

Manor Gardens Welfare Trust

(A Company Limited by Guarantee and
Registered Charity No. 1063053)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

Year ended 31st March 2021

Making the difference for over 100 Years

Company No. 3386929

Manor Gardens Welfare Trust

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Manor Gardens Welfare Trust

REFERENCE AND ADMINISTRATIVE DETAILS

Year ended 31st March 2021

Legal and Administrative Details as at 31st March 2021

Status: Manor Gardens Welfare Trust ("the Company" or "the Charity") is a charitable company limited by guarantee. The current charity was incorporated on 13th June 1997, and registered with the Charity Commission.

Background: The activities of the Charity were originally carried out by an unincorporated association, Manor Gardens Community Trust (MGCT), registered under the Charities Act 1960 on 16th October 1985. The North Islington Infant Welfare Centre (NIIWC) ran the Manor Gardens Centre prior to MGCT being set up. In 1997 the NIIWC and MGCT merged and the new charitable company Manor Gardens Welfare Trust (MGWT) was formed. NIIWC and MGCT have been removed from the Charity Commission register.

Trustees and Directors:

Allan Sutherland, Chair
Jenita Rahman ACA, Hon. Treasurer
Crystal Rolfe
Inara Khan
Nicholas Tait
Ruth Morrison
Pardeep Bhatti ACA
Jeffrey O'Brien
Iris Tuechter

Senior Management Team:

Katy Porter, BEM, Chief Executive Officer/Company Secretary
William Meghoma, FFA, FIPA, FCCA, Director of Finance and Administration
Felicity Ford, Director of Fundraising and Development

Registered Office and Operational Address:

6-9 Manor Gardens, London N7 6LA

Company Number:

3386929

Charity Number:

1063053

Senior Statutory Auditor:

Anthony Daniel Armstrong FCA
of Armstrong & Co
Chartered Accountants & Statutory Auditors
4A Printing House Yard
London E2 7PR

Solicitors:

Russell-Cooke
2 Putney Hill
London SW15 6AB

Bankers:

HSBC plc
312 Seven Sisters Road
Finsbury Park
London N4 2AW

Barclays Bank plc
403 Holloway Road
London N7 6HL

COIF Charities Deposit Fund
Senator House
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London EC4V 4ET

ANNUAL REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

Objectives and Activities

Objectives:

The Charity is established for the following purposes, having regard to equality and diversity amongst and for the benefit of service beneficiaries:

- To relieve the needs arising from financial hardship, sickness, disability and old age.
- To advance education.
- To promote mental and physical good health.
- To provide assistance to children and young people who are in need of care and attention arising from their youth.
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

The term 'service beneficiaries' refers to all those in receipt of services and support from MGWT, who are predominantly resident in London, and include individuals, families and community groups.

Governing Document: Manor Gardens Welfare Trust was established under a Memorandum of Association, which established the objects and powers of the organisation. It is governed under its Articles of Association. The charitable objects were reviewed by the Board of Trustees during 2011 and the revised objects were approved by the Charity Commission in September 2011.

Our Vision

The vision of the organisation is to build strong communities where all people have good health, resilience, and opportunity.

Our Mission

The organisation's mission is to work with people take action, enabling change, and good health, resilience and opportunity. Our services promote mental and physical health and wellbeing and increase social inclusion.

Our Purpose

Early intervention and prevention: we prevent the escalation and deepening complexity of difficulties experienced by people which impact upon their life opportunities, health, and wellbeing.

Community-driven approaches: we understand and work alongside people to develop our work and expertise in person centred interventions for diverse communities from childhood to adulthood.

Learning and development for impactful response: we inform and develop our work and influence and effect wider system change and practice.

We continue to work with people of all ages and all communities, with a particular focus on those that experience identified barriers and difficulties in accessing support and services.

For this purpose, we maintain community hubs in Islington, and develop service offers to reach into a wider geographical area, based upon knowledge of need and solutions.

Overview:

Manor Gardens Welfare Trust (MGWT) continues to support local communities with diverse and emerging needs, an approach we have been taking since we were founded in 1913.

From our bases in the London Borough of Islington we identify need, potential responses and services to support and have impact for individuals and local communities across London, and at times, into regional areas. In partnership with individuals, communities and other agencies and services, both statutory and voluntary, we

collaborate to identify potential and existing gaps in provision and where there may be unmet and additional need. We see strength in the diversity of our service offer, recognising that the communities that we support reflect this diversity, and MGWT, for many, can be an identified access point in seeking help.

Throughout 2020/21 the need to adapt our services to provide humanitarian emergency response became critical due to the Covid-19 pandemic, and to deliver our services and support differently. Our business continuity plan and our understanding and connection to vulnerable members of our local communities enabled a swift and robust response to ensure safety and support to those isolated and in need.

MGWT demonstrated an agility and resilience to respond and meet immediate and basic needs, related to the supply of food and essential items, including oxygen saturation tests, in a time of emergency and crisis. Attention to the welfare and wellbeing of those most in need within our local communities, including children, families and adults, has been a primary focus for us at this time and throughout the pandemic.

MGWT services continue to seek to both prevent and manage physical and mental health concerns and improve wellbeing. Whilst services at our own centre in North Islington have been limited, we have successfully delivered both individual and group support and activities online and by phone, including welfare checks, workshops, peer support groups, and individual therapy, and continued in our direct and frontline provision of early years education and childcare at both Hornsey Road Children's Centre and Manor Gardens Nursery. These have all delivered essential services to children, adults, and families throughout the past exceptional year.

We have addressed the challenges people faced in connecting online whether this is for themselves or their children, understanding the causes and reasons, and sourcing IT equipment, WiFi requirements, or skills and confidence building. We also consider the alternative ways to connect safely; when it has been safe to do so, meeting outside for such activities as walk and talk, and prioritising the emotional wellbeing of our communities.

Our work with partners, commissioners and funders across London Boroughs continues to consider how we can connect people to the support and services needed at the right time and in the right way, reducing barriers and duplication, and harnessing the strengths and innovation which grows from our local communities and partnerships. During the year, we realigned and reorganised our health and wellbeing services to deliver most effectively to our communities:

Starting Well Services

- Building on from our work in maternity and early parenthood, we have developed our interactions with families to provide holistic wellbeing support following the birth of a new child, and onwards with children of all ages.
- We support refugee and migrant families through our specialist bilingual staff who represent and understand our local communities and can support with navigating services and systems to enable people to integrate more fully into the community.

Living Well Services

- We support people in managing their own health and wellbeing to maximise independence. This often involves working with people with long-term health conditions which impact on their daily living and choices in their lives.
- After years of supporting stroke survivors, we now work with all people with complex health needs who want to continue living independently for longer.
- We offer preventative support, in-depth casework and social prescribing.
- During the pandemic our befriending service was in great demand via the telephone, supporting people of all ages who felt isolated and lonely.

Community Services

- We have built on our outreach work promoting good mental wellbeing through all our services, raising awareness, offering a range of activities and therapeutic services, breaking down stigma of mental health, and supporting people to identify the help they need to maintain their wellbeing and that of people close to them.

- During the pandemic food poverty became a growing concern. Our emergency food distribution hub has now become a food co-operative for local residents.
- Finding help quickly and easily is vital to people's wellbeing. Our new Single Point of Access, with a central phone number and email address, enables clients to be assessed and triaged effectively and get help sooner, working with service providers across Islington to connect people to the services and support they need

Policy and Campaigning

- We directly support women who have experienced Female Genital Mutilation, and campaign widely to prevent this harmful practice. Our Dahlia Project remains a dedicated space and service for women who are survivors of FGM, and our national awareness raising and preventative work is initiated from the experiences of the women we support.

Early Years Services

Our services at MGWT have always focused on children as well as adults. We believe that education and play can promote health and wellbeing at an early age and provides the best start in life, and has been critical to ensure developmental milestones, emotional wellbeing, and safeguarding of many children at this time.

- Manor Gardens Nursery, provides early year's education to children between the age of 2-5 years within Islington in accordance with the Early Years Foundation Stage (EYFS).
- Hornsey Road Children's Centre, from which we deliver early year's education and childcare for children from the age of 9 months–5 years, brings together our early years statutory partners to give children the best start in life within the local Borough's Bright Start offer.

