support client services – SIFA Fireside has a business continuity plan in place and specific risk assessments for the building and its systems. We also have partnerships with other organisations that are able to offer support with space for services to be delivered. All staff are set up to work remotely and we have a protocol in place for how services are delivered if the premises is unavailable.
- 2) Failure to manage building security, Health, Safety & Fire risks – There is a cascade system in place concerning the intruder and fire alarms for out of hours. Monthly fire drills and weekly fire alarm tests are taking place. All staff are trained in basic health and safety principles. Facilities manager has comprehensive risk assessment in place that is updated at least quarterly. Start of day and end of day building checks are completed to ensure SIFA Fireside is compliant. A number of staff are first aid and first aid at work trained and we have designated fire marshals who have completed fire marshal training. Frontline staff have also completed mental health first aid training. There is a secure door entry system through the building which works on a fob system and managers are responsible for the allocation of fobs to staff and volunteers. We have also established a separate COVID-19 risk assessment that is regularly monitored and includes enhanced cleaning protocols and guidance for staff, volunteers and clients concerning testing and requirements for entry into the building to maintain safety.
- 3) Lack of sustainable funding putting core work at risk – SIFA Fireside has a reserves policy and has been increasing its level of reserves to ensure that core work can continue. Funding is from a range of sources and there is not an over reliance on one particular income stream. Full cost recovery model is applied to all funding applications that are submitted. There is a fundraising team in place with a variety of skills including individual, giving, corporates and trusts and grants to ensure that our funding portfolio is as diverse as possible.
- 4) Risk that staff do not fully understand adult safeguarding procedures resulting in potential for serious harm – all staff are taken through adult safeguarding training when they first join SIFA Fireside and at least annually subsequent to that. Frontline managers are level 3 trained in safeguarding and the adult safeguarding policy is reviewed and reapproved at least annually by the board of trustees. SIFA Fireside has a nominated safeguarding champion on the board of trustees. Frontline teams regularly debrief to review practice and ensure that an effective safeguarding approach has been taken. There is also a weekly safeguarding review meeting that is led by a member of the service delivery leadership team. SIFA Fireside takes a continual learning approach to safeguarding and has a visible flowchart for staff and volunteers displayed around the build to help them understand the process.

SIFA Fireside holds the Matrix quality assurance standard and was successfully reaccredited during the year. We are also signed up to the Mindful Employer. SIFA Fireside is a living wage employer and has achieved the Living Wage Foundation's accreditation.

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Objectives and activities

Principal activity and object of the charity

The relief of persons who are experiencing homelessness, vulnerability and social exclusion by providing advice, assistance, inclusion, engagement and equal access to services for such persons, influencing the strategic development of the homelessness agenda and educating the general public as to the needs of such persons.

Vision

SIFA Fireside – a leading charity enabling homeless and vulnerable people to take control, paving the way for healthier fulfilling lives.

Mission statement

Our mission is to; provide inclusion, engagement and equal access to services for those individuals who are disadvantaged or experiencing homelessness, and to influence the strategic development of the homelessness agenda in local and national arenas.

Our Values

- Dynamic
- Inclusive
- Supportive
- Courageous

Our aims

- Reduce homelessness
- Increase social inclusion
- Increase life skills
- Improve health
- Improve employment potential
- Reduce offending

Remuneration

The remuneration of senior management personnel and the Chief Executive is determined by the Board of Trustees. The Board assigns specific task and finish groups where appropriate in relation to key remuneration issues and brings these recommendations to the trustees for final approval. The remuneration of all employees is reviewed at least annually and the salaries of senior management are reviewed at least annually by the board of trustees. Remuneration and staffing are incorporated into SIFA Fireside's risk register to ensure an effective and fair remuneration policy is in place that enables the retention of high quality staff.

Public benefit

We review our aims, objectives and activities annually to ensure that they remain consistent, in accordance with Charity Commission guidance, and that planned future activities also fit within our stated aims and objectives. Our remit (limited by our objects and funding requirements) is to work within Birmingham and Solihull; our City Centre location means that we are geographically accessible, and we provide daily open access 'drop in' sessions which are widely advertised through our website, leaflets, other agencies and word of mouth. There is no charge for our services. The benefits received by clients are closely related to our aims; for example, people are given information and advice about benefits and debt and are assisted to access hostel places and then to take on and sustain their own tenancies.

To ensure that benefits are balanced against any potential detriment or harm we are proactive in addressing concerns about public safety and nuisance, meeting regularly with neighbouring businesses; with local residents and the police and carrying out frequent litter patrols in Allcock St and the surrounding area. Clients are either referred by statutory services (Probation, NHS, Birmingham City Council) or voluntary agencies, or they can self-refer, and SIFA Fireside monitors the referrals received in relation to age, gender, ethnicity, disability and housing status. When individuals are assessed a decision is made as to their level of need and potential to benefit from our services. The percentage of Black and Minority Ethnic clients seen broadly reflects the local community, and we endeavour to meet specific needs, such as translating service information into Polish. While we see a much higher proportion of men than women we are proactive in highlighting women's needs and in maintaining partnerships that meet these.

We are committed to equal access to our services and, by providing free practical help such as meals and showers, encourage people in poverty to engage with SIFA Fireside. We are also able to fund travel costs for attendance at some of our programmes and for our client volunteers.

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Review of activities 2020-21

Objectives for 2020-21

- Implementation of Adult Support Hub
- Development of key strategic partnerships
- Invest in our workforce
- COVID resilience
- Create a high performing board
- Ensure building is fit for purpose and understand long term property options

What we achieved

Implementation of the Adult Support Hub

The ASH (Adult Support Hub) works with over 25 single or childless couples who are precariously housed/and or require long term housing and provides specialist advice which could help maintain accommodation, improve health and wellbeing and increase aspirations for the future.