Both settings are assessed as 'good' by OFSTED; with Manor Gardens Nursery inspection taking place in March 2020 under the new inspection guidelines and achieving 'outstanding' in two of the four areas (Behaviour and Attitudes, and Personal Development).

Partnership

Manor Gardens Welfare Trust is a leading organisation in the voluntary and community sector in the London Borough of Islington, in which we are based. Our leadership of the sector locally has never been more important than during the pandemic, when our agility and rapid response placed us on borough-wide emergency planning groups. Our leadership and partnership working enabled us to lever funding and resources to deliver services to respond to the emerging and escalating need. We set up and ran the Food Distribution Hub, with Age UK, SHP, Islington Mind, Bright Start, Cloudesley, National Lottery, Albion Fine Foods, and individual donors all contributing to the purchase of food and referring individuals and households who came to the attention of our wider partnership.

We are represented on a wide range of forums and for some areas of our work this extends more broadly into neighbouring Boroughs and across London. These include:

- Islington Health and Wellbeing Board, Islington Fairer Together Partnership Board (including strategic and delivery groups), Islington All-Age Mental Health Partnership Board, Islington Early Years Partnership Board, Bright Start Early Childhood Area Partnership (ECAP), Bright Start Private, Voluntary and Independent (PVI) Forum, London FGM Forum, Newham FGM Forum, Maternity Voices (North London), Camden – Best Start in Life, Camden Perinatal Mental Health Forum, Time to Change Islington, and Islington Food Poverty Action Group.

As a charity, we are members of the Association of Chief Executives of Voluntary Organisations (ACEVO), the National Council of Voluntary Organisations (NCVO), Voluntary Action Islington (VAI), Charity Finance Group, and Institute of Fundraising and maintain access to information, newsletters and advice within the sector.

In addition to our attendance and participation, we also directly host and chair forums which develop opportunities for strategic and operational dialogue and the sharing of knowledge, expertise and practice. Examples are Health Exchange, developed with Islington Council and Islington CCG, the North Locality Leadership Team, to develop integrated health and social care provision in North Islington, Islington Food Poverty Alliance,

and the Pan-London FGM Forum. These assist in bringing organisations and people together to improve the delivery and commissioning of services, and to make connections and work in partnership.

Co-location

Manor Gardens Welfare Trust operates from buildings at numbers 6-9 Manor Gardens, London N7 6LA, of which it owns the freehold. As an organisation we recognise the importance of community places to assist community members when seeking services and help. Our buildings enable us to further generate a partnership approach through our position as landlord to a number of organisations, including other charities, organisations and services responding to local communities.

Despite the uncertainty of the pandemic, we have been pleased to welcome four new partner organisations this year to Manor Gardens; Healthwatch Islington, PoHwer, Cotton Tree Trust and the Council of Somali Organisations. Our site at the end of the financial year is fully occupied, and with continuous risk assessment throughout the year, provides a Covid-19 compliant space which we continue to review and manage with all our tenant partners.

The Charity also leases the ground floor and basement of 10 Manor Gardens, part of the Beaux Arts Building. The lease expires in 2027. The space within these buildings is used by MGWT to deliver its services and assists in hosting other health and wellbeing organisations, including sessional meeting space for similar groups.

Our buildings continue to enable the development and delivery of a hub of community-focused services. The Trustees approved plans to re-model and refurbish our reception area in 2021. This will create an open, welcoming space for residents, our local community, and all those that work in and around the Centre furthering partnership and a wide range of accessible services and support from Manor Gardens.

Our beneficiaries

Our services support people in different ways:

- **Direct support** for service beneficiaries for help from a specific service. Following assessment from our frontline staff, a focused programme or plan of support inclusive of individual and/or group interventions is determined with the beneficiary. This ranges from help reading letters and filling in forms, to in-depth advocacy and casework on housing, benefits, immigration, and domestic violence. Others need help finding the right organisation to support them and we signpost and enable them to access these services.
- **Early years support** for children from nine months to five years old is provided through contracted places in our two nurseries for education and childcare.
- **Outreach events and workshops** engage with service beneficiaries on a short-term or even one-off basis to impart information, learning and advice to empower and raise awareness on health and wellbeing.
- **Information and training events** delivered to volunteers, professionals, carers, and community members to increase understanding and awareness of particular issues and generate community responses.
- **Emergency response** mobilised in March 2020 for community members directly affected by the Covid-19 pandemic. This ranged from food parcels, oxygen saturation tests, support for vaccination clinics, and volunteer mobilisation to weekly telephone welfare checks and getting clients access to digital support.

Our services particularly support the diverse communities of Islington but also replicate our services and support into the neighbouring North London boroughs, Newham, and more widely across London.

Throughout 2020-21, we supported 1,590 people directly through casework support. We reached 7,638 individuals with food parcels from March to September 2020. We helped 218 people access voluntary and community sector support through our new Single Point of Access system.

Staff and volunteers

Manor Gardens Welfare Trust employs 66 staff, 60 employees and 6 sessional staff, 27 % of whom are full time and 73 % part-time, representing 41.3 42.8 full-time equivalent staff. In addition, 4 sessional staff support the staff team in the delivery of our services.

We are committed to employing and retaining high quality, skilled staff through effective recruitment, management, training, support and involvement in the organisation, and recognise that only by doing so can we provide excellent services with impact. We value and welcome diversity and our staff reflect the wide diversity of the communities we serve. Equal opportunities and accessibility are central to all we do.

- 55% of staff are from Black, Asian and other Minority Ethnic groups (BAME), 20% of staff from white–other Ethnic groups, and 25% of staff are white–British.
- 83 % of staff are female, and 17 % are male.
- 15% of staff are aged 18-34 years, 63% are aged 35- 54 years, 22% are aged over 55 years.

We are committed to providing local employment opportunities and are aware of challenges in our local area regarding access to employment and continue in our commitment to working with local partners to address this.

Our services are supported every week by a dedicated team of trained and experienced volunteers, who undertake outreach, peer mentoring, befriending, and assisting our emergency response throughout the pandemic. We greatly value the input and support of all our volunteers who reflect the diversity of our local communities, and many of whom have been recipients of our services in the past or are local residents. During the pandemic, we were contacted by hundreds of local residents who were on furlough or working from home, or simply wishing to assist and offer help with Covid-related responses to need.

This significantly increased the pool of volunteers available to us and we worked with over 500 volunteers during 2020/21. This included support to the Covid-19 vaccination programme across Islington, with the recruitment, training and coordination of volunteer stewards for the vaccination sites across the Borough. In supporting the GP vaccination clinics, 554 volunteers have assisted the safe delivery and management of these sites and vaccination.

Organisational Structure

The Chief Executive Officer (CEO) reports directly to the Board of Trustees. The Senior Management Team comprises of the CEO, the Director of Finance and Administration, and the Director of Fundraising and Development.

Structure, Governance and Management:

Manor Gardens Welfare Trust governs through its Memorandum and Articles of Association. The Articles of Association were updated in 2011 and approved by the Charity Commission in August 2011.

The Charity's governing body is the Board of Trustees, whose members are trustees under charity law and directors of the Company for the purposes of Company Law. New trustees/directors are elected at a General Meeting of the Board for a period of three years. They can serve for two terms i.e. six years, with provision for a further term if elected Chairperson. There has been no change of Trustees during the year 2020/21. At year end, the Board comprised of nine trustees.

As directors of the Company, the Trustees each guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of a winding up. Trustees have no beneficial interest in the Company. There are no known conflicts of interest and these are requested and recorded through an annual declaration, and updates requested at each Board meeting. Any declared conflicts of interest would be recorded; these would then be monitored and managed as necessary.

The Board is confident that the Charity conforms to and is compliant with the Charity Commission's guidance, 'The essential trustee: what you need to know, what you need to do' (July 2015), and works under the Charity Governance Code (2018) supported through our membership of National Council for Voluntary Organisations and ACEVO.

Trustee Recruitment and Training

Trustees are recruited by various means, and in consideration of the latest Board appraisal, reflecting the skills of the Board and the requirements of the Organisation, and uses open and transparent recruitment practices. Advertising positions via our website extends to the recruitment of trustees, as well as utilising the initiatives and

support of partners. This has included the BoardMatch66 process, initiated by the Big Alliance, to broker links between corporate partners and staff of these companies with an interest in local charities and trustee positions.

All prospective trustees meet with the Chair and the CEO to discuss their application, and if all is satisfactory following meeting and recruitment checks, their appointment is put to the Board. Any appointment is ratified at the subsequent Annual General Meeting. All appropriate checks are completed to assure that prospective and current trustees are not barred from taking up positions, including guidance on automatic disqualification rules issued in 2018. Declaration is signed confirming their suitability to serve.

Each new Trustee is inducted into their role and the Organisation, through provision of information and time with our staff and services, and one-to-one session with the CEO, Chair and fellow trustees, and SMT members. The Charity Commission's guidance, 'The essential trustee' is the basis of our briefing into the role and is provided to all. A comprehensive induction pack which contains information about the history of the Manor Gardens Welfare Trust, details of Tenant Groups based at our premises, copies of the Memorandum and Articles of Association, a copy of all Centre policies on disc, a copy of the most recent Annual Accounts and Annual Review is provided.

The Board regularly conducts review of trustees' skills and an appraisal of Board effectiveness, led by the Chair. Where this review identifies skills shortages, this is addressed by training and/or the recruitment of new trustees. On an annual basis the Chair reviews the performance of the trustees against the list of their main responsibilities.

The Board seeks to represent the diversity of our wider society through its membership, and this is a further consideration in our annual review and recruitment. The Organisation's policy statement on Equality, Diversity and Inclusion extends to and is reflected in the principles and performance of the Board.

- 44% of trustees are from Black, Asian and other Minority Ethnic groups (BAME), 56% are white British or from white-other Ethnic groups.
- 56% of trustees are female, and 44% are male.

Board Processes and Decision making

In 2020/21, the full Board met six times during the year to set strategic direction and to review the performance, compliance, and finances of the Charity. These meetings were agreed to be held remotely and online. The CEO, the Director of Finance and Administration and the Director of Fundraising and Development were in attendance at all meetings, as the Senior Management Team (SMT). In addition, the Board was updated regarding emergency response, risk assessment and contingency planning throughout the pandemic through exceptional online meetings to update and inform between Board.

Strategy review

In reaching decisions the Board is guided by the five-year Organisational Strategy 2020-25. This was reviewed and updated in 2019-20 following consultation with beneficiaries, staff, partners and Trustees, and approved in December 2019. The strategy now informs strategic goals and the annual business plan, assuring progress against targets and milestones in compliance with the strategy, and proved wholly relevant to guide changes in delivery and response to the pandemic throughout Year 1 of the Strategy.

Operational and day-to-day decision making is delegated to the CEO and the staff team. Major new initiatives are considered with the Board for approval. Trustees receive in advance of each Board meeting comprehensive and detailed written reports from the CEO, the Director of Finance and Administration and the Director of Fundraising and Development. These reports describe activities of the Charity, and inform in order to plan for growth, stability, and future planning. Quality assurance, safeguarding, and risk management are essential considerations of the Board. Annual reports related to Safeguarding, Health & Safety, and Human Resources present related data and activity throughout the year, and comparisons year-on-year, enabling depth of understanding and consideration of trends.

The trustees receive in advance of their meetings copies of the most recent management accounts, along with notes on variations between budgeted and actual expenditure. At the meetings the Director of Finance and Administration will guide the Trustees through these documents.

The Board scrutinises these documents against agreed targets and budgets to assess the performance of the Charity in achieving its charitable objectives to a high standard and cost effectiveness. The Trustees also maintain up-to-date understanding of relevant legislation through external activities, training and information exchange, and by taking legal advice when necessary.

Risk Management

Potential areas of risk to the Charity are identified, recorded and reviewed by the Board at every Meeting, assisted by the Senior Management Team. The Risk Register incorporates financial, operational risk and external risk, assessing likelihood of occurring, impact, and mitigation to reduce likelihood and the impact. Whilst recognising that no organisation can ever be risk free, the Board of Trustees consider that the range of measures and controls in place have reduced to an acceptable level the various risks faced by Manor Gardens Welfare Trust.

During the pandemic the received risk assessments and increased frequency of updates to the risk register, demonstrating compliance to Government restrictions, and reflected changed ways of working. The business continuity plan was regularly updated as the emerging position changed.

Impact and Performance:

In 2020/21, we have developed services and opportunities consistent with our Mission Statement and Objectives, and continue to set ourselves the following objectives in achieving our Organisational Strategy 2020-25:

1. **Access for all** - we will ensure people can find us and the services available to them and actively work to break down barriers people face in society.
2. **Impact for all** – we will continue to develop service models and approaches which address gaps and respond to need, based on an understanding of people and communities.

Starting Well Services

Supporting the whole family before and following the birth of a child significantly improves wellbeing for all. Our Starting Well Service has broadened its scope from supporting women during pregnancy and birth to providing comprehensive and accurate information, peer support and in-depth, and often complex casework for the whole family.

Our focus remains in supporting refugee and migrant families, with our bilingual staff providing both first language and English-speaking support. Our staff and volunteers speak and represent the Spanish, Somali, Czech, Russian, Bulgarian, Arabic, Albanian, and Turkish communities.

During the pandemic all of our support and group work moved online or on the telephone, and we quickly devised a programme of events and support sessions to assess welfare, wellbeing and remain connected. We delivered 225 group sessions. We have been able to quickly identify emerging issues and risk and complete detailed casework with individuals in need. Sadly, the rise in domestic violence and mental health issues has meant that our support has been needed more than ever. We worked with 562 clients, of which 254 were new referrals.

Our **Bright Beginnings** project, funded by the National Community Lottery Fund, continues to support families across North London and when required, when families are re-located outside of London. Four families have continued to be supported outside of London due to early help and safeguarding needs. Our **Camden Blossoms** project provides support to families in the London Borough of Camden in relation to perinatal mental health.

Living Well Services

We work with all ages and all sections of the community providing information and advice, welfare support and opportunities to increase social connectedness, improved health, emotional wellbeing, and practical interventions and advice. We are flexible in the way we work and aim to resolve people's issues through early intervention and prevention of escalation and crisis, when possible. We aim to reduce pressure across the health and social care sector, working in partnership with GPs and social workers, and our support seeks to address issues that can

impact on the quality of day-to-day life. This can include help with welfare benefits, housing applications and referrals to specialist agencies.

The need for befriending via our **Friendship Network** grew massively during the year, with people of all ages isolated at home. We recruited more telephone befrienders, as home visits were not permitted. We supported 73 people on the phone each week last year with 51 volunteer befrienders but had referrals for 130 more people. However, for many people this was not the most suitable form of support; people struggled to mental health issues or digital access, often due to confidence or capability. Activities, taking place within Covid-19 risk assessments, have enabled connections and support when possible with people who were struggling in their isolation and health.

Our services extended to **Social Prescribing** commissioned by Islington GP Federation during 2020. Our **Social Prescribing Link Worker**, joined other organisations in the borough supporting GP practices, and integrated our offer with Help on your Doorstep. Patients are provided with non-clinical support to improve their wellbeing, and access to a wide range of activities and opportunities.

Our **Therapeutic services** continue to grow, providing 554 individual counselling sessions, 102 group counselling sessions and 95 onward referrals to partners. Demand has grown from those experiencing domestic abuse as well as those suffering ongoing trauma and stress.

Cloudesley Partner

We are delighted to have acted as a Cloudesley Partner, and are particularly grateful for their immediate support which enabled us to provide emergency food parcels. We have a small welfare and catalyst fund to distribute to clients who live in Islington, are ill and who live in poverty. The small grants have enabled clients to top up their phones, purchase essential clothing and furnishings, buy a laptop to study and other small interventions which have improved their daily living and wellbeing.