We are commissioned by Birmingham City Council and work in partnership with Shelter and other commissioned providers. The service was commissioned at the end of 2019 and it was challenging to implement fully due to the onset of the global pandemic. Despite this, we have taken significant steps during the year under review to ensure this vital service has been fully embedded within the SIFA Fireside core offer. During the year the team saw approx. 149 individuals and prevented them from falling into the crisis. Support was provided over the telephone and where necessary face to face from SIFA Fireside's day centre in Digbeth. Examples of the support provided include:

- Advocating for clients concerning property safety
- Securing long term, settled accommodation
- Securing grants for essential living items like white goods, crockery and furniture
- Providing money health check for all individuals accessing the service
- Signposting clients to mental health, addiction services and wellbeing assistance in their local community

Roy's Story

Roy had been accessing support services from SIFA Fireside since 2016. However, his health started to deteriorate over the last year and he was struggling to manage his property. Roy was referred internally to the ASH team who carried out a telephone assessment due to COVID restrictions. Roy has COPD and his mobility had been deteriorating which left him mostly housebound and unable to meet his basic self care needs. Roy could not manage to carry out domestic chores which resulted in his property becoming dirty and cluttered. Roy was living on the first floor and it was identified that this would be unsuitable for him in the long term. He disclosed that he was experiencing low mood and symptoms of post traumatic stress. Roy had been reluctant to seek mental health support due what he described as a bad experience in the past. Roy was also disengaging with physical health support as he felt there would be no improvement and little anyone could do. A safeguarding referral was made to adult social care for Roy and his allocated social worker arranged occupational health and physiotherapy visits at Roy's property. Roy is a veteran and expressed that mainstream mental health services did not fully understand the circumstances of ex-armed forces personnel. As a result a referral was made to NHS Veteran's Mental Health Transition, Intervention and Liaison Service (TILS) who also agreed to visit Roy at his home due to his mobility issues. Due to Roy's reluctance to engage with physical health services to help manage his COPD, a referral was made to the British Lung Association for independent advice on his options and how he can maximise his quality of life while managing his COPD. Roy is receiving support with his housing options to find a long term suitable property that he can move into and is being assisted with income maximisation to ensure he can retain financial stability. Roy was pleased that the ASH worker had identified that he required specialist services relevant his circumstances and that his right to make his own choices was respected which resulted in a much higher level of engagement with support than had previously been shown.

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Crisis Response

SIFA Fireside operates a daily drop that supports people experiencing marginalisation or disadvantage as a result of homelessness, poverty, substance misuse, mental health problems or social isolation. The service offers immediate practical support in a welcoming environment, with assessment, signposting and referral on to relevant support services. During the period between 1st April 2020 – 31st March 2021 we needed to adapt our services due to the COVID 19 pandemic. Staff were available to support crisis presentations both via phone and on site. We provided mobile phones to clients as a way of communicating and also to ensure they could remain in contact with other support services, we also provided door stop visits for vulnerable clients and delivered health and wellbeing packs to keep clients busy and support mental health. All clients were assessed on the same day to establish support needs and agreed action plans were put in place. We continued to build links with other partners, to ensure we were updated with any relevant changes, ensuring correct information could be relayed to clients. Crisis continues to be an integral support offered to our most vulnerable clients particularly those who are not ready to engage and rely on practical assistance including food, clothing, showers, laundry and the ability to access primary care health services from our building. The case study below conveys vital role that this service has played in the lives of some of Birmingham's most vulnerable individuals.

Simon's story

Simon has been well known to homelessness services and SIFA Fireside for many years. He was rough sleeping for approx. 15-20 years. Simon experiences anxiety and claustrophobia which meant that he was unable to settle in a hostel or supported accommodation. Simon had been unable to complete his benefits applications and as a result had had no income for 17 years. The only service that Simon would engage with was SIFA Fireside and he repeatedly declined offers of support with his housing. Simon continued to access SIFA Fireside during COVID and the reduced number of people provided an opportunity to deliver more intensive assistance to him. Staff found out about his interests in music, film and literature and as the relationship developed started to talk to him again about possible housing options. Under the Protect scheme funded by MHCLG (Ministry of Communities Housing and Local Government) an alternative support package was offered that was outside of the standard housing pathway which enabled us to highly personalise the support provided to Simon in a way that had not been available previously. Simon chose to stay in a city centre hotel where he was provided with a digital radio that has helped him to settle in. He has not returned to the streets since and is currently waiting to move into a self contained Housing First property. Simon was further supported to obtain his birth certificate which enabled him to open a bank account. We helped him work with the DWP (Department of Work and Pensions) outreach worker based at SIFA Fireside to set up his Universal Credit and for the first time in 17 years, Simon has benefits in payment. The increased stability of his situation has meant that Simon has been able to engage more fully with addiction recovery services and he is now receiving support from BSMHFT (Birmingham and Solihull Mental Health Foundation Trust) to address his anxiety, claustrophobia and other issues related to having spent so long on the streets. The years that Simon has spent attending SIFA Fireside has built trust and facilitated his ability to engage with mainstream services usually at our site in Digbeth. Simon is looking forward to moving into his new property imminently.

In February 2021, SIFA Fireside was commissioned by Birmingham City Council to enhance its crisis response provision through the implementation of the Homelessness Transition Service. The service aims to improve the client experience by providing targeted, short term interventions for homeless adults (over 25) and childless couples recently referred into non-commissioned supported accommodation. Homelessness Transition Workers support clients to settle in, liaise with the landlord, support worker and other agencies to ensure that their move is sustainable. This prevents it becoming a failed tenancy and requiring them to return as a crisis presentation and allows for any issues to be dealt with quickly and efficiently. Homelessness Transition Workers visit the client in their new property within 24 hours following a referral from the Housing Options Team. This additional layer of support is reassuring for clients who may be apprehensive about what their property will be like and unsure of the support that is on offer.

Recovery

The recovery team assists clients on their journey out of homelessness to help them achieve sustainable move on. It includes tenancy sustainment, specialist support for clients that do not have statutory entitlement to homelessness assistance, support for suspected survivors of modern slavery, employability, access to education and training and help to maintain involvement with addiction services, mental health and primary care health services in their local community. The recovery team also actively engages with clients to help them re-establish their interests through a range of arts based and other activities. This includes a long term photography project with acclaimed photographer, Anthony Luvera, cookery classes, arts and crafts sessions, music, theatre, library and client forum.

In the year our specialist tenancy sustainment worker supported over 200 individuals to achieve move on and manage their properties. This includes almost £100K in financial gains for vulnerable individuals that has helped ensure individuals are able to manage their finances and make priority payments, purchase household items etc.