Clients from all of our services were offered a Christmas Hamper this year, building on our food distribution model from the summer. We received £2,250 from the **Local Initiative Fund** to provide the hampers, augmented by funds from the National Lottery.

Communities

Responding to emerging need our work expanded from raising awareness of mental wellbeing and working with people needing mental health support, to providing a new **Welfare Service** and single point of access. This made it significantly easier for people to know how to ask for help, for professionals to navigate into services, and enabled us to continue to provide clear access to support when our Centre was not accessible. We received 218 referrals, 62% requesting support with social isolation, 60% wellbeing, 44% therapeutic services, 29% advocacy and 15% practical support. Referral numbers were highest in July and November 2020. This service now underpins all of Manor Gardens' client work, with an assessment and triage service.

During the year we won a new contract from LBI/CCG for the **Wellbeing Service**, changing its focus to raising awareness within Islington's BAMER communities and reducing stigma related to mental health. Working with our bilingual staff we have reached out into the communities with information sessions called *It's OK not to be OK* and therapeutic groups to enable people to talk about what wellbeing means to them.

As soon as restrictions allowed, we set up a series of outdoor coffee mornings and other **events**, including the weekly pop-up food co-op, to bring people together, in safe numbers, to the centre and offer the opportunity to socialise. People have found it to be an assisted way of easing themselves back into social settings and creating social and support networks.

An essential and critical part of our work during the pandemic was to ensure access to accurate information related to Covid-19, infection control measures and restrictions, and vaccination. By generating and sending a range of communications to all our communities we encouraged informed decisions and choices and alleviated anxiety by dispelling myths and being a trusted source of information.

Policy and Campaigns

Raising awareness and prevention of female genital mutilation (FGM) has been a key part of our work for many years, and this is ever more important as harmful practices have under lockdown conditions become even more hidden. We continue to utilise all channels of communication to end harmful practise and for this to be considered a priority and concern for all in our society. The **Dahlia Project** continues to provide specialist therapy for women who have experienced and are affected by FGM. Increasingly we provide holistic advocacy and support for these women alongside therapy, including access to support grants to provide both the basics in their lives but also the possibility of change and empowerment; this could relate to study and further education. Our work with NHS England, and both London North West University Healthcare NHS Trust and Barts Health NHS Trust, has continued in the two North London multidisciplinary FGM clinics into which we contribute counselling services. Our counselling provision has continued throughout the year, both through online contact and face-to-face, when possible.

We are extremely grateful to the **Peter Stebbings Foundation, the Dovedale Foundation and an anonymous trust** for their ongoing support, particularly as statutory funding is increasingly limited in focus on this area of need. Our crowdfunding appeal continues to provide much-needed additional funding, and enables continued delivery and development of the Dahlia Project. We provided support to 53 survivors of FGM and held 35 virtual groups throughout this year.

Our partnership with Hestia in the London Borough of Newham continues, commissioned by the Local Authority as part of the response to tackling violence against women and girls. It raises awareness of FGM, supports women affected by FGM by working with and into communities, and trains professionals to recognise risk related to FGM and further understand this practice and the support that is needed by those affected, and seek to end FGM.

Early Years Services

In addition to our Starting Well Services, we provide early years' education and childcare. We believe that a good start in life contributes to the wellbeing of everyone and we provide rich experiences for children aged two to five in our Nursery and Children's Centre. We work in close partnership with professionals and commissioners of Bright Start Islington, hosting colleagues within our Children's Centre, promoting access to early education and the benefits of play, and in this past year, ensuring children are within a safe environment and families are supported. We have remained open to children and families with additional vulnerabilities and keyworker parents. The need and demand for this provision has increased over the course of this year.

Our Early Years Education and Childcare

At both **Manor Gardens Nursery** and **Hornsey Road Children's Centre**, we provide environments that are inviting, stimulating and safe, where children can take part in and enjoy learning experiences which are both interesting and challenging to them. We recognise that all children are individuals and we provide a curriculum, in alignment to the Early Years Foundation Stage (EYFS), which meets the needs of each child. Our Nursery settings give children aged nought to five a varied and imaginative play experience, delivered by staff who have an excellent knowledge of how children learn. We have cosy, intimate settings laid out with different learning and play areas. Our staff encourage children of different ages to play together which reduces the stress of transitioning to other play areas as a child gets older. Our settings are judged to be 'good' (Manor Gardens Nursery, Ofsted March 2020) and 'good' (Hornsey Road Children's Centre, Ofsted 2017) stating:

'Staff plan an ambitious, interesting and creative curriculum. They regularly extend their knowledge and teaching, for example by attending relevant training. The positive impact of this is apparent in the carefully planned educational programme for children.' Manor Gardens Nursery, Ofsted Report 2020.

'Children are developing an understanding of diversity beyond their immediate family. They benefit from taking part in a wide range of activities that effectively teaches them about people in the wider world.' Hornsey Road Children's Centre, Ofsted Report 2017.

Our staff are highly trained and experienced, and within the staff complement are graduate practitioners, including teachers. Staff have needed to support parents at home, identifying resources which support children's development, but primarily support wellbeing and both child and parent to cope and adapt to change and

uncertainty. Safeguarding and child protection are paramount throughout our work, and this has remained critical when direct contact with some children and families is more limited. Assessment of circumstances and need has been prioritised and the needs of families continually reviewed.

We continue to review the standard and quality of our provision throughout each term in partnership with Early Years Education in Islington Council and Bright Start Islington, and share good practice across our Early Years provision. Each of our settings work towards the Healthy Early Years London Award, which support the Mayor's Health Inequalities Strategy for every London child to have a healthy start to life, with improvements in healthy life expectancy, child obesity and wellbeing.

The capacity of our settings is 72 children at any one time, 24 at Manor Gardens Nursery and 48 at Hornsey Road Children's Centre, and we care for children from 9 months to the age of 5 years (school entry). We provide term-time only provision at Manor Gardens Nursery, and all year round and extended childcare hours at Hornsey Road Children's Centre. We complete rolling entry to the Nursery and have operated above 70% take up of admissions/places throughout the year. We have whenever possible prioritised all children returning to our settings following periods of lockdown and restrictions, recognising the importance of socialisation for children, the development of speech and language, and the developments milestones within the early years.

3. Efficient and accountable operations – we will deliver effective and robust management and finance systems with the ability to adapt in response to external change in the sector.

Manor Gardens Welfare Trust has a diverse income profile, securing funding for services commissioned by both Local Authority and Clinical Commissioning Groups (CCGs), charitable grants and trusts, and individual donors. In addition, unrestricted income is generated through the longer-term lease with 14 tenant organisations and short-term lettings of our premises, enabling the upkeep and investment in our owned property and support of the infrastructure and sustainability of the Organisation, as well as partnership delivery.

Local Authority and CCG commissioned services were delivered in three London Boroughs; Camden, Islington, and Newham. Our work with the NHS was funded by Islington GP Federation, Whittington Health, London North West University Healthcare NHS Trust and Barts Health NHS Trust. Our Early Years settings are contracted with London Borough of Islington.

Grants were received from National Lottery Community Fund, Peter Stebbings Fund, The Dovedale Foundation, Two Magpies Fund, CAF Resilience Fund, Tesco Bags of Help, Transport for London, Local Initiative Fund, and Cloudesley.

Our crowdfunding appeals helped support our FGM work, our Covid-19 response and our Christmas Hampers.

We received considerable donations in kind in terms of food donations from The Felix Project, Arsenal in the Community, Waitrose Holloway Road, Age UK, Islington Council, CWU North/North West London, and the Guru Maneyo Granth Gurdwara in Slough.

All fundraising activity is carried out by MGWT staff and no professional or commercial fundraisers have been involved in fundraising. All fundraising is overseen by the Director of Fundraising and Development, a member of the Institute of Fundraising who abides by its code of conduct. MGWT has fully complied with fundraising standards and regulation, and received no complaints regarding our fundraising activities.

We continue to review our income streams, particularly when operating in an environment where there is continued demand and need alongside decreasing resources. We always seek to provide the most efficient services with maximum impact and value, considering effective service models, replicability and relevance to beneficiaries and communities.