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A key focus of our work during the last year has been to assist individuals who do not have a statutory entitlement to homelessness assistance to be able to access support and move. We have help with obtaining ID documents, universal credit issues, opening and accounts and advocating for clients rights under Everyone In. A key part of our work in the year was to assist individuals experiencing migrant homelessness to submit their settled status applications in order to be granted full residency entitlement in the UK. We received funding from the Home Office to employ a dedicated worker in this field and have successfully secured settled status for many of our clients.

Additionally, the team identified 15 potential victims of modern slavery in the year and supported 5 to enter the National Referral Mechanism. Many individuals continue to be very reluctant to report their experiences to the police and share their experiences through formal routes. Our anti slavery work continues to be a high priority for SIFA Fireside and although we saw fewer survivors in the last year, we know that is due to the global pandemic and people experiencing homelessness are at significant risk of exploitation.

Development of key strategic partnerships

SIFA Fireside's strategic partnerships have developed in the year which has enabled improved service delivery for our clients. We have enhanced our partnership working with DWP and have an outreach worker in service every Wednesday supporting our job club and assisting our tenancy specialist with more complex cases. We have worked closely with the consortium of organisations delivering specialist legal advice to those experiencing migrant homelessness which has included weekly sessions with workers from ASIRT (Asylum Support and Immigration Resource Team) and the Birmingham Law Centre.

In June 2020 we welcomed Birmingham City Council Housing Options team to SIFA Fireside to deliver emergency housing advice from our day centre in Digbeth. We currently have three housing officers based at SIFA Fireside who co-locate their service with us and saw over 1,000 individuals in the period under review. Furthermore, we have developed a strong strategic partnership with the West Midlands Anti Slavery Network and are due to be launching a new service anti slavery and homelessness provision in June 2021.

Taking the learning from our women's rough sleepers project funded by WMCA's (West Midlands Combined Authority) Rough Sleeper Initiative funding we have created a pathway approach for rough sleeping women in Birmingham. This is a partnership between Spring Housing Association, Acorn Housing, Birmingham and Solihull Women's Aid and SIFA Fireside and is the first of its kind in the city.

SIFA Fireside has continued to hold a seat at key strategic boards in the city including the Homeless Partnership Board and Health and Wellbeing Board. We are a core group member for Birmingham Changing Futures Together and have secured membership of the city's Eviction Prevention Panel.

Invest in our workforce

Our workforce has grown considerably in the last year and as a frontline service provider, our staff have faced the challenges of working throughout COVID. It has never been more important for us to invest in our workforce. We have self funded several new posts in our crisis team to increase our capacity to deliver high quality support and have invested in a digitally based HR management system to support managers and staff alike to more easily manage their performance and experience at SIFA Fireside.

As part of our response to COVID we worked with one of our corporate partners to design a bespoke two part resilience training package. We also increased our investment into occupational health services and retained a counselling service to make it easier for staff to access support as quickly as possible. We began using the Clear Talents system to ensure that all reasonable adjustments were implemented and we are able to effectively track that the appropriate assistance is being put in place for our staff. This has included minor adjustments such as changing blinds on windows to more large scale adaptations to ensure an individual with visual impairment was able to join our workforce and feel confident in being able to complete the duties of their role.

In the year, staff attended approx. 110 separate training and development sessions. All staff have annual refreshers in modern slavery, professional boundaries, confidentiality and adult safeguarding. We have continued our commitment to being a psychologically informed environment and our new cohort of staff have received this training with support from BVSC (Birmingham Voluntary Services Council). A number of our staff have attended accredited training and vocational study including chartered accountancy, Chartered Institute of Fundraising Certificate in Fundraising Management, Institute of Money Advisers CPD and various qualifications from the National Homelessness Advice Service.

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Although volunteering is covered in a separate part of this report, the trustees wish to note that volunteers are very much considered part of our workforce. We equally invest in training and support for our volunteers across a number of key areas including access to accredited training like health and safety and food hygiene. Volunteers have access to all internal training offered by SIFA Fireside and receive regular support and supervision from the Volunteer Coordinator.

COVID Resilience

Due to the global pandemic SIFA Fireside has had to adapt to new ways of working quickly and take additional measures to ensure that our staff were kept safe when they were at work. Briefly our measures included:

- Reconfiguration of drop-in to accord with separation guidelines concerning safe distancing for Covid-19 and regular cleaning regime introduced for drop-in operating hours and introduction of table-waiting service and strict entry procedures at the client entrance to limit numbers and control movements around the drop-in area.
- Installation of automatic hand sanitisers in drop -in and provision of regular supplies and sanitisers and cleaning products around the drop-in and throughout the premises; careful stock control measure to ensure sufficient supply of PPE and cleaning items;
- Strict control of showering and washroom access to all clients and regular and systematic cleaning system to mitigate against any potential transmission of virus via contact with surfaces. Daily surface cleaning and handle sanitising regime introduced and occupational limits clearly enforced to all offices and shared spaces to limit any transmission threat.
- Introduction of home working measures for staff during lockdown periods and accelerated roll-out of new mobile phones, laptops and tablets to facilitate flexible working;
- Risk Assessment and Covid notifications and information set out on a dedicated notice board in the drop-in and poster role out for the drop-in and office areas providing advice and guidance on protection measures.
- COVID recovery plans disseminated to all staff and reviewed on a regular basis by senior management and the board of trustees.

Create a high performing board

Although we were unable to hold face to face meetings during the year, this did not deter our commitment to the creation of a high performing board at SIFA Fireside. In addition to our formal meeting schedule we introduced a series of workshops to take place in between meetings. The workshops enable the board to review in more details certain aspects of SIFA Fireside's operation and gain greater insight to support their overall decision making. Trustees have attended workshops on various topics including governance and structure, building options appraisal and KPIs and impact. Additionally we have reviewed our recruitment approach to ensure that we are as inclusive as possible and the trustees have further reiterated their commitment to ensuring that board membership is as reflective of our client community as possible.

Ensure building is fit for purpose and explore long term property options

SIFA Fireside is within a footprint for significant redevelopment within Digbeth and in current plans our building has been earmarked for demolition. Consequently, we undertook an options appraisal during the year to establish what our next steps may be. Following discussion between senior management and the board it was agreed that currently continuing to invest in our existing space is the most prudent approach and have agreed to review the situation in October 2021. During this time we have been working with corporate partners that specialise in property and development to build a taskforce that will assist us in agreeing a long term vision for our property and location.