4. Our people – all who work with us will continue to be recognised as our biggest asset in achieving our vision and mission and therefore we will support, develop, and value all in their contribution.

Our committed staff team are essential to our ability to deliver our vision of promotion of health, wellbeing, and social inclusion for the benefit of all, recognised as the organisation's biggest asset. We continue to strive to be an excellent employer, recognising the challenges and limitations that can be in place as a small charity and organisation, and adopt sector norms in terms and conditions of employment and aim to exceed these where possible. We continue to review our approach to valuing staff and ensuring they are working in an environment in which they are supported and developed, and with a particular focus on access to wellbeing support throughout 2020/21, recognising the exceptional circumstances in which staff were working.

We continue to contract Roots HR in the provision of HR Consultancy to provide additional capacity, resource, and expertise in our employment and management of staff, and assurance in meeting our legislative requirements and provision of policy framework as an employer.

- 5. Partnerships** – we will be more effective, have greater impact, and achieve better outcomes when working with others, and we will continue to actively seek collaboration.

Partnership is essential to the success of our delivery and the effectiveness of our mission to help people take action to change their lives for the better. We cannot achieve sustainable change and impact by working in isolation. We engage, participate and influence in many different ways, including:

- Manor Gardens leads delivery and development of Health Exchange.
- The Chief Executive is the Voluntary and Community Sector (VCS) representative on the Health and Wellbeing Board for Islington, which sits jointly with Haringey Health and Wellbeing Board twice a year and Islington's Fairer Together Strategic Board.
- Manor Gardens is the founding partner with Islington Council in the Time to Change Islington organic hub.
- Representation and meetings with local Councillors take place throughout the year, and in 2020/21 we regularly attended online 'Community Conversations'.

Health Exchange

Hosted by Manor Gardens Welfare Trust, delivered in partnership with Islington CCG, and commissioned by London Borough of Islington, Health Exchange represents our commitment to an integrated approach to improving the health and wellbeing of Islington residents.

This has grown from more formal forum-style meetings with invited partners to an open and welcoming monthly drop-in, the 'Breakfast Meeting'. This has allowed the network to connect and reflect changing and emerging priorities as these emerge. There is no criteria or requirements for membership, other than an interest in health and social care in the Borough, and current partners reflect a wide range of organisations working in Islington, with staff at all levels attending and engaging from senior strategists to frontline practitioners. We currently have 120 members. Collectively, we aim to improve the understanding of the health and wellbeing landscape, enable creative solutions to delivering wellbeing and support one another to identify service areas for future development. We are taking a lead role in the involvement and integration of statutory and voluntary sector organisations in finding solutions and approaches to health priorities and agendas. We recognise that to do so involves meaningful engagement and regular conversation between commissioners and providers, and representation and understanding of community voices and needs.

Islington Food Poverty Alliance

MGWT chairs Islington Food Poverty Alliance, a coalition of over 130 member organisations and individuals from the VCS, Islington Council, health services, local funders, businesses, schools, Early Years settings, and mutual aid groups. MGWT led the process to develop and publish Islington's first Food Poverty Action Plan, and facilitate the delivery and partnership work to ensure the success of this ambitious and wide ranging Action Plan.

An example of the Alliances' success is the recently developed Islington Food Cooperative Network, a partnership across 7 local community organisations to initiate local cooperatives as an empowering alternative to foodbanks to tackle food poverty. Piloted with secured funding (February–April 2021), these cooperatives are now continuing under a self-sustaining funding model, and MGWT has been requested to speak at national events to share our model and learning, to replicate in other regions.

Covid task forces

Multiple task force meetings have been convened in the past year to respond to crisis and emerging need and we have participated, identified solutions and responses, and contributed to many identified actions. This has included:

- humanitarian food response across Islington and into neighbouring Boroughs.
- roll-out of the Covid-19 vaccination programme in Islington, with preparatory work through support to the uptake and delivery of flu vaccination.
- coordination of the delivery of oxygen saturation tests to residents with Covid-19 symptoms and being monitored at home by their GP.
- addressing social isolation and connectedness across the Borough.

Initiatives and integrated working continues, with recent joint applications to continue to address inequalities impacting of health and wellbeing outcomes in our communities.

Future Plans:

We will continue in the upkeep and development of our estate, creating a safe and accessible co-location offer to similar organisations and charities, and as an asset to the local community, recognising the importance of place and how people can start again to come together.

We maintain a safe and suitable environment for the provision of services by our charity and others, ensuring we meet all required Health and Safety requirements, and a good standard of facilities, with reliable systems, including IT to support efficient delivery, and full consideration of environmental impact. We recognise our responsibilities as landlord to our tenants and reviewed our lease documentation to provide greater clarification within this formal relationship, assisted by pro-bono support from Slaughter and May, introducing this in 2020-21 at lease renewal and to new tenants. Over 95% occupation of the estate was achieved at year-end through utilisation of Manor Gardens Centre by MGWT staff and services and tenant organisations. Occupancy of our buildings, both by our services and tenants, has allowed security of income for planning of investment to maintain the estate to a high standard.

We have planned refurbishment of our reception at the Centre during 2021; this is the gateway into our services and a place where staff, wider workforce, service users and community members can come together. We are investing in this to enable many aspects of our Strategy, to provide access, impact, and a place where people can feel welcomed, supported and valued.

More information about our current services and developments for the Charity can be found on our website at www.manorgardenscentre.org

FINANCIAL REVIEW AND RESULTS FOR THE YEAR ENDED 31ST MARCH 2021

The Statement of Financial Activities (SoFA) including an Income and Expenditure account set out on page 20, shows total income of £2,044,227 (2020: £1,955,504) and total expenditure £1,825,740 (2020: £1,956,756). This resulted in net surplus of £218,487 (2020: deficit £1,252). The overall result is better than what we anticipated at the beginning of the year despite the current economic climate and the corona virus pandemic.

RESERVES POLICY

The Board has a long-term policy of increasing both the Revenue and Building Refurbishment Reserves (see note 11 to the accounts) to ensure that fluctuations in future income do not threaten the financial stability of the organisation. The uncertainties include grants from statutory bodies and rental income.

Revenue Reserve: The Revenue Reserve is needed to provide funds which can be made available for specific projects, and to assist with unforeseen economic events.

The Trustees believe that the level of this reserve should be gradually increased to the equivalent of three months' total expenditure calculated and reviewed annually. The reserve is being built up to the desired level in stages consistent with the Charity's overall financial position and its need to maintain its activities. The current level of this reserve is £281,593 compared with three months' total expenditure of £456,435 (this amount is higher due to the HRCC contract) based on the audited accounts.

Building Refurbishment Reserve: The Board's policy is to build up the Building Refurbishment Reserve, to £260,000, which equals 4% of the estimated value of the freehold premises (£6.5 million). The purpose of this reserve is for the refurbishment of, and cyclical maintenance work on the Charity's premises. The Trustees expect to achieve this level of funding by a combination of specific donations, grants and transfers from general reserves. At the year end this reserve stands at £246,924.

General funds (see note 11 to the accounts) are donations and other incoming resources receivable or generated in furtherance of the Charity's objectives without further specified purpose and are available as general funds. The current level of Undesignated funds is £179,642.

Restricted Capital funds (see note 12 to the accounts) comprise a building asset fund, a fixed asset fund and other grants fund. The building asset fund represents the original cost of, and initial improvements made to the Charity's original freehold premises; whereas the fixed asset fund represents the cost of assets funded by grants. The current level of the combined Capital funds is £512,463.

The policies for and levels of these reserves will continue to be monitored by Trustees on an annual basis. Further analysis of the reserves of the Charity can be found in notes 11 and 12 to the financial statements.

INDEPENDENT AUDITORS

The statutory auditor, Anthony Daniel Armstrong FCA of Armstrong & Co, has indicated his willingness to be proposed for re-appointment in accordance with Section 485 of the Companies Act 2006.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

The trustees who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that 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.