Unfortunately in June 2020 SIFA Fireside's building experienced significant flood damage as a result of torrential downpours in the middle of the month. This meant that we had to complete a considerable amount of repairs to the building. This included modifications to the roof gullies and remedial work to the roof panels and adjustments to the underfloor drainage system to make it better equipped to cope with high volumes of water. There was a complete reconstruction of the drop-in floor implemented by a professional team and the new floor replaced a damaged and uneven surface and has enhanced and refreshed the look of the drop-in.

We have also introduced a centrally controlled door entry system to provide additional security to upstairs office areas and the implementation of associated door tag monitoring and staff-and volunteer allocation system for the whole premises. Signage around the building has been improved and regular maintenance is now carried out on all critical building facilities.

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Improvements made specifically to client facilities

- Completion of the reconfigured Activity room including new floor, improved natural lighting, construction of deep shelving system for storage of craft and activity items and completion of a new library shelving ;
- Rationalisation of the client activities and equipment into a single storage system in the Activity Room and disposal of unused, historic items. Clearance of potentially dangerous items (eg craft knives, knitting needles and scissors) into locked cabinets;
- Lighter and clearer look to drop-in area. Positioning of new notice boards and lockable display cabinets.
- Disposal of tired and broken furniture and seating from drop-in and installation of lockable cabinets within Drop-in space for towels and toiletry items
- Redecoration of all 1-1 rooms, clinic and IT suite with new flooring and freshly painted wall sections.

Fundraising and Income Generation

2020-2021 was a challenging year full of uncertainty for the fundraising team at SIFA Fireside, but time and time again we have been shown the strength of our incredible community who rallied to support us throughout. Not only did we survive through the pandemic, but we also thrived.

We launched our #SIFASurvives campaign in April and received support from an amazing host of Birmingham celebrities, influencers, organisations, political figures, and businesses. The campaign involved our flagship BIG Brummie Campout event bringing together hundreds of families across Birmingham. The campaign raised more than £50K and received local and national recognition for its unique and inspiring response to the public health crisis. Likewise we continued to receive a significant amount of support from the corporate community and added a further 30 new corporate partners to our community of supporter

Following investment in an individual giving administrator we were also able to grow our individual giving. Despite the pandemic we had an attrition rate under 1% and increased our regular giving numbers by 43% to a total of 328 individuals.

We also saw a significant increase in our trust and foundation fundraising securing over £125K in emergency grants alone. This was underpinned by several significant unrestricted grants from key funders and funding for specific projects like capital improvements to the building, kitchen equipment and staff salaries for specialist posts. In the year we submitted 69 applications for support from trusts and foundations, achieving an overall success rate of 43%.

Fundraising regulator

SIFA Fireside is registered with the fundraising regulator. We have had no complaints to date. There is a policy in place concerning the acceptance and refusal of donations that includes a framework for assessing the ethical implications of a range of income coming into the charity.

Volunteering

Over the past year we have been supported by our wonderful core team of around 18 volunteers. After the initial Lockdown in 2020, we welcomed back the team of regular volunteers in June and since then they have supported our drop-in throughout the various lockdowns and changes in our service. On average, volunteers contribute up to 290 hours per month of their time which amounts to almost 3,500 hours in the past year. Our volunteers have had to change and adapt their roles over 20/21 as our service has adapted throughout the pandemic. Roles have included: supporting our kitchen and serving clients with home cooked food each day; helping sort out our donations of food and clothing and equally helping to organise our food and clothing stores; keeping our drop-in clean with additional cleaning at weekends; creating food parcels for our clients as well as helping to sort our excess food to support other organisations and food banks. Whatever we've asked of them, our volunteers have risen to the challenge, from painting our new staff room to archiving our photos and information. In 21/22 our focus will be to extend our experienced volunteer's roles to support our staff and clients across our drop-in services as well as in the community. Our busy corporate volunteering programme was suspended over the year and so we haven't had any group volunteering opportunities, however, we are creating a menu of opportunities to enable our corporate teams to join us again in the near future.

It is overwhelming that despite a difficult year for so many and the challenges of the pandemic, our volunteers have remained steadfast in supporting us. As soon as they were able to return as we opened our doors in June 2020, our regular team were ready to jump back into action and support SIFA Fireside with whatever was needed. Highlights have included our fab mother and son team who understandably took a step back from volunteering to stay safe and instead began providing a delicious curry every week, delivered to the door in time for lunch. We were also delighted that a mother and daughter gave up their weekend to paint a beautiful fireside mural as part of our celebration of Sister Sabina's life. We are privileged to have such a dedicated team which enhances everything we are able to do for our clients.

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Financial Review

In summary, our total income of £1,646,840 (2020: £1,185,859) was applied to fund total expenditure of £1,166,302 (2020: £1,035,986) which resulted in a surplus for the year of £480,538 (2020: £149,873). Of this £1,054,064 (2020: £954,039) was expended in furtherance of our charitable activities with £112,238 (2020: £81,947) used in raising funds. In other words, out of every £1 given to the charity, 90p is used in furtherance of our charitable objectives.

Investment Policy

Apart from aiming to retain a prudent amount in reserves each year most of the charity's funds are spent in the short term so there are few funds for long term investment. Having considered the options available, the Trustees decided to maintain two deposit accounts with CAF Bank. The first deposit account receives all income from funding sources and feeds the current account, and the second deposit account retains the designated reserves; the current rate of interest is 0.01%. This policy allows the organisation easy access to funds whilst receiving a competitive interest rate.

Reserves Policy

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation and have established a policy where the unrestricted reserves (not committed or invested in tangible fixed assets by the Board) are based on the risk of losing funding calculated on an annual basis for the previous five years (15-16 – 19-20). Therefore our reserves target for 2020/21 is £138,218. As at 31 March 2021, unrestricted and undesignated funds not represented by fixed assets were circa £790,000.

Plans for the future

During 2021/22, our focus will be on ensuring that we are able to recover from the impact of a global pandemic and sustain the organisational growth that has been experienced. To do this, we will be focusing on ensuring that our service delivery offer is robust and has the capacity to meet the increasing demand that we expect to see on our services. We plan to continue to develop our staff internally and create a strong leadership function that will underpin the organisation in the long term. We will strengthen our offer to clients in the areas of move on, employment and tenancy sustainment as well as continuing to develop pathways for the most overlooked and marginalised groups that experience or are at risk of homelessness. We have identified these groups as women, migrants and individuals who have been exploited.