This report has been prepared in accordance with the Charities SORP FRS 102 (effective 1 January 2015) and with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Manor Gardens Welfare Trust

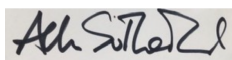
TRUSTEES' REPORT

Year ended 31st March 2021

The trustees have determined that the charitable company be audited under the Companies Act 2006 for the year ended 31st March 2021 and for future years. The charitable company would also be required to be audited under charities legislation for the year ended 31st March 2021.

The trustees acknowledge and confirm their responsibilities for preparing the financial statements as detailed in the Statement of Trustees' Responsibilities set out on page 16.

Approved and authorised for issue by the Trustees on 15th October 2021 and signed on their behalf by:



Allan Sutherland, Trustee



Jenita Rahman ACA, Trustee

Manor Gardens Welfare Trust

STATEMENT OF TRUSTEES' RESPONSIBILITIES

For the year ended 31st March 2021

The trustees (who are the directors of the charity for the purpose 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;
- make judgements and estimates that are reasonable and prudent;
- follow applicable accounting standards and statements of recommended practice, subject to any material departures disclosed and explained in the accounts; and
- 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 proper 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.

Manor Gardens Welfare Trust

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MANOR GARDENS WELFARE TRUST For the year ended 31st March 2021

We have audited the financial statements of Manor Gardens Welfare Trust for the year ended 31st March 2021 which comprise the Statement of Financial Activities, Statement of Financial Position, and the Notes to the Accounts to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st 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 applicable to Smaller Entities; and
- have been properly 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 auditors' 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 the provisions available for small entities, 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information in the annual report but does not include the financial statements and our report of the auditors thereon. The trustees are responsible for the other information.

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 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.

Manor Gardens Welfare Trust

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MANOR GARDENS WELFARE TRUST
For the year ended 31st March 2021

Opinion on other matter prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the 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 directors' report included within the trustees' report.

We have nothing to report in respect of the following matters where 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 trustees report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 16 the charity's 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 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.

Our 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We identified the legal and regulatory frameworks that are applicable to the entity and determined that the most significant are those that relate to the specific business environment in which they operate, the reporting requirements they are obliged to adhere to and other legal and regulatory requirements applicable to operating entities in general.

Manor Gardens Welfare Trust

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MANOR GARDENS WELFARE TRUST
For the year ended 31st March 2021

These include the Companies Act 2006, the Charities Act 2011, FRS 102, the Charities SORP, GDPR and COVID-19 support schemes legislation. The charitable company operates locally and is not significantly impacted by international law or regulations.

Taxation law and regulations applicable to charities also apply to the charitable company but it is not involved in any complex matters that increase the risk of non-compliance.

Each area of audit review includes in the audit documentation reference to potential non-compliance and awareness of potential non-compliance is embedded in our audit procedures.

- We assessed the risks of material misstatement in respect of fraud by enquiry of management, review of the charity's operations and direct review of significant and material transactions, including all non-standard or irregular journal adjustments. Our understanding of the organisation enables us to understand and identify transactions or areas that appear to present a risk of fraud. None were detected.
Our pre-audit questionnaire specifically makes enquires about fraud and this is supported by audit documentation. We also review Board minutes to identify any matters of concern or risk. None were identified.
- The audit was conducted by a very experienced auditor who has a good knowledge of the client and no other assistance or support was required.
- The charity is small, its activities are regular and consistent and are not complex and no special audit considerations apply, nor is external specialist assistance required.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Armstrong

Anthony Daniel Armstrong FCA (Senior Statutory Auditor)
for and on behalf of Armstrong & Co
Chartered Accountants & Statutory Auditors

**4a Printing House Yard
Hackney Road
London E2 7PR
15th October 2021**

Manor Gardens Welfare Trust
STATEMENT OF FINANCIAL ACTIVITIES
Including an Income and Expenditure Account
For the year ended 31st March 2021

	Note	UNRESTRICTED General Funds £	Designated Funds £	RESTRICTED £	2021 Total £	2020 Total £
INCOME FROM:						
Donations and legacies		298	-	-	298	242
Charitable activities						
Grants and service agreements	6/7	-	-	1,582,977	1,582,977	1,535,764
Rent and service charges		357,817	-	-	357,817	333,940
Room hire		823	-	-	823	47,227
Income from services supplied		106	-	-	106	27,137
Pandemic Food Activity		26,746	-	-	26,746	-
Fundraising		244	-	-	244	-
Other		-	-	-	-	740
Investment income		655	-	-	655	3,023
Furlough		-	-	74,185	74,185	-
Other income		376	-	-	376	7,431
TOTAL INCOME		387,065	-	1,657,162	2,044,227	1,955,504
EXPENDITURE ON:						
Raising funds		-	-	-	-	-
Charitable activities						
Service agreements	1	-	-	1,414,758	1,414,758	1,625,795
Health and welfare services	1	336,797	-	-	336,797	330,961
Furlough	1	-	-	74,185	74,185	-
TOTAL EXPENDITURE		336,797	-	1,488,943	1,825,740	1,956,756
NET INCOME / (EXPENDITURE)		50,268	-	168,219	218,487	(1,252)
TRANSFERS BETWEEN FUNDS	11/12	(50,268)	11,742	38,526	-	-
NET MOVEMENT IN FUNDS		-	11,742	206,745	218,487	(1,252)
RECONCILIATION OF FUNDS:						
TOTAL FUNDS AT 1 APRIL 2020		179,642	516,775	1,088,433	1,784,850	1,786,102
TOTAL FUNDS AT 31 MARCH 2021	11/12	179,642	528,517	1,295,178	2,003,337	1,784,850

See Note 16 for a detailed analysis of 2020 prior year amounts.

All activities are classed as continuing.

There were no other recognised gains or losses other than those stated above.

The notes on pages 22 to 31 form an integral part of these audited financial statements.

Manor Gardens Welfare Trust

Registered in England, company number 3386929

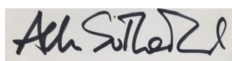
STATEMENT OF FINANCIAL POSITION

As at 31st March 2021

	Note	2021 £	2020 £
FIXED ASSETS			
Tangible fixed assets	8	862,931	863,771
CURRENT ASSETS			
Debtors	9	193,065	233,178
Short term deposits		227,638	227,638
Cash at bank		893,053	611,558
Cash in hand		3,394	3,204
Pre Capital Exp		-	3,219
		1,317,150	1,078,797
CREDITORS: amounts falling due within one year	10	(176,744)	(157,718)
NET CURRENT ASSETS		1,140,406	921,079
TOTAL ASSETS LESS CURRENT LIABILITIES		2,003,337	1,784,850
NET ASSETS		2,003,337	1,784,850
THE FUNDS OF THE CHARITY			
Unrestricted Funds	11	708,159	696,417
Restricted Funds	12	1,295,178	1,088,433
TOTAL CHARITY FUNDS		2,003,337	1,784,850

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard 102.

Approved and authorised for issue by the Trustees on 15th October 2021 and signed on their behalf by:



Allan Sutherland, Trustee



Jenita Rahman ACA, Trustee

Manor Gardens Welfare Trust

ACCOUNTING POLICIES

For the year ended 31st March 2020

BASIS OF ACCOUNTING

The financial statements have been prepared under the historical cost convention and in accordance with:

- a) Applicable UK accounting standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)';
- b) 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) (effective 1 January 2015) - (Charities SORP FRS 102);
- c) The Companies Act 2006; and
- d) The Charities Act 2011.

PUBLIC BENEFIT ENTITY

The Charity meets the definition of a public benefit entity under FRS 102.

GOING CONCERN

The charity's income is derived from both non self-generated sources, such as grants, service level agreements and other governmental or NGO sources and self-generated sources, such as rental income and hire income etc. The trustees consider that there are no material uncertainties about the likelihood that this support will continue, and accordingly, the accounts have been prepared on a going concern basis.

INCOMING RESOURCES

Incoming resources are the amounts derived from the provision of charitable services, the receipt of gifts, rents and grants falling within the charity's ordinary activities.

INCOME RECOGNITION

All incoming resources are recognised once the Charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of incoming resources can be measured with sufficient reliability. Income with conditions attached to its receipt is recognised when the conditions have been fulfilled.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

RESOURCES EXPENDED

Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the Charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of raising funds are those costs incurred in attracting voluntary income.