SIFA FIRESIDE
(A company limited by guarantee)

REPORT OF THE DIRECTORS AND TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

Trustees' responsibilities statement

The trustees (who are also directors of SIFA Fireside for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

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

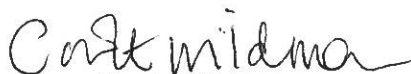
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

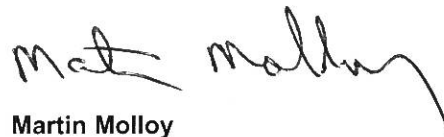
The auditor, Cooper Parry Group Limited, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

Small Company Provisions

In preparing this report, the trustees have taken advantage of the small company exemptions provided by section 415A of the Companies Act 2006.

Signed on behalf of the Board on 24 September 2021


Carole Wildman
Chair


Martin Molloy
Secretary

SIFA FIRESIDE
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF SIFA FIRESIDE**

Opinion

We have audited the financial statements of SIFA Fireside (the 'charitable company') for the year ended 31 March 2021 which comprise of the statement of financial activities, balance sheet, cash flow statement 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least 12 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 report of the trustees, other than the financial statements and our auditor's report thereon. 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.

SIFA FIRESIDE
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF SIFA FIRESIDE (continued)

Opinions on 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 report of the trustees (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Report of the Trustees and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

Our assessment focussed on key laws and regulations the Charitable Company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, Charities (Protection and Social Investment) Act 2016, taxation legislation, data protection, anti-bribery and employment legislation.

SIFA FIRESIDE
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF SIFA FIRESIDE (continued)

Auditor's responsibilities for the audit of the financial statements (continued)

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Charitable Company and how the Charitable Company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Charitable Company's control environment and how the Charitable Company has applied relevant control procedures, through discussions with Trustees and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the Charitable Company's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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.



Glen Bott FCA
Senior Statutory Auditor
for and on behalf of:

Cooper Parry Group Limited
Chartered Accountants
Statutory Auditor
One Central Boulevard
Blythe Valley Park
Solihull
West Midlands
B90 8BG

Date: 16 November 2021

SIFA FIRESIDE
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021
(incorporating the income and expenditure account)

	Note	Unrestricted Funds £	Restricted Funds £	2021 TOTAL FUNDS £	2020 TOTAL FUNDS £
Income from:					
Donations	2	584,586	-	584,586	487,023
<i>Charitable activities</i>					
Grants and contracts	3	47,376	1,014,620	1,061,996	1,185,859
Investments – Interest received	4	258	-	258	486
Total income		<u>632,220</u>	<u>1,014,620</u>	<u>1,646,840</u>	<u>1,185,859</u>
Expenditure on:					
Costs of raising funds	6	112,238	-	112,238	81,947
Charitable activities	5	80,003	974,061	1,054,064	954,039
Total expenditure		<u>192,241</u>	<u>974,061</u>	<u>1,166,302</u>	<u>1,035,986</u>
Net income before transfers for the year		439,979	40,559	480,538	149,873
Gross transfers between funds	15	(8,269)	8,269	-	-
Net movement in funds		431,710	48,828	480,538	149,873
Reconciliation of funds		463,998	270,093	734,091	584,218
Total funds brought forward		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total funds carried forward	16	<u>895,708</u>	<u>318,921</u>	<u>1,214,629</u>	<u>734,091</u>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

The notes on page 18 to 31 form part of these financial statements.

SIFA FIRESIDE
(A company limited by guarantee)

COMPANY NUMBER: 03094905

BALANCE SHEET
AS AT 31 MARCH 2021

	Note	2021 £	2020 £
FIXED ASSETS			
Tangible assets	9	343,984	336,730
CURRENT ASSETS			
Debtors	10	261,461	139,953
Cash at bank and in hand		807,181	517,906
		<u>1,068,642</u>	<u>657,859</u>
CREDITORS			
Amounts falling due within one year	11	(184,006)	(219,933)
NET CURRENT ASSETS		<u>884,636</u>	<u>437,926</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,228,620</u>	<u>774,656</u>
CREDITORS: Amounts falling due after one year	11a	<u>(13,991)</u>	<u>(40,565)</u>
NET ASSETS		<u>1,214,629</u>	<u>734,091</u>
FUNDS			
UNRESTRICTED FUNDS	14	895,708	463,998
RESTRICTED FUNDS	15	318,921	270,093
TOTAL FUNDS	16	<u>1,214,629</u>	<u>734,091</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The notes on pages 18 to 31 form part of these financial statements.

The financial statements were approved by the Board of Directors on 24 September 2021 and signed on its behalf by:

C Wildman
(Chair)

C Wildman

SIFA FIRESIDE
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Cash flows from operating activities:		
Net cash from operating activities	366,072	205,499
Net cash from investing activities		
Interest received	258	486
Purchase of property plant and equipment	(50,481)	(37,237)
Net cash from investing activities	(50,223)	(36,751)
Net cash from financing activities		
New loans	-	80,000
Loan repayments	(26,574)	(12,702)
Net cash from investing activities	(26,574)	67,298
Net increase in cash and cash equivalents	289,275	236,046
Cash and Cash equivalents at 1 April	517,906	281,860
Cash and Cash equivalents at 31 March	807,181	517,906
Reconciliation of net income to net cash from operating activities		
	2021 £	2020 £
Net income for the reporting period	480,538	149,873
Depreciation charges	43,227	36,477
Interest received	(258)	(486)
Increase in debtors	(121,508)	(49,701)
(Decrease) / Increase in creditors	(35,927)	69,336
	366,072	205,499

SIFA FIRESIDE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

General information and basis of preparation

SIFA Fireside is a charitable company in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are the relief and representation of persons experiencing marginalisation or disadvantage as a result of homelessness, poverty, dependence on alcohol or other drugs or social isolation via the provision of services that improve their condition of life and raise awareness of the general public as to the needs of such persons.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The charitable company has taken advantage of the option provided in SORP to use headings in the Statement of Financial Activity that are applicable to its operations rather than reporting on an activity basis.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Coronavirus and going concern

At the time of signing these accounts the directors have considered the effect of the Coronavirus on the going concern position, and consider that this does indicate that the charitable company will continue to operate for a period of at least 12 months from the date of signing these accounts. This is due to continued commitment from SIFA Fireside's key funders to maintain contract arrangements and the additional income that has been generated to support new initiatives. SIFA Fireside has secured significant additional funding from a range of sources to enable it to maintain its services and mitigate against potential losses from elsewhere.