Charitable activities include expenditure associated with the provision of accessible health and welfare services and include both the direct costs and support costs relating to these activities.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

GOVERNANCE COSTS

Governance costs comprise all costs involving the public accountability of the Charity and its compliance with regulation and good practice. These costs include the audit fee.

Governance costs include those incurred in the governance of the Charity and its assets and are primarily associated with constitutional and statutory requirements and are included in support costs.

Manor Gardens Welfare Trust

ACCOUNTING POLICIES

For the year ended 31st March 2020

FIXED ASSETS AND DEPRECIATION

All fixed assets are initially recorded at cost. Freehold land is not depreciated. The Trustees are of the opinion that the freehold buildings have such a long useful economic life and such a high residual value that any depreciation charges arising are immaterial. Depreciation is being charged on other fixed assets retained by the Trust at rates estimated to write off their cost, less any residual value, over their expected useful lives. The expected useful lives are as follows:

Included within furniture and equipment:	
Furniture and equipment	10 years
Safety equipment	10 years
Computer equipment	3 years
Cafe equipment	5 years

STOCK

Stock is valued at the lower of cost and net realisable value.

LEASING CONTRACTS

The management and service charges are credited to the Statement of Financial Activities as they fall due over the period of the lease.

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

UNRESTRICTED FUNDS

Unrestricted funds are donations and other incoming resources receivable or generated in furtherance of the Charity's objectives without further specified purpose and are available as general funds.

DESIGNATED FUNDS

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

RESTRICTED FUNDS

Restricted funds are to be used for specific purposes as laid down by commissioning authorities and donor's expenditure which meets these criteria is charged to the fund.

TAXATION

The Company is a registered charity and does not trade and as such its income and gains are exempt from corporation tax to the extent that they are applied to its charitable objectives.

PENSIONS

The Charity operates defined contribution schemes which are administered by outside independent pensions providers. Contributions payable for the year are charged to the Statement of Financial Activities.

Manor Gardens Welfare Trust

NOTES TO THE ACCOUNTS

For the year ended 31st March 2021

1. COST OF CHARITABLE ACTIVITIES

	Activities undertaken directly				
	Staff Costs	Other Direct Costs	Support Costs	2021 Total £	2020 Total £
	£	£	£		
RESTRICTED					
Service agreements					
MG Nursery	68,579	26,085	2,650	97,314	191,934
Hornsey Road Children's Centre	414,976	116,031	14,865	545,872	686,933
Early Parenthood Programme	177,300	38,761	6,048	222,109	350,755
FGM Services	103,850	36,813	3,938	144,601	110,045
Therapeutic Service	54,761	10,285	1,821	66,867	58,596
Syrian Fund Service	24,519	4,865	823	30,207	21,259
Food Cooperative Service	-	18,381	515	18,896	-
Big Lottery covid Fund	20,100	51,674	2,009	73,783	-
CAF Resilience Fund	10,897	16,185	758	27,840	-
Stroke Service	67,703	12,960	2,258	82,921	99,706
Social Prescribing	11,985	2,285	399	14,669	-
Wellbeing Service	69,058	18,179	2,442	89,679	106,567
Total Service agreements	1,023,728	352,504	38,526	1,414,758	1,625,795
Furlough	74,185	-	-	74,185	-
UNRESTRICTED					
Health and welfare services	327,625	-	9,172	336,797	330,961
TOTAL COST OF CHARITABLE ACTIVITIES	1,425,538	352,504	47,698	1,825,740	1,956,756

2. SUPPORT COSTS

	2021 £	2020 £
General expenses	9,960	35,787
Legal and professional	-	1,680
Insurance	16,145	14,765
Telephone/Broadband	28,994	29,240
Postage	2,213	14,146
Copying	7,341	7,964
Bank charges	1,767	2,695
Stationery and office supplies	1,011	3,278
Training development and recruitment	222	3,208
Depreciation	10,106	11,117
Computing	12,975	16,874
Bad debts and provisions	4,958	2,599
Repairs and maintenance	36,742	38,143
Cleaning	38,551	42,629
Light and heat	28,582	40,906
Water rates	2,591	4,014
Management charges	5,341	5,357
Winter and Summer Wellbeing Festival	-	4,496
Website / Communications /Charity Log	312	1,757
Governance (see Note 3)	5,641	6,068
HR Resources	3,078	2,736

Manor Gardens Welfare Trust

NOTES TO THE ACCOUNTS

For the year ended 31st March 2021

	2021 £	2020 £
Staff Support	2,050	3,344
Food Service	22,306	1,913
	<u>240,886</u>	<u>294,716</u>
Gross Costs		
Less: income from Projects excluded from SOFA (page 19)	(193,188)	(174,872)
	<u>47,698</u>	<u>119,844</u>
Net Support Costs (see note 1)		

3. GOVERNANCE COSTS

	2021 £	2020 £
Accountancy and audit fees	4,800	4,800
Insurance	664	664
General expenses	177	604
	<u>5,641</u>	<u>6,068</u>

4. NET INCOMING RESOURCES FOR THE YEAR

	2021 £	2020 £
This is stated after charging:		
Depreciation	10,106	11,117
Auditor's remuneration	4,800	4,800
	<u>14,906</u>	<u>15,917</u>

5. EMPLOYEES

The average number of people employed during the year was as follows:

	2021 No	2020 No
Senior Management Team	3	3
Projects and services	61	58
	<u>64</u>	<u>61</u>

Employment costs were:

	2021 £	2020 £
Wages and salaries	1,223,367	1,220,032
Social security costs	100,242	101,583
Pension costs	27,883	26,281
	<u>1,351,492</u>	<u>1,347,896</u>

During the year two employees earned £60,000 or more and no Trustee received any remuneration or reimbursed expenses.

Pension costs relate to a defined contribution scheme. Contributions are charged in the years to which they relate.

Manor Gardens Welfare Trust

NOTES TO THE ACCOUNTS

For the year ended 31st March 2021

6. INCOMING RESOURCES

Details of larger restricted grants and other funding received during the year include:

	2021	2020
	£	£
Manor Gardens Nursery		
London Borough of Islington	84,757	111,080
Hornsey Road Children's Centre		
London Borough of Islington	521,683	394,303
Best Practice Network	2,000	-
Starting Well / Early Parenthood Programme		
National Lottery Community Fund	166,564	163,578
London Borough of Camden - Camden Blossoms	70,000	70,000
Greater London Authority	-	7,500
NHS Haringey CCG	1,500	-
FGM Services		
Peter Stebbings Memorial Charity	-	20,000
London Borough of Newham// Hestia Housing & Support	85,000	64,333
Barts Health NHS Trust	-	11,004
London North University Healthcare NHS	-	11,004
Dovedale Foundation	-	15,000
Therapeutic Service		
DCMS Central	-	59,067
Covid Crisis Rescue	1,000	-
Two Magpies Fund	15,000	-
Shpresa Programme - Services for Albanian Women	5,000	-
Syrian Fund Service		
London Borough of Islington	55,000	45,000
Food Cooperative		
Sustain	26,589	-
Big Lottery Covid Fund		
National Lottery Covid-19 Response	80,902	-
CAF Resilience Fund		
CAF Resilience fund	44,506	-
Living Well Services		
NHS Islington CCG	67,997	66,664
London Borough of Islington (Local Initiative Fund)	2,166	1,933
Trullo	-	8,736
Islington GP Federation	5,000	-
Cloudesley	10,000	-
Social Prescribing		
Primary Care Network North Islington GP Federation	19,194	-
Single Point of Access		
London Borough of Islington	14,344	-