Although there is a high level of uncertainty about the extent and timeframe of the virus on the global economy, the financial forecasts prepared show that the charity will continue to operate within the facilities available to it.

On that basis, the financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Funds

Unrestricted funds 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.

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.

SIFA FIRESIDE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP.

The charity receives various government grants. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as surplus funds on bank deposit. Interest income is recognised using the effective interest method.

Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on a percentage use of resources basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Improvements to leasehold property	written off over term of lease – 25 years
Fixtures and fittings	20% straight line basis
Office equipment and computers	33 1/3% straight line basis

SIFA FIRESIDE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

Debtors and creditors receivable

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Leases

Assets acquired under finance leases are capitalised and depreciated over the shorter of the lease term and the expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net of future finance charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

Tax

The charitable company meets the definition of charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing the financial statements, management is required to make estimates and assumptions which affect reported income, expenses, assets and disclosure of contingent assets and liabilities. Use of available information and application of judgement are inherent in the formation of estimates, together with expectations of future events that are believed to be reasonable under the circumstances. Actual results in the future could differ from such estimates.

Management consider there to not be any significant accounting estimates or judgements.

SIFA FIRESIDE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

2 Donations received

	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
Donations	584,586	-	584,586	487,023
	<hr/>	<hr/>	<hr/>	<hr/>
	584,586	-	584,586	487,023
	<hr/>	<hr/>	<hr/>	<hr/>

Of the total donations received of £584,586 (2020: £487,023), £584,586 (2020: £487,023) related to unrestricted income and £nil (2020: £nil) related to restricted income.

2a Donations in kind

During 2020/21 SIFA Fireside benefited greatly from donations given by supporters, including schools, faith groups, businesses and individuals. Our supporters helped us to continue to offer a vital service to our clients during the pandemic restrictions and the categories of donations changed in line with our needs during the year. Food donated was worth about £17,000 (2020: £33,000), while toiletries were valued at around £2,000 (2020: £15,000). Clothing donations were valued at about £12,000 and we also benefited from around £12,000 of PPE items, disposable catering supplies, cleaning materials and wellbeing activities to directly respond to the pandemic.

In addition, our volunteers gave an extraordinary 1,490 (2020: 19,700 hours) of their time, with an estimated equivalent value of £14,155 (2020: £183,210). Unfortunately we were not able to utilise our volunteers time in the same way as in previous years due to the Covid-19 restrictions, however we have adapted our approach in 21/22 so that our volunteers can still have a big impact at SIFA Fireside.

SIFA FIRESIDE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

3 Incoming resources from charitable activities – grants and contracts

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Core day service				
<i>Birmingham City Council:</i>				
Tackling homelessness & Health Inequalities	-	504,891	504,891	273,965
	-	504,891	504,891	273,965
Other Services				
The BIG Lottery - Changing Lives	-	130,088	130,088	126,673
BCC Housing Options	-	78,618	78,618	-
COVID 19 - Govt emergency funding	-	75,000	75,000	-
Henry Smith	-	60,000	60,000	60,000
Irish Govt Dept of Foreign Affairs and Trade ESP	-	14,500	14,500	14,625
Oak Foundation	-	43,616	43,616	-
Living Well - M Glass	-	4,500	4,500	-
Crisis - In this together	4,993	-	4,993	-
BCC - MiFriendly Cities	2,250	-	2,250	-
Heart of England - COVID Emergency Fund	3,000	-	3,000	-
WMCA - LOT B - Women's service	-	8,050	8,050	-
WMCA - LOT C - Legal advice EEA Clients	-	12,090	12,090	-
WMCA - LOT D - Spot Purchase	-	9,650	9,650	-
Edward Cadbury Charitable Trust	20,000	-	20,000	-
National Lottery Community Fund - Financial Acc	-	29,311	29,311	-
Home Office EUSS Grant	-	12,532	12,532	-
Homeless Transition Worker	-	17,762	17,762	-
Lloyds TSB Foundation For England And Wales	-	-	-	12,500
BCSP-Out of the Woodwork Project	-	-	-	3,042
Oak Philanthropy	-	-	-	15,128
ST Martin in the field	-	-	-	776
Birmingham Community Safety Partnership	-	-	-	1,333
CRI - Room Use	-	-	-	25,000
Shelter	-	-	-	23,838
Umbrella Contract	-	950	950	8,064
Nationwide Community Grant	-	-	-	10,112
Change Into Action	1,421	-	1,421	8,964
Garfield Weston	-	-	-	85,000
Social Enterprise Grant	-	-	-	20,000
Heart of England Community Foundation	-	13,062	13,062	9,330
Other Income	15,712	-	15,712	-
	47,376	509,729	557,105	424,385
Total grants and contracts income	47,376	1,014,620	1,061,996	698,350

Of the total grants and contracts received of £1,061,996 (2020: £698,350), £47,376 (2020: £170,000) related to unrestricted income and £1,014,620 (2020: £528,350) related to restricted income.

SIFA FIRESIDE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

4 Investments – interest received

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Bank interest received	258	-	258	486
	<hr/> 258	<hr/> -	<hr/> 258	<hr/> 486

5 Analysis of expenditure on charitable activities

	2021 Total £	2020 Total £
Direct costs of charitable activities		
Staff costs	399,865	363,687
Recruitment	3,939	2,875
Travel	201	1,452
Drop-In activities	4,066	12,490
Client activities	43,059	55,768
	<hr/>	<hr/>
Total direct costs	451,130	436,272
	<hr/>	<hr/>
Support costs allocated to charitable activities		
Premises	72,376	73,307
Staff costs	284,263	198,622
Postage, telephone and stationery	13,619	8,608
Consultancy	29,205	25,979
Depreciation	43,227	36,477
Insurance	10,260	7,015
Bank charges	235	198
Staff training	11,438	9,503
Sundry expenses	38,071	37,149
Gifts in Kind	63,622	84,010
	<hr/>	<hr/>
Total support costs	566,316	480,868
	<hr/>	<hr/>
Governance costs		
Staff costs	28,218	28,288
Auditor's remuneration	7,750	7,000
Auditor's remuneration under accrual prior year	-	1,400
Other	650	211
	<hr/>	<hr/>
Total governance costs	36,618	36,899
	<hr/>	<hr/>
Total expenditure on charitable activities	1,054,064	954,039
	<hr/>	<hr/>

Of the total expenditure of £1,054,064 (2020: £954,039), £80,003 (2020: £247,187) related to unrestricted funds and £974,061 (2020: £706,852) related to restricted funds.

SIFA FIRESIDE
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

6 Costs of raising funds

	2021 Total £	2020 Total £
Staff costs	105,230	78,099
Events expenditure	-	91
Marketing and fundraising	7,008	3,757
	<hr/>	<hr/>
Total costs of raising funds	112,238	81,947
	<hr/>	<hr/>

7 Net incoming resources for the year

The net incoming resources are stated after charging:

	2021 £	2020 £
Depreciation of owned assets	43,227	36,477
Auditor's remuneration	7,750	8,400
Operating leases - land and buildings	42,000	42,000
	<hr/>	<hr/>

8 Staff Costs

	2021 £	2020 £
Wages and salaries	654,610	559,777
Social security costs	57,814	47,377
Pension costs	16,023	13,639
	<hr/>	<hr/>
Total Staff costs	728,447	668,696
Contractor costs	89,129	47,903
	<hr/>	<hr/>
	817,576	668,696
	<hr/>	<hr/>

No employee received emoluments of more than £60,000.

The average number of employees during the year was as follows:

	2021 Number	2020 Number
Core day services	8	7
Changing Lives BIG Lottery	5	5
Management and administration	13	10
Lead workers	-	1
Other Services	3	2
	<hr/>	<hr/>
	29	25
	<hr/>	<hr/>

Total remuneration receivable by key management personnel was £236,616 (2020: £185,097).
Key management personnel are set out in the Report of the Directors and Trustees.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

8 Staff Costs (continued)

Employee Benefits

The charitable company offers the following employee benefits:

- Contributory Pension Scheme with a maximum contribution of 3%.
- Cycle Scheme that gives employees the opportunity to purchase a bicycle through a salary sacrifice scheme with the associated tax benefits.
- KiddiVouchers Scheme that gives employees the opportunity to purchase childcare through a salary sacrifice scheme with associated tax benefits.

8a Directors' and Trustees' remuneration and related party transactions

No trustee received any remuneration or benefits during the year (2020 – None).

No trustee received travelling expenses during the year (2020 – None).

No amounts were outstanding to any trustee at the end of the year (2020 - None).

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 (2020 – None).

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

9 FIXED ASSETS

	Improvements to leasehold property £	Fixtures fittings and equipment £	Total £
COST			
At 1 April 2020	449,507	199,433	648,940
Additions	-	50,481	50,481
Disposals	-	(72,710)	(72,710)
	<hr/>	<hr/>	<hr/>
At 31 March 2021	449,507	177,204	626,711
	<hr/>	<hr/>	<hr/>
ACCUMULATED DEPRECIATION			
At 1 April 2020	161,820	150,390	312,210
Charge for the year	17,980	25,247	43,227
Elimination on Disposal	-	(72,710)	(72,710)
	<hr/>	<hr/>	<hr/>
At 31 March 2021	179,800	102,927	282,727
	<hr/>	<hr/>	<hr/>
NET BOOK VALUE			
At 31 March 2021	269,707	74,277	343,984
	<hr/>	<hr/>	<hr/>
At 31 March 2020	287,687	49,043	336,730
	<hr/>	<hr/>	<hr/>

10 DEBTORS: amounts falling due within one year

	2021 £	2020 £
Trade debtors	142,284	33,231
Other debtors	2,000	2,000
Prepayments and accrued income	117,177	104,722
	<hr/>	<hr/>
Total debtor amounts falling due within one year	261,461	139,953
	<hr/>	<hr/>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

11 CREDITORS: amounts falling due within one year

	2021 £	2020 £
Trade creditors	43,347	45,127
Accruals and other creditors	52,685	95,275
Deferred income	45,026	47,882
Social Enterprise Loan	26,733	26,733
Taxation and social security	16,215	4,916
Total creditor amounts falling due within one year	184,006	219,933

11a CREDITORS: amount falling due after one year

Social Enterprise Loan	13,991	40,565
Total creditor amounts falling due within one year	13,991	40,565

The loan is unsecured and bears interest rate at 8% per annum. The loan is repayable on or before the 1 July 2022.

12 Operating Lease Commitments

The charitable company has annual commitment under non-cancellable operating leases which expire as follows:

	2021 Other £	2021 Land & Buildings £	2020 Other £	2020 Land & Buildings £
Expiring:				
Within one year	5,242	42,000	4,862	42,000
Between one and five years	9,634	168,000	15,494	168,000
More than five years	-	420,000	-	462,000
	14,876	630,000	20,356	672,000

13 Pension commitments

The charity operates a money purchase pension plan in respect of certain employees who have opted to join the pension plan. The employees are members of the Pension Trust Money Purchase Plan. The pension charge for the year is £16,023 (2020: £13,639). At 31 March 2021 there were outstanding contributions of £nil (2020: £nil).

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

14 Movement in unrestricted funds

	Unrestricted General Funds £
At 1 April 2020	463,998
Incoming resources	632,220
Outgoing resources	(192,241)
Transfer to restricted funds	(8,269)
	<hr/>
As at 31 March 2021	895,708
	<hr/>

15 Restricted funds

	01.04.2020	Income Resources	Outgoing Resources	Transfers	31.03.2021
	£	£	£	£	£
BCC - ASH inc protect additional rev	-	504,891	460,648	-	44,243
Social Enterprise Investment Fund	248,080	-	17,980	7,920	238,020
BIG Lottery Fund grant – Changing Lives	5,510	130,088	126,525	-	9,073
ESP Irish Government	3,750	14,500	14,625	-	3,625
UHB	-	950	950	-	-
Henry Smith	-	60,000	60,000	-	-
Heart of England Community Fund	6,510	13,062	19,572	-	-
Oak Philanthropy	6,243	43,616	41,579	-	8,100
Living Well	-	4,500	-	-	4,500
WMCA Lot B	-	8,050	8,050	-	-
WMCA Lot C	-	12,090	9,843	-	2,247
WMCA Lot D	-	9,650	9,999	349	-
COVID 19 - Govt emergency	-	75,000	75,000	-	-
Nat Lottery Comm Fund	-	29,311	29,311	-	-
Home Office EUSS	-	12,532	12,532	-	-
HTWS	-	17,762	8,649	-	9,113
Housing Options	-	78,618	78,618	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	270,093	1,014,620	974,061	8,269	318,921
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Birmingham City Council – Adult Support Hub (ASH) inc additional ‘protect’ funding

The ASH is a prevention-focused service which provides vulnerable adults with support to help them maintain their accommodation. Additional ‘protect’ funding has also been provided as part of this contract to support clients who have been rough sleeping for a long period of time transition into accommodation.