Manor Gardens Welfare Trust

NOTES TO THE ACCOUNTS

For the year ended 31st March 2021

	2021 £	2020 £
Wellbeing Communities Service		
London Borough of Islington – Community Mental Health & Welfare	108,240	111,108
Transport For London (Ground Works)	1,827	5,000
Cloudesley Principal Health Grants	30,000	3,000
Cloudesley Welfare and Catalyst Grants	5,000	-
Time Limited Projects		
Islington GP Federation	3,360	-
Camden and Islington Public Health	10,000	-
NHS North Central London CCG	5,000	-
Coronavirus Food Distribution Service		
Age UK Islington	5,000	5,000
SHP	-	2,000
Bright Start East (London Borough of Islington)	5,000	-
J O'Brien	2,800	-
Albion Fine Foods	1,000	-
Islington Mind	1,000	-
Health Exchange		
London Borough of Islington – VCS Partnership	18,750	25,000
Islington Food Poverty Action Plan	-	3,780
Whittington Health	3,500	-
Others		
Total of all other grants / fees / income	104,298	331,674
	1,582,977	1,535,764

7. PROJECTS: RESTRICTED REVENUE FUNDS

The table below shows the reserves of Projects for specific purposes, as included in Restricted Funds (see note 12):

	2021 £	2020 £
MG Nursery	10,268	912
Hornsey Road Children's Centre	128,545	40,361
Early Parenthood Programme	112,521	72,681
FGM services	20,685	69,009
Therapeutic Service	-	4,559
Syrian Fund Service	46,530	25,043
Food Cooperative Service	8,208	-
Big Lottery covid Fund	9,128	-
CAF Resilience Fund	17,424	-
Stroke Service	10,040	941
Social Prescribing	4,924	-
Wellbeing Service	103,082	98,471
Single Point of Access	14,344	-
Time Limited Projects	18,358	-
	504,057	311,977

Manor Gardens Welfare Trust

NOTES TO THE ACCOUNTS

For the year ended 31st March 2021

8. TANGIBLE FIXED ASSETS

	Freehold Premises £	Furniture & Equipment £	Total £
COST			
1 st April 2020	812,218	298,094	1,110,312
Additions	7,364	1,902	9,266
Disposals	-	-	-
31st March 2021	819,582	299,996	1,119,578
DEPRECIATION			
1 st April 2020	-	246,541	246,541
Charge for the year	-	10,106	10,106
On Disposals	-	-	-
31st March 2021	-	256,647	256,647
NET BOOK AMOUNT			
31st March 2021	819,582	43,349	862,931
31 st March 2020	812,218	51,553	863,771

Freehold premises are shown at their original cost including the cost of additions and improvements. The Trustees have estimated the insurance value at £6,500,000.

9. DEBTORS

	2021 £	2020 £
Service charges	169,591	229,073
Prepayments and accrued income	23,474	4,105
	193,065	233,178

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Operating creditors	41,754	34,405
Other taxes and social security	30,487	35,143
Other creditors and accruals	104,503	88,170
	176,744	157,718

Included in "Other creditors and accruals" are amounts outstanding to pension schemes at the balance sheet date of £6,184 (2020: £4,913).

Manor Gardens Welfare Trust

NOTES TO THE ACCOUNTS

For the year ended 31st March 2021

11. UNRESTRICTED FUNDS	Balance	Movement in Funds			Balance
	1/4/20	Income	Transfers	Expenditure	31/3/21
	£	£	£	£	£
Designated (see note below)					
Building Refurbishment Reserve	246,924	-	-	-	246,924
Revenue Reserve	269,851	-	11,742	-	281,593
	516,775	-	11,742	-	528,517
General funds	179,642	387,065	(50,268)	(336,797)	179,642
TOTAL UNRESTRICTED FUNDS	696,417	387,065	(38,526)	(336,797)	708,159

Designated funds have been set aside out of unrestricted funds by the Trustees to cover material fluctuations in rent and room hire income, essential and non-recurring administration costs, and non-recurring costs resulting from withdrawal of some or all of external funding for projects. Transfers represent unrestricted funds that have subsidised projects undertaken during the year that were associated with restricted funds.

12. RESTRICTED FUNDS	Balance	Movement in Funds			Balance
	1/04/20	Income	Transfers	Expenditure	31/03/21
	£	£	£	£	£
Capital funds:					
Building asset fund	274,047	-	-	-	274,047
Fixed asset fund	19,504	-	-	-	19,504
Other grants	218,912	-	-	-	218,912
	512,463	-	-	-	512,463
Revenue funds:					
Projects activities (note 7)	311,977	1,541,347	65,491	(1,414,758)	504,057
Other revenue funds	263,993	115,815	(26,965)	(74,185)	278,658
	1,088,433	1,657,162	38,526	(1,488,943)	1,295,178

Building asset fund: Original cost and initial improvements made to the Charity's original freehold premises.

Fixed asset fund: Cost of assets funded by grants.

Other grants: Capital grants received for specific purposes.

Projects activities: Restricted revenue funds that have been received in the year as set out in note 6.

Other revenue funds: Restricted funds not directly related to projects.

13. NET ASSETS ATTRIBUTABLE TO FUNDS	Unrestricted	Restricted	Total	Total
			31/03/21	31/03/20
	£	£	£	£
Fixed assets	350,468	512,463	862,931	863,771
Current assets	534,435	782,715	1,317,150	1,078,797
Current liabilities	(176,744)	-	(176,744)	(157,718)
	708,159	1,295,178	2,003,337	1,784,850

Manor Gardens Welfare Trust

NOTES TO THE ACCOUNTS

For the year ended 31st March 2021

14. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year or previous year.

There was no ultimate controlling party.

15. CONTINGENT LIABILITIES

The charity had no material contingent liabilities at 31st March 2021 nor at 31st March 2020.

Manor Gardens Welfare Trust

NOTES TO THE ACCOUNTS

For the year ended 31st March 2021

16. STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2020

	Note	UNRESTRICTED General Funds £	Designated Funds £	RESTRICTED £	2020 Total £
INCOME FROM:					
Donations and legacies		242	-	-	242
Charitable activities					
Grants and service agreements	6/7	-	-	1,535,764	1,535,764
Rent and service charges		333,940	-	-	333,940
Room hire		47,227	-	-	47,227
Income from services supplied		27,137	-	-	27,137
Other		740	-	-	740
Investment income		3,023	-	-	3,023
Other income		7,431	-	-	7,431
Total income		419,740	-	1,535,764	1,955,504
EXPENDITURE ON:					
Raising funds		-	-	-	-
Charitable activities					
Service agreements	1	-	-	1,625,795	1,625,795
Health and welfare services	1	330,961	-	-	330,961
TOTAL EXPENDITURE		330,961	-	1,625,795	1,956,756
NET INCOME / (EXPENDITURE)		88,779	-	(90,031)	(1,252)
Transfers between funds	11/12	(88,779)	(27,594)	116,373	-
NET MOVEMENT IN FUNDS		-	(27,594)	26,342	(1,252)
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 APRIL 2019		179,642	544,369	1,062,091	1,786,102
TOTAL FUNDS AT 31 MARCH 2020	11/12	179,642	516,775	1,088,433	1,784,850

Manor Gardens Welfare Trust

MANAGEMENT INFORMATION

For the year ended 31st March 2021

The following information does not form part of the audited financial statements

CASHFLOW STATEMENT	Notes	Total Funds 2021 £	Prior Year Funds 2020 £
Cash generated from operating activities:			
Net cash provided by/(used in) operating activities	A	290,951	(183,086)
Cash flows from other sources:			
Proceeds from sale of fixed assets		-	-
Application of cash:			
Purchase of fixed assets		(9,266)	(9,595)
Pre capital exp		-	-
Net increase/(decrease) in cash	B	281,685	(192,681)
Cash at bank at the beginning of the year	B	842,400	1,035,081
Cash at bank at the end of the year	B	1,124,085	842,400
A RECONCILIATION OF NET INCOME/EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES		2021 £	2020 £
Net income/(expenditure) from SOFA (page 19)		218,487	(1,252)
Adjusted for:			
Depreciation		10,106	11,117
(Increase)/decrease in debtors		43,332	(164,050)
Increase/(decrease) in creditors		19,026	(28,901)
Net cash inflow/(outflow) from operations		290,951	(183,086)
B ANALYSIS OF CASH AT BANK AND IN HAND			
	Change in year £	2021 £	2020 £
Cash at bank and in hand	281,685	896,447	614,762
Short term deposits	-	227,638	227,638
	281,685	1,124,085	842,400