Social Enterprise Investment Fund

A grant of £400k from the Social Enterprise Investment Fund in 2011 was used to acquire our current premises in Allcock St, Digbeth on a 25-year lease and to renovate the building according to our specifications. Depreciation costs relating to these premises are charged against this fund.

SIFA FIRESIDE
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

15 Restricted funds (continued)

Irish Government Emigrant Support Fund (ESP)

The grant helps to support Irish citizens and clients of Irish origin to access our services.

Big Lottery Fund– Changing Lives project

This funding from the Lottery's grant from Reaching Communities programme supports a small team to work with clients to make positive changes in their lives and to overcome barriers to achieving a more settled lifestyle. It supports activity that helps people to address issues including accommodation and employment and health and wellbeing. The project ends in May 2021.

Universal Hospitals Birmingham - Umbrella

This contract enables SIFA Fireside to support the NHS Umbrella integrated sexual health services. Sexual health awareness is promoted amongst our client group, testing kits are provided and relevant services are signposted.

Oak Philanthropy

This funding is from the Oak Foundation to enable us to undertake organisational development work. This will enable us to improve outcomes for clients through improved operating systems.

Henry Smith

This funding is from The Henry Smith Charity to contribute towards running costs of our organisation which provides a range of support and advice for people who are homeless or vulnerably housed in Birmingham.

Heart of England Community Fund

Capacity building grant which was primarily used to recruit a communications officer to the team.

Living Well

Funding provided by the Living Well Consortium to provide cooking workshops to clients. Due to COVID-19 restrictions this has been delayed and is now being delivered in summer 2021.

West Midlands Combined Authority – Rough Sleepers Initiative

Lot B – Women specific service provision to prevent and resolve rough sleeping crisis, especially where abuse or exploitation may be a factor

Lot C – Provision of legal advice/support to those with problematic status in UK impacting rough sleeping, including temporary accommodation as a pathway to resolving status and rights, return to country of origin or into work.

Lot D – Outcome focused, spot purchase fund to enable individual solutions for people sleeping rough, allowing flexible, personal planning and delivery.

Ministry of Housing, Communities & Local Government – COVID 19 Homelessness Response Fund

Central government funding to ensure we were able to continue providing crucial services to vulnerable clients during lockdowns during a period of financial uncertainty.

National Lottery Community Fund – Money advice for homeless prevention

Funding to deliver additional money advice services to individuals who are homeless and vulnerably housed.

Home Office - EU Settlement Scheme Grant Funding

Funding to delivery practical support to vulnerable or at-risk EU, EEA and Swiss citizens and their non-EU family members to help them make their EU Settlement Scheme application.

Birmingham City Council – Homeless Transition Worker Service

Provision of housing and wellbeing support to vulnerable people referred from the named services and moving into accommodation without commissioned support.

Birmingham City Council – Housing Options

Funding to support co-location of BCC Housing Options team at SIFA Fireside.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

15 Restricted funds – prior year

	01.04.2019	Income Resources	Outgoing Resources	Transfers	31.03.2020
	£	£	£	£	£
Birmingham Public Health Drop In	-	125,008	125,008	-	-
Birmingham City Council – ASH	-	148,957	148,957	-	-
Social Enterprise Investment Fund	266,060	-	17,980	-	248,080
BCSP Out of the Woodwork	2,842	3,042	5,884	-	-
BCSP PWW	1,093	1,333	2,426	-	-
BIG Lottery Fund grant – Changing Lives	5,510	126,673	126,673	-	5,510
Change into Action	-	8,964	8,964	-	-
Lloyds Foundation	21,800	12,500	34,300	-	-
ESP Irish Government	3,750	14,625	14,625	-	3,750
Heart of England Community Fund	-	9,330	2,820	-	6,510
Shelter - Lead workers	27,836	23,838	51,674	-	-
Social Enterprise Grant	-	20,000	20,000	-	-
St Martins	-	776	776	-	-
Nationwide community	-	10,112	10,112	-	-
Oak Philanthropy	-	15,128	8,885	-	6,243
UHB	-	8,064	8,064	-	-
	<u>328,891</u>	<u>528,350</u>	<u>587,148</u>	<u>-</u>	<u>270,093</u>

16 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total
	£	£	£
Tangible fixed assets	105,964	238,020	343,984
Cash at bank & in hand	726,280	80,901	807,181
Other net assets	63,464	-	63,464
	<u>895,708</u>	<u>318,921</u>	<u>1,214,629</u>
Net assets at 31 March 2021			

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**NOTES TO THE FINANCIAL STATEMENTS
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Analysis of net assets between funds – prior year

	Unrestricted Funds £	Restricted Funds £	Total £
Tangible fixed assets	88,650	248,080	336,730
Cash at bank & in hand	495,893	22,013	517,906
Other net liabilities	(120,545)	-	(120,545)
	<hr/>	<hr/>	<hr/>
Net assets at 31 March 2020	463,998	270,093	734,091
	<hr/>	<hr/>	<hr/>

17 Share Capital

The company is limited by guarantee without share capital. In the event of the company being wound up each member has a liability restricted to £10.

As at 31 March 2021 there were 8 (2020: 8) members of the charitable company.

18 Taxation

As a charitable company, SIFA Fireside, is exempt from tax on income and gains falling within sections 481-489 of the CTA 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen within the charitable company.

19 Related party transactions

Details of transactions with trustees are given at note 8a.

There are no other related party transactions during the year (2020: none).